



# 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.

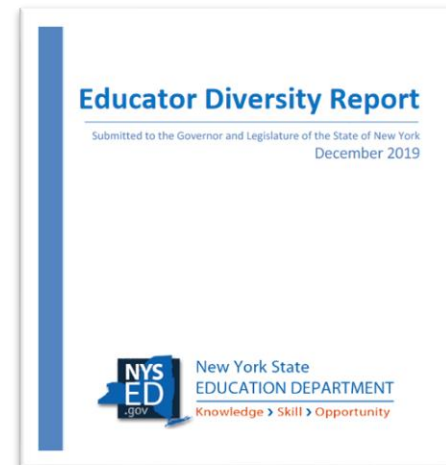
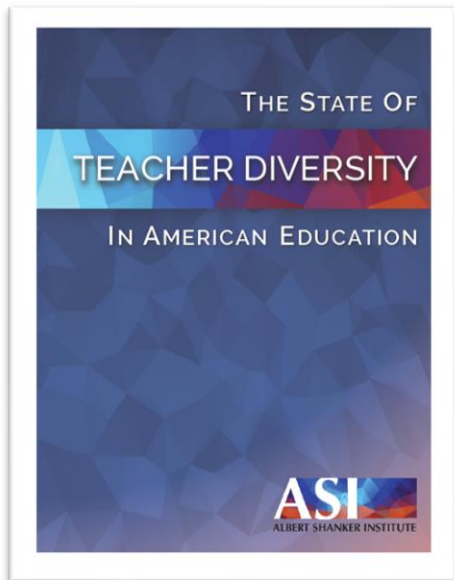
**Academic**  
Benefits

**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**



Click to add text

**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


The New York State Board of Regents  
Policy on Diversity,  
Equity and Inclusion

May 2021



 Culturally Responsive-Sustaining  
Education Framework



Achieving  
Digital  
Equity in  
New York  
An Outline For  
Collaborative Change

 New York State  
EDUCATION DEPARTMENT  
Knowledge > Skill > Opportunity

SOCIAL EMOTIONAL LEARNING: A  
GUIDE TO SYSTEMIC WHOLE SCHOOL  
IMPLEMENTATION

A GUIDE TO SYSTEMIC WHOLE SCHOOL IMPLEMENTATION

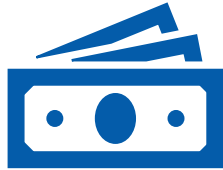


Diversity, Equity, &  
Inclusion

IN THE BOCES AND SCHOOL DISTRICTS OF NEW YORK STATE



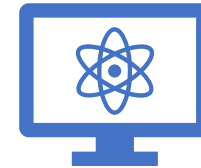
# NYSED NEXT STEPS FOR DIVERSITY, EQUITY & INCLUSION



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