



DIVERSITY, EQUITY & INCLUSION

APRIL 2022

DISTRICT SUPERINTENDENTS



New York State
EDUCATION DEPARTMENT
Knowledge > Skill > Opportunity

WHY IS IMPLEMENTING DIVERSITY, EQUITY & INCLUSION POLICIES IMPORTANT?

Diversity, Equity, and Inclusion policies and practices aim to include **all groups**.

Race	Gender	Veteran Status	Nationality
Mental or Physical Ability	Ethnicity	Marital Status	Age
Gender Identity	Socio-economic Status	Language	Color
Zip Code	Religion	Sexual Orientation	Learning Styles

WHY IS IMPLEMENTING DIVERSITY, EQUITY & INCLUSION POLICIES IMPORTANT?



Visualize
Success for
themselves



Improved
Student
Achievement



Sense of Self-
Worth and
Belonging



Enhanced
Civic & Work
Engagement

Empower **ALL** Students to Succeed and Lead to Better Life Outcomes

IN THEIR OWN WORDS: WHY STUDENTS VALUE DIVERSITY, EQUITY & INCLUSION

It's extremely important to make all students feel welcomed within schools and those from culturally diverse backgrounds feel just as included.

To help students become civically engaged.

Students and staff should feel included in school. A positive environment fosters personal and academic growth.

Educating students on the different human rights issues in school is essential to creating a more tolerant society.

Schools should incorporate different cultures and countries into their lessons because education can really lead to tolerance.

IN THEIR OWN WORDS: WHY STUDENTS VALUE DIVERSITY, EQUITY & INCLUSION

“To promote different cultures and encourage students to learn about these cultures and their histories and to take part in other cultures. Students need to understand others and one way of doing that is to learn about them and take part in the culture they are learning about.”

“The absolute most important thing that we can do to bring a culture of inclusion is education. The more we educate on a topic the less foreign and scary it becomes, which in turn helps build a culture of inclusivity.”

“I think that incorporating diversity into classes and in everyday activities is important and to normalize diversity.”

“Open and honest discussions are essential. It is easy for conversations about discrimination to divulge into a heated and defensive environment. Acknowledging various perspectives and engaging everyone is a great way to make everyone feel involved and valued. Can be in classroom or club setting.”

WHY IS IMPLEMENTING DIVERSITY, EQUITY & INCLUSION POLICIES IMPORTANT?

Research finds that **all students benefit** when their schools implement strong **Diversity, Equity, and Inclusion** policies and practices.

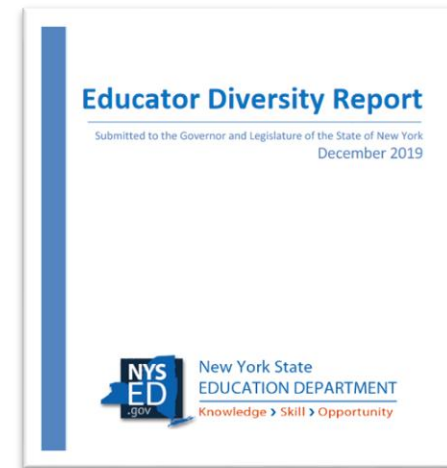
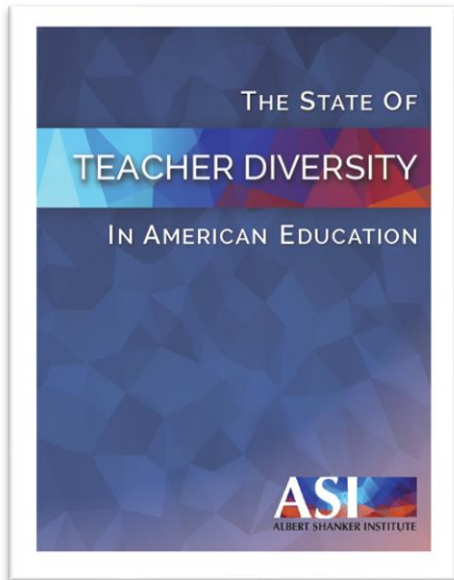
Academic
Benefits

Cognitive
Benefits

Civic
Benefits

**Social
Emotional**
Benefits

Economic
Benefits



WHAT IS DIVERSITY?



