



# Office of Diversity, Equity, and Inclusion Update

June 2024

Board of Regents Presentation



New York State  
EDUCATION DEPARTMENT  
Knowledge > Skill > Opportunity

## Action Steps/ Areas of Focus:

- Enhancing awareness of DEI Office and NYSED resources
- Connecting educators & leaders across NYS
- Highlighting effective practices
- Building capacity and addressing challenges

### Office of Diversity, Equity, and Inclusion

The Office of Diversity, Equity, and Inclusion's mission is to enhance the capacity of educators and educational leaders to advance diversity, equity, and inclusion within New York State schools and institutions of higher education, as highlighted in the Board of Regents DEI Policy, through the provision of direct support, resources, professional learning opportunities, and collaborative networks.

#### Policy & Guidance



#### CR-S Education Framework

**CULTURALLY  
RESPONSIVE-  
SUSTAINING  
EDUCATION**



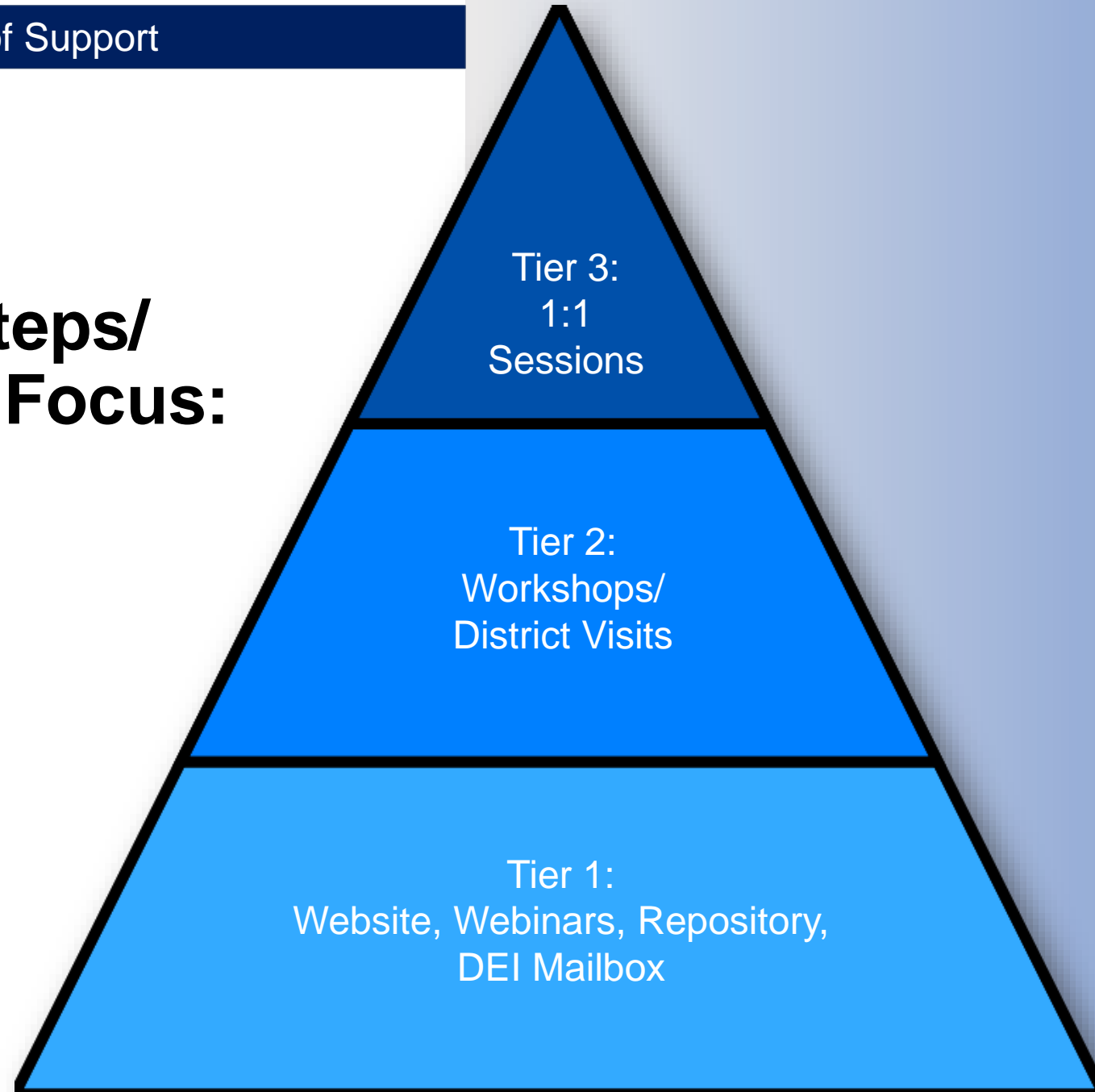
#### Webinars



#### Resources



**Action Steps/  
Areas of Focus:**



# Resource Repository

## Diversity, Equity, and Inclusion



+ CR-S Education Framework Implementation

+ DEI Committees/Advisory Councils

