

Eastern Suffolk BOCES Diversity and Inclusivity Update

- ▣ Presented by:
 - ▣ Dr. Julie Davis Lutz, Chief Operating Officer
 - ▣ and
 - ▣ David Wicks, District Superintendent

Eastern Suffolk BOCES

Central and Eastern Suffolk County

51 School Districts

Approximately 160,000 Students

**District Sizes Range From 15 to
20,000 Students**

Three Island School Districts

Economically and Culturally Diverse

How Our DEI Work Began

**Diversifying the
Workforce – A
Longstanding Board
Goal**



**DS Joins
NYSCOSS
Commission on
Diversity and
Inclusivity**



**COO Joins
NYSAWA Board**



**July 2018 and 2019
- COO, DS, and
ESBOCES Board
Members attend the
NYSCOSS Thought
Symposium in
Ithaca**

Initiatives Implemented to Date



Tools & Strategies for Sustainability

- **Standing agenda item**
- **Commit to ongoing professional development**
- **Develop a strategic action plan**
- **Collect and monitor data**
- **Engage in courageous conversations**
- **Work through resistance**
- **Be encouraged by small gains**
- **Interrupt inequities**

Successes

**Developed a DEI
Work Plan**

**Formulated DEI
Board Committee**

**Implemented
Implicit Bias
Training as part of
Hiring Process**

**Incorporated DEI
into Teacher and
Administrator
Induction Program**

**Increased
Participation in
Regional Training
Offerings**

**Facilitated Training
for Suffolk County
School
Superintendents
Association**

**Increase in “Water
Cooler”
Conversations**



Work Plan

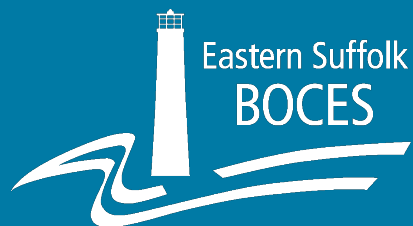
Implementation of the Work Plan:

1. **Develop awareness around Diversity and Inclusivity issues within the agency and throughout the region**
2. **Develop and include student voice and the opportunity to bring the conversation to students**
3. **Provide equitable resources across school districts**
4. **Create a culture of open-mindedness and objectivity**
5. **Develop a system to identify structural or systemic bias**
6. **Eliminate implicit bias in hiring practices**
7. **Develop openness to and awareness of other points of view**
8. **Increase access to instructional materials and best practices, including professional learning resources**
9. **Increase the cultural/socio-economic diversity in the agency to encourage greater understanding**
10. **Eliminate social media as a negative platform driving anger and misunderstanding**

Questions

Dr. Julie Davis-Lutz
jlutz@esboces.org
@JulieD_Lutz

David Wicks
dwicks@esboces.org
@DW_Educator



Eastern Suffolk
BOCES

Educational Services That Transform Lives

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District Superintendent

David Wicks

Chief Operating Officer

Julie Davis Lutz, Ph.D.

Associate Superintendent

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