

DIVERSITY, EQUITY, INCLUSION AND BELONGING



August 20th, 2025



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.



DEIB 2024-25 COMMITTEE MEMBERSHIP

Gianleo Duca - Superintendent
Sarah Johnson - Co-Chairperson
Kim Bolster - Co-Chairperson
Holly Barker-Flynn (BOE)
Don Brandt (GC)
Jonathan Coleman(Malta)
Kevin Flores (DO)
Joelle Guerrero (WR)
Sarah Gunner-Moorfoot(HS)
Nader Khan(MS)
Colin Klepetar (MS)
Katie Massie(HS)
Chelsea Morse(HS)
Natalie Quay(HS)
Lisa Perrone(HS)
Julia Routbort-Baskin(BOE)
Joe Shaver(MS)



DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

- Dr. Diane Wynne - 2024-25 Superintendent's Day Keynote Speaker
- Staff Survey
- Student Survey
- Branding - Common Language/Poster
- Cultivating Belonging - P.D. Activities at Faculty Meetings
- Participation in the first WSWHE BOCES Wellness, Inclusion, Diversity, and Equity Regional Network - Student Summit
- Raising Student Voices - Student Panels



DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

EDUCATING EVERYONE TAKES EVERYONE

- Dr. Diane Wynne - “ALL means ALL”
- The idea that belonging is an innate human need and promotes learning is widely supported by research and theory in psychology and education
- *Belongingness refers to the human emotional need to be an accepted member of a group. This involves feeling valued, included, and connected to others. It encompasses the sense of being part of something larger than oneself and is an essential aspect of human psychological well-being.*

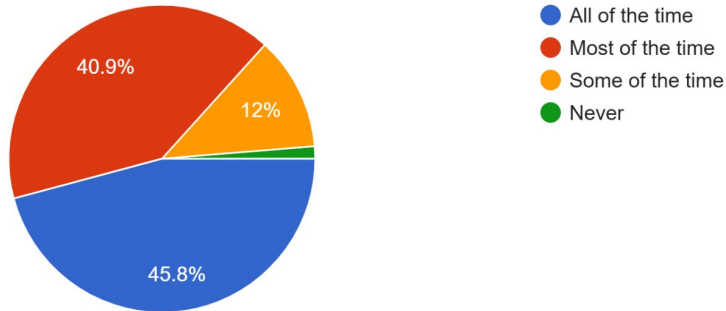


DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

DEIB FACULTY/STAFF SURVEY

87 % OF FACULTY/STAFF FEEL A SENSE OF BELONGING

I feel a sense of belonging at work:
384 responses





DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

DEIB STUDENT SURVEY

	Welcome	Belonging	Comfortable being Self
Grades 3-5	78%	82%	75%
Grades 6-8	85%	81%	78%
Grades 9-12	76%	64%	68%



DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

CULTIVATING BELONGING - PD ACTIVITIES IN FACULTY MEETINGS

- **Trusted 5** - Self reflection and awareness about the people we choose to surround ourselves with based on similarities and/or differences
- **Creating a Welcoming Classroom for ALL** - What do inclusive and belonging environments look like?

[Building a Belonging Classroom by Edutopia](#)



DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

PARTICIPATION IN THE FIRST WSWHE BOCES WELLNESS, INCLUSION, DIVERSITY, AND EQUITY REGIONAL NETWORK - STUDENT SUMMIT

- Regional community event for students in grades 7-9 to engage in activities facilitated by Teen Truth focused on:
 - Empowering Student Voice
 - Improving Mental Health
 - Building School Culture
- BSCSD sent two 7th graders and one 9th grader



DEIB ACCOMPLISHMENTS: 2024-2025 SCHOOL YEAR

RAISING STUDENT VOICES - “STUDENT PANELS”

- This provided street data and was a personal, more in depth follow up to the student survey results and feedback.
- A CIRCLE FORMAT for raising student voices involves gathering students in a physical circle, establishing shared agreements, and using a talking piece to facilitate structured and respectful conversation.



*DEIB ACCOMPLISHMENTS:
2024-2025 SCHOOL YEAR*





DEIB 2025-2026 GOALS

1. Belonging posters - distribute throughout the district
2. Enhance District website with DEIB information & resources
3. Restorative Practices & Circles - admin and staff training
4. Raising Student Voices - Student Circles
5. Cultivating Belonging Professional Development - Activities at Faculty Meetings and on Superintendent's Conference Day
6. Cultural Celebration & Commemorative Dates Calendar
7. Faculty Toolkit of ideas and resources



QUESTIONS