+ District DEI Webpages

+ Family Engagement Materials

+ Policies and Plans

+ Professional Learning Resources

+ Student Voice and Engagement Samples

# Statewide DEI Leaders Network

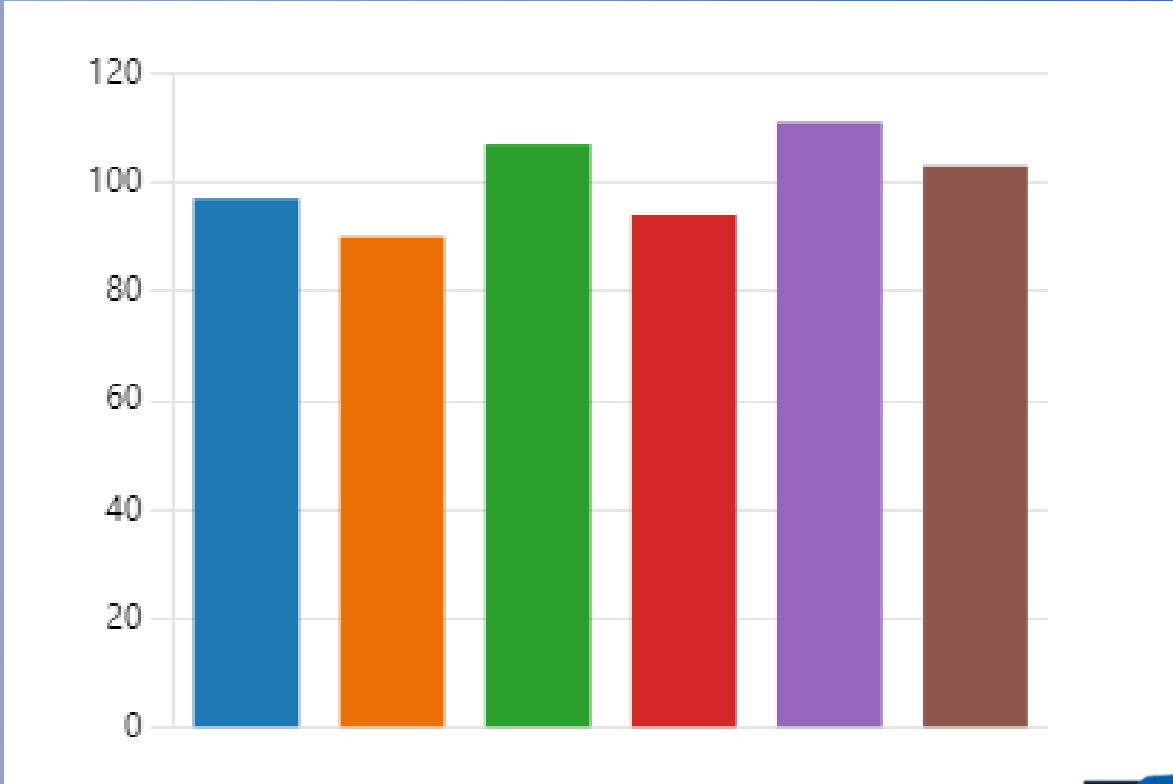
## Monthly Virtual Meetings Focused on Building Connections

Advisory Group: Created for input in planning meetings and facilitating discussion groups where resources, challenges, and strategies are shared.

# Survey Input from DEI Leaders: Critical Topics

The bar graph indicates the number of members who responded that they would like to learn more about the topics below.

- Blue:** Elevating student voice in DEI initiatives
- Orange:** Implementing initiatives aligned with the CR-SE Framework
- Green:** Providing PD in a range of DEI areas for all stakeholders
- Red:** Engaging families in DEI efforts
- Purple:** Overcoming challenges/resistance to implementing DEI initiatives
- Brown:** Developing DEI plans with measurable goals



# Statewide DEI Leaders Network

Presenter: Dayanara Garcia

Director of Curriculum, Instruction, & Communication, DEI/ENL Coordinator

## Network Topics:

- Cultural Humility
- DEI Messaging and Communication
- Challenges
- “Unsung Heroes” across NYS

