

DIVERSITY, EQUITY, INCLUSION AND BELONGING



November 20th, 2024



DEIB COMMITTEE: 2023-2024 SCHOOL YEAR

- Committee created during the 2023-2024 school year

The SAANYS Equity in Action series recommended the *Guiding Team Member Selection* document from Harvard Graduate School of Education.

- The recommended committee size is 12-15, we had 16

Source: D.S. Cohen (2005). *The Heart of Change Field Guide: Tools and Tactics for Leading Change in Your Organization*. Boston, Mass.: Harvard Business School Press.



DEIB COMMITTEE: 2023-2024 SCHOOL YEAR

- Focus of committee work during '23-'24 school year included:
 - Mission Statement
 - Creation of policy
 - Creation of Climate & Culture surveys for faculty & staff and students



MISSION STATEMENT

The Diversity, Equity, Inclusion & Belonging Committee aims to create a truly inclusive learning environment in which all members of the school community feel welcomed and supported, have an equitable opportunity to succeed, and experience a sense of belonging.

The best learning happens when students see their own lives reflected back to them, are given the opportunity to experience stories different from their own, and engage in authentic learning that builds belonging and empathy.

All school community members benefit when we prioritize belonging. Through creating an intentionally inclusive environment, in which all identities are celebrated and given agency, we are preparing students to be active and critical participants in their communities, now and in the future.

To this end, the committee has been engaged in conversation and research; and is developing action plans to recommend policies and practices designed to promote belonging, facilitate growth, improve access, opportunity, and outcomes for all students in our community.



BELONGING

The extent to which you feel individually **welcomed, known, respected, included,** and **supported** by others during the school day.

Belonging means feeling:

- **Welcomed**
- **Known**
- **Accepted**
- **Respected**
- **Included**
- **Supported**



DEIB COMMITTEE: 2024-2025 SCHOOL YEAR

- Keynote Speaker on Superintendent's Day, November 1st
 - Diane Wynne, Executive Director of the Office of Diversity, Equity, and Inclusion at the NYS Education Department
- Distribution of student and staff survey
 - Staff survey in early November
 - Student survey in early December
- Cultivating Belonging: 10-Minute Practices for Building Connection
 - Series of five activities for faculty



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- Analysis of surveys
- Panel applications
- Resource database- DEI & Belonging landing page on the website
- Visuals
 - Posters will be distributed to all buildings
 - Library book displays



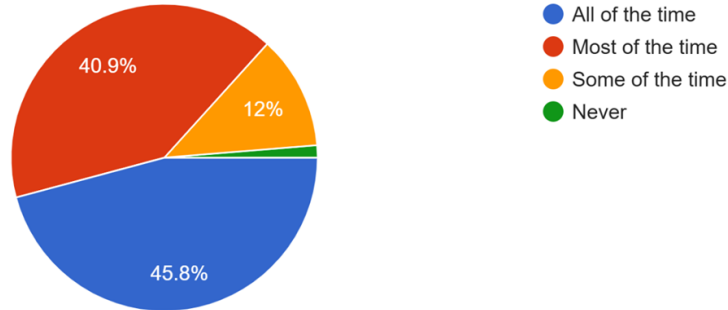
DEIB COMMITTEE: 2024-2025 SCHOOL YEAR

BSCSD Faculty & Staff - Climate and Culture Survey 2024-25

Part 1 - Answer based on your personal experiences and feelings while working at BSCSD.

I feel a sense of belonging at work:

384 responses





QUESTIONS