Diversity, Equity, and Inclusion
Advancing Equitable Opportunities

Eastern Suffolk BOCES

Office of Diversity, Equity, and Inclusion | 201 Sunrise Highway, Patchogue, NY 11772 | 631-687-3028 | esbocesdei@esboces.org

ESBOCES Curriculum Council: Regional DEI PLC Overview

Friday, November 7, 2025

Session Objectives

1. Explore the Regional DEI PLC
2. 9-17-25 Session Recap: Systems Thinking for Equity in Education
3. 10-22-25 Session Recap: Preserving Dignity & Preventing Hate
4. To Speak Up for Inclusion (Video)
5. Invitation to Join the PLC
6. Upcoming Learning Opportunities

Exploration of the Regional DEI PLC

- Monthly virtual meetings, Wednesdays, 8:30-10:00 am

(9/17/25, 10/22/25, 11/18/25, 12/17/25, 1/21/26, 2/25/26, 3/25/26, 4/22/26, 5/20/26)

- Themed sessions with:
  - Presentation (often guest facilitated)
  - Group work session
  - District Highlight
- Dedicated Shared Drive
  - Session resources
  - Presentations
  - General Resource Hub

Regional DEI PLC 2025-2026 Topics

Month	Topic
September	Systems Thinking for Equity in Education
October	Preserving Dignity and Preventing Hate
November	Let Them See Themselves
December	Equity Through Data
January	Leading for Equity: Standing on Core Values to Ensure Strategic Success
February	The Promise and Perils of Teaching Multiple Perspectives
March	Embracing the NYS Portrait of a Graduate
April	To AI or not to AI…Why We Can Not Be Silent During the “AI Revolution”
May	Reimagining our Commitment to Sustainable Culturally Responsive Practices
June	PLC EoY Celebration (For CoSer 531 Subscribers Only)

Systems Thinking for Equity in Education Recap

- **Equity requires system-level solutions:** sustainable change happens when we address structures, policies, and conditions, not just individual behaviors.
- **Individual interventions are not enough**: strategies like restorative practices or mindfulness fall short when systemic barriers remain unexamined.
- **Adopting a win-win mindset strengthens communities**: when systems are aligned for fairness, all students benefit without diminishing others.
- **Leaders must distinguish linear vs. systemic problems**: choosing the right approach increases impact, coherence, and long-term effectiveness.
- **Ongoing professional learning drives systemic change**: continuous reflection and shared learning (CRSE Principle 4) build capacity for equity-centered leadership across districts.

Preserving Dignity & Preventing Hate Recap

- **Dignity Begins with Daily Interactions:** Small acts; tone, language, body language, and correct name pronunciation; have profound impact on whether individuals feel valued or diminished.
- **Microaggressions Are Preventable Harms:** Even well-intentioned comments can wound; awareness and cultural humility are essential to interrupting patterns that silently undermine belonging.
- **Systems Must Reflect Inclusion, Not Just Intent:** Policies, routines, and data systems must actively affirm diverse identities; accurate names, culturally responsive practices, and intentional representation matter.
- **Responding to Harm Requires Calm, Empathy, and Accountability:** Effective responses avoid generalizations, support the harmed person, address behavior directly, and create space for learning and dignity.
- **Preventing Hate is Proactive, Not Reactive:** Active listening, allyship, community partnership, and ongoing professional learning are essential to building cultures where belonging is the norm.

To Speak Up for Inclusion

Joining the Regional DEI PLC

Who is eligible?

- Representatives from 531 Regional DEI CoSer Districts at subscriber levels:
  - Basic - 2 representatives
  - Enhanced - 3 representatives
  - Premium - 5 representatives
- One representative from every Eastern Suffolk BOCES District not participating in the 531 Regional DEI CoSer service

How to sign-up?

- DEI PLC Member Form
- Email: esbocesdei@esboces.org

Upcoming Learning Opportunities

1. Next PLC Session: Wednesday, November 19, 2025, 8:30-10:00 am
    - Let Them See Themselves
        - Guest Presenter: Benchmark Education
        - District Highlight: Brentwood UFSD
2. 2025-2026 Fall WebReg Workshop Series
    - Using the CRSE Framework to Drive Sustainable Change
        - 11/25/25, 9:00 am - 12:00 pm
    - Intro to Curriculum Audits
        - 12/2/25; 9:00 am - 12:00 pm
    - Thriving as the Goal
        - 12/9/25; 9:00 am - 12:00 pm
3. Empowering Every Child: Unlocking Potential with the Portrait of a Graduate (Annual Conference)
    - Thursday, May 7, 2026 , 8:30 am - 2:30 pm; ESBOCES Instructional Support Center @ Sequoya (750 Waverly Ave.)

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THANK YOU!

Jachan Watkis
Director of DEI