## Action Steps:

- Student Expert Panel
- DEI Policy Statement



Chester Union Free School District  
Student Centered-Future Focused-Team Driven

# From Awareness to Action: Workshops and Collaboration to Support Advancing DEI

---

## **BOCES**

**New York State School Boards  
Association (NYSSBA)**

**New York State Council of School  
Superintendents (NYSCOSS)**

**NYS Library**

**NYC Executive Leadership Institute**

**Energeia Partnership**

**New York State School for the Deaf**

**Higher Education Institutions**



The New York State Board of Regents

# Policy on Diversity, Equity and Inclusion

May 2021

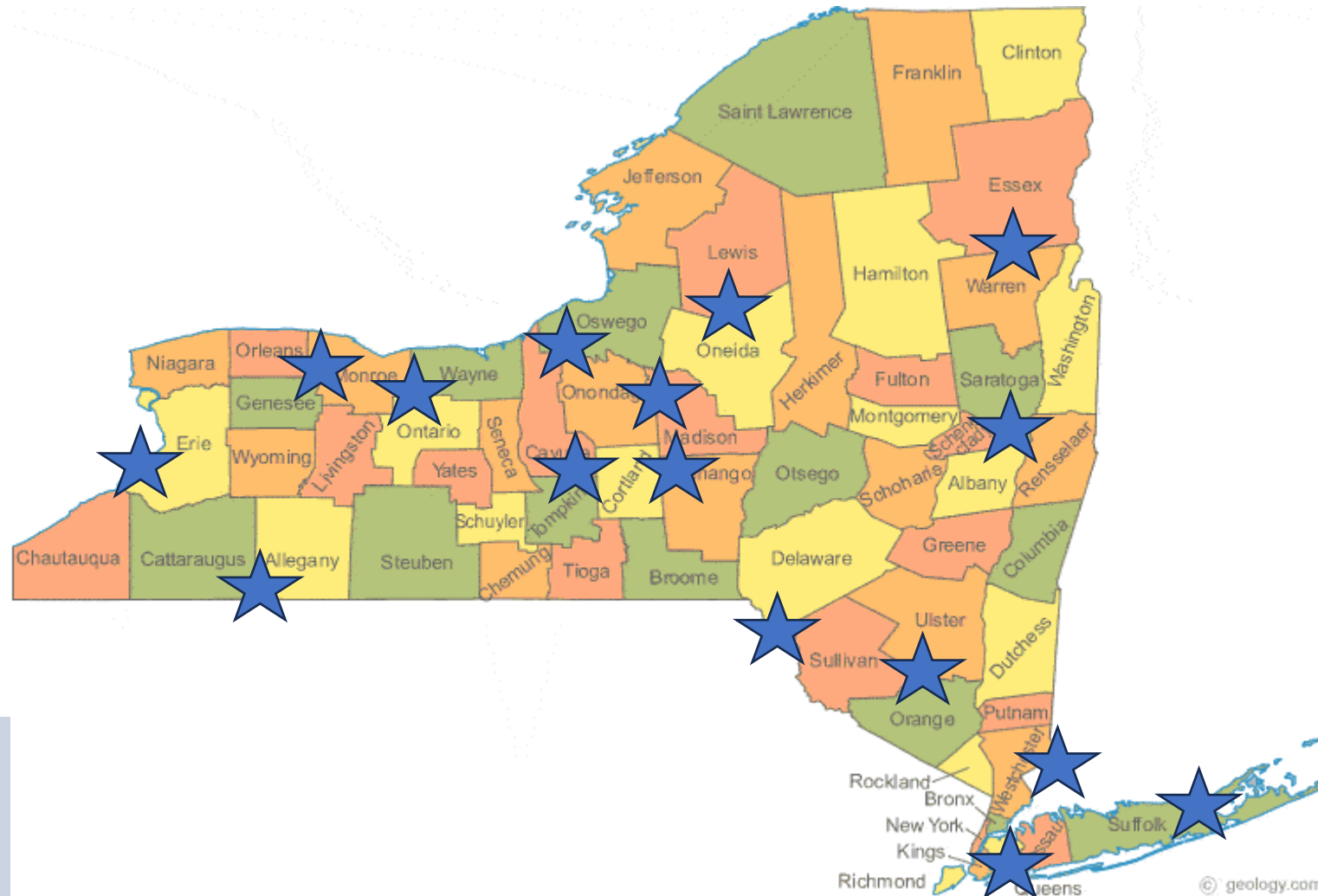


**Culturally Responsive-Sustaining  
Education Framework**



“The Regents believe strongly that **there is a moral and an economic imperative** to remove the inequities that stand in the way of success for whole segments of New York’s student population. Accordingly, the Board expects that all school districts and institutions of higher education will develop and implement policies and practices that advance diversity, equity and inclusion – and that they will **implement such policies and practices with fidelity and urgency.**”

# Outreach Across NYS: Workshops and Collaboration



# Superintendents' Leadership Retreat

Presenter: Michael Dodge  
Superintendent



**FILLMORE CENTRAL SCHOOL**

Enter to Learn, Go Forth to Serve.