*"Diversity is not our problem. It is our promise."
-- Elijah Cummings*

WELCOMED AND SUPPORTED

- Diversity means a wide range of human qualities and attributes
- Diversity is an educational and social asset for ALL
- Respecting diversity helps us meet the physical, social and emotional needs of ALL

WHAT IS EQUITY?



*"Always remember that you are absolutely unique.
Just like everyone else."
-- Margaret Mead*

OPPORTUNITIES TO SUCCEED

- Equity means fair treatment and opportunity for ALL
- Equity is fair access to programs, classes and needed supports
- Equity prepares ALL students to be actively engaged citizens

WHAT IS INCLUSION?



"There is only one way to see things, until someone shows us how to look at them with different eyes."

-- Pablo Picasso

CULTURES, LANGUAGES AND EXPERIENCES

- Inclusion means recognizing, understanding and accepting ALL
- Inclusion teaches and models respect for ALL
- Inclusion makes ALL feel safe, supported and valued

WHAT DO DIVERSITY, EQUITY & INCLUSION LOOK LIKE?

"Diversity is being invited to the dance. Inclusion is being asked to dance.
Equity is allowing you to choose the music." -- Cynthia Olmedo

We will create and sustain safe, nurturing and engaging learning environments for **ALL** students.

STRENGTHENING OPPORTUNITIES FOR ALL STUDENTS



**Culturally
Responsive and
Sustaining
Education
Framework**



**Equity-Focused
Social Emotional
Learning
Benchmarks &
Guidance**



**Continuum of
Increasing
Support for
CSI Schools**



**Integrated
Framework for
Multi-Tiered
System of
Supports**



**ELL Equity
Institute for
School & District
Leaders**

Supporting and Advancing Opportunities for All Students

WHAT DO DIVERSITY, EQUITY & INCLUSION POLICIES LOOK LIKE IN SCHOOLS?

Schools should adopt diversity, equity, and inclusion policies that consider the entirety of the schooling process and should include measures related to:

Governance

Adopt districtwide DEI policy; ensure current policies & strategies support DEI

Teaching and Learning

Implement CRSE Framework;
Adapt teaching to how students learn

Family and Community Engagement

Add Descriptor Based on TPs

Workforce Diversity

Employ diverse teachers

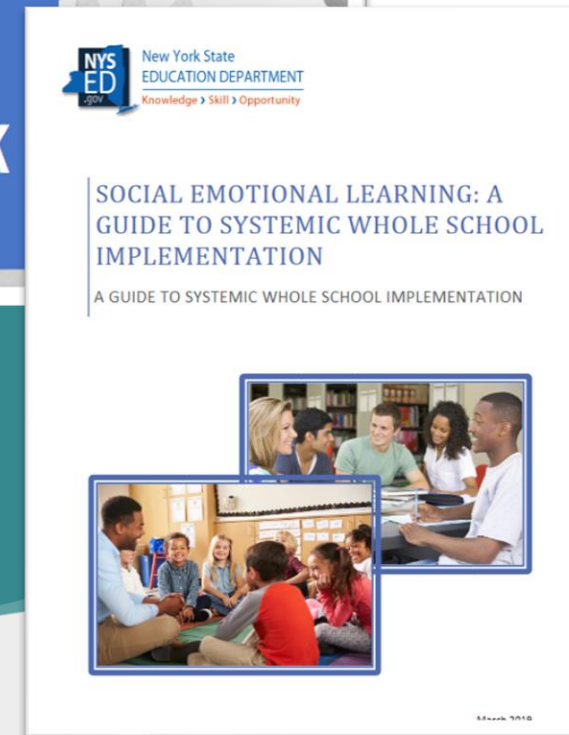
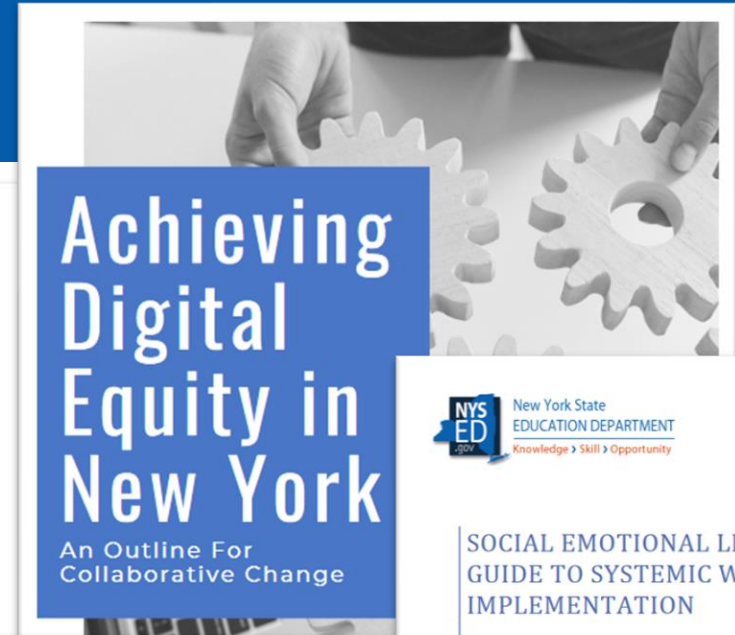
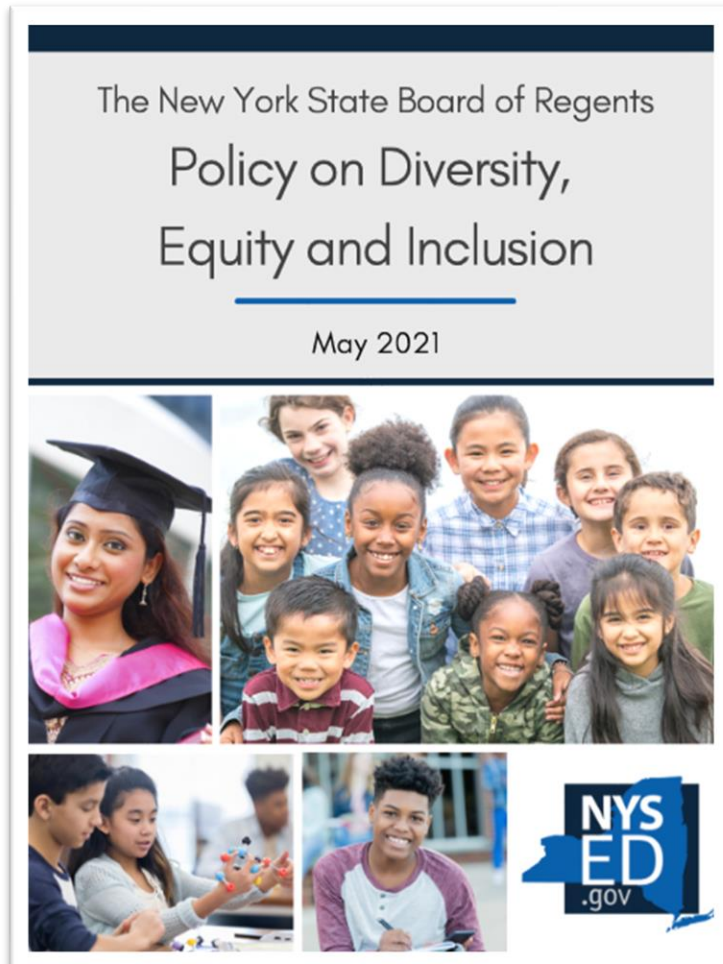
Diverse Schools and Learning Opportunities

Add Descriptor Based on TPs

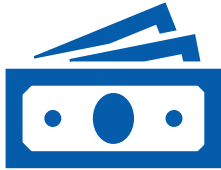
Student Supports, Discipline, and Wellness

Add Descriptor Based on TPs

NYSED DIVERSITY, EQUITY & INCLUSION RESOURCES FOR SCHOOLS



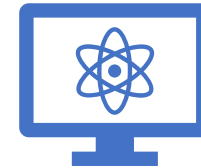
NYSED NEXT STEPS FOR DIVERSITY, EQUITY & INCLUSION



DEI Resources in
the Budget



Partnership with DSs
to compile available
DEI resources



Multi-Tiered System of
Supports for Individualized
Learning for ALL Students



HR Position



Highlighting
Best Practices

We're going to transform
the world by making
every school a warm and
welcoming place for all, a
place that values and
celebrates our differences.

CONCLUSION