Areas of focus:

- Enhancing understanding of diversity in rural communities
- Engaging the district community and families in fostering belonging for ALL
- Utilizing the CR-S Education Framework to support strengthening current practices
- Building staff capacity to lead DEI action steps



## Action Steps

- Cultivating DEI leaders from within
- People Promoting Peace Group
- Capital Projects aligned with DEI priorities

# Bi-weekly P12 Managers' Meetings: Collaborative Learning



Aligning practices  
with the CR-S  
Education  
Framework

Exploring bias and  
implications for  
leadership

Engaging staff in  
DEI discussions

Facilitating  
courageous  
conversations

Engaging in  
community-building  
to promote  
inclusion

Understanding  
restorative  
practices

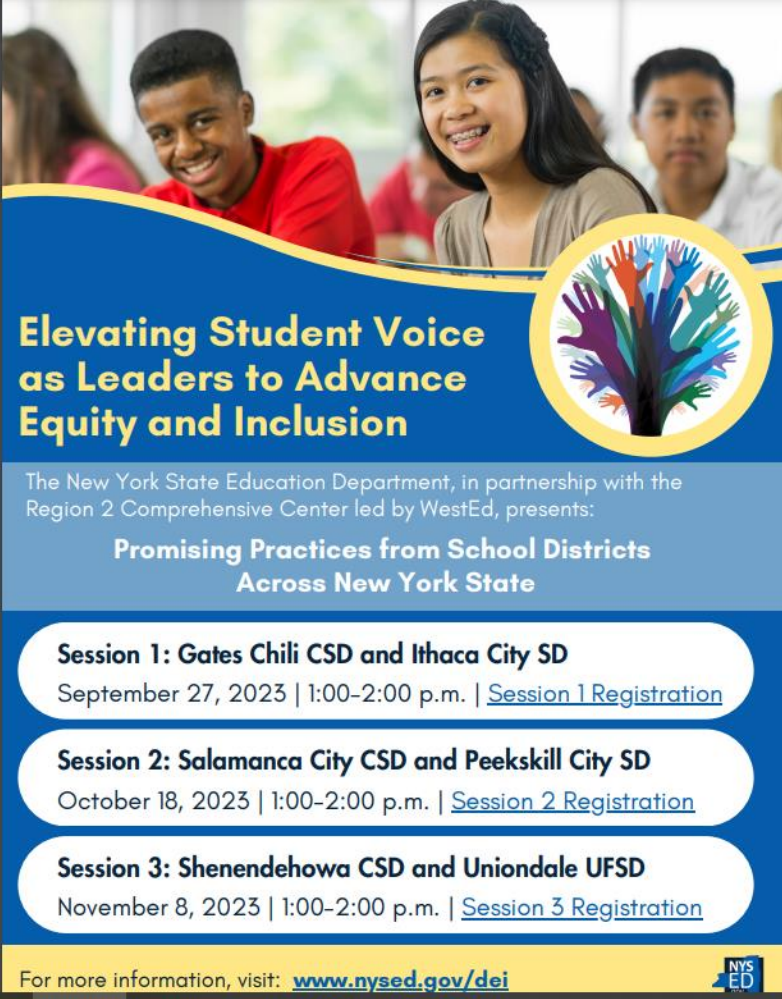
# Webinar Series: Elevating Student Voice

## Participation:

- Total of 1,064 registrations for three sessions (147 districts and 20 BOCES)

## Feedback Survey:

- “It was so inspiring to see these young people take leadership in moving their communities forward.”
- “This is truly equity work, actually giving students the mic to be heard and make lasting change.”
- “This presentation has made that next step feel more urgent.”



**Elevating Student Voice  
as Leaders to Advance  
Equity and Inclusion**

The New York State Education Department, in partnership with the Region 2 Comprehensive Center led by WestEd, presents:


**Promising Practices from School Districts  
Across New York State**

**Session 1: Gates Chili CSD and Ithaca City SD**  
September 27, 2023 | 1:00-2:00 p.m. | [Session 1 Registration](#)

**Session 2: Salamanca City CSD and Peekskill City SD**  
October 18, 2023 | 1:00-2:00 p.m. | [Session 2 Registration](#)

**Session 3: Shenendehowa CSD and Uniondale UFSD**  
November 8, 2023 | 1:00-2:00 p.m. | [Session 3 Registration](#)

For more information, visit: [www.nysed.gov/dei](http://www.nysed.gov/dei)



# Next Steps



Continue to expand office and range of supports



Develop guidance briefs to support a range of stages of advancing DEI within districts



Continue to expand collaboration between DEI Office and SED offices (SNEP Symposium)



Further highlight students, educators, and leaders creating impactful change



Questions?