

**DIVERSITY, EQUITY, AND INCLUSION COMMITTEE  
2021-2022**

COMMITTEE MEMBERS

Donna LaRocco, Board Of Education Trustee  
Melissa Herrera, Board of Education Trustee  
Markus Wilson, Board of Education Trustee  
Dr. Don Sturz, Superintendent  
Dr. Lisa Conte, Assistant Superintendent  
Dr. Scott Comis, Principal  
Rosario Iacono, Principal  
Johanne Gaddy, Principal  
Shira Greenblatt, School Psychologist  
Jessica Wolfsdorf, Teacher  
Carol Wright, Teacher  
Lisa Weiner, Parent  
Garry Johnson, Parent  
Robin Davson, Parent  
Tracy Gray, DEI Consultant

**The 2020-2021 Diversity, Equity, and Inclusion (DEI) Committee made the following recommendations:**

1. Continue efforts to increase diversity amongst teaching staff.
2. Review curriculum materials through a culturally responsive lens.
3. Provide ongoing DEI professional development for district staff.
4. Expand opportunities for parent engagement.
5. Celebrate the cultural diversity of the school community in our buildings to assure our children and their families see themselves represented and feel welcomed.

**The 2021-2020 DEI Committee met throughout the school year. Agendas reflect the following topics were discussed:**

1. September 13 - From Committee to Community
2. October 26 - DEI Forums Review
3. December 7 - Culturally Responsive Education Overview
4. March 7 - Communities of Practice/Parent Forums
5. April 25 - Family Forums and Next Steps

**DEI Forums were held throughout the school year:**

1. October 14 - WLB DEI Forum for Parents and Staff
2. October 19 - BAS DEI Forum for Parents and Staff
3. October 21 - RWC DEI Forum for Parents and Staff
4. February 8 - DEI Topic Forum: Identity for Parents and Staff
5. March 21 - Family Forum: Grades 5 & 6 Students, Parents, and Staff
6. June 6 - Family Forum: Grades 3 & 4 Students, Parents, and Staff

**Parent Academies were held on the following dates:**

1. November 21, 2021 - Focus: Technology
2. January 25, 2022 - Focus: ELA and Math Strategies
3. March 29, 2022 - Focus: Wellness Strategies and Resources
4. May 24, 2022 - Focus: Summer Transition

**DEI Professional Development opportunities for district staff were offered on the following dates:**

September 1 -Becoming Agents of Change Samara Spielberg 1-2:55 p.m.

September 22 – Diversity, Equity, and Inclusion: From Committee to Community Tracy Gray 3:15 - 5:15 PM

October 13 -Becoming Agents of Change Samara Spielberg 3:15 - 5:15 pm

December 8 - Diversity, Equity, and Inclusion - Cultural Responsiveness and Single Stories - Tracy Gray 3:15 - 5:15 pm

December 15 -Classwide Behavior Support - Dr. Mueller

January 12 Holding Space forLGBTQ Students and Staff I- Adam Birkenstock

February 9 Diversity, Equity, and Inclusion- Black History is American History - Tracy Gray 3:15 - 4:15 pm

March 9 Dignity for All Students Act Training

**Activities and Resources:**

Enrichment For All Program - Kindergarten through Grade 6 all students

Spanish Club - Kindergarten through Grade 6 all students

Monthly List of DEI Resources - Staff and PTA

Social Media postings for cultural events and holidays - staff, parents and community

Review of ELA and Math Curricular materials utilizing the NYU Steinhardt Rubric

### **Community Partnerships:**

1. Diversity Fair and Round Table Discussions - through Nassau BOCES - 250 resumes were provided for the future applicant pool for hiring.
2. Partnerships were continued with colleges, universities, professional organizations, and community groups to assist with postings for open positions.

### **School Building Activities and Events:**

Numerous activities and events occurred in each building throughout the year which explored and celebrated the rich cultural diversity of our community.

#### **BAS**

- School wide Cultural Dolls were created and displayed in the school lobby.
- School banner created with students' painted hands "We Are Many, We Are One."
- Virtual assemblies for students celebrating culture - Mrs. Lazan Holocaust Survivor
- Student building tours assessing representation of cultural
- Rock Your Socks for Down Syndrome Awareness support
- Virtual Parent Guest Readers celebration culture and literacy
- Virtual Dance Assembly
- Ramadan celebrations where students constructed Mosques
- Students created digital mosaics of the flags of their heritage
- Students created model magic reptile eyes from countries
- Hispanic Heritage Month Google slide presentations on influential artists
- Self Portraits celebrating diversity and self expression
- Students created calaveras in celebration of Dia de los Muertos.
- Students studied Diwali and created their own Diyas
- Black History Month research projects on Mae Jemison
- Famous Women in History projects where students created digital storyboards
- Evening student/family diversity forum

#### **RWC**

- Families of Carbonaro Recipe Book
- My Cultural Traditions
- Parent as Classroom Guest
- We Are... poems
- Female Inventors Research
- Main Lobby Dolls in Traditional Clothing
- Famous Inventors
- Vocal Music Program Song Selection
- Art Program & History of Artists
- Dr. Martin Luther King Jr. "I have a dream" writing activity
- Soaring for Autism

- Library Monthly Book Display
- Welcoming display in the languages of our students
- Countries Around the World - collaboration with Library
- Travel Passports / Research\
- Rock the Socks for Down Syndrome
- Marion Blumenthal Holocaust Survivor
- Hispanic Heritage Month Celebration
- Chinese New Year Parent Guest
- Veteran's Day Thank You Letters
- All holiday celebrations
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#### WLB

- ❖ Restructured outdoor line-up to facilitate more inclusiveness for all Scholars
- ❖ Scholars created Cultural Dolls With their families to display in the school lobby- Sept.
- ❖ Principal's Advisory Committee (comprised of Scholars from grades 4-6) to reflect and share on how they view the building in regards to seeing representation of themselves and others, building culture and environment.
- ❖ One School One Book committee set up, featuring various book of the month titles to highlight themes that reflect DEI initiatives and conversation starters. Monthly home-school activities follow each book as well as classroom discussions and school wide displays.
- ❖ Virtual Feel Good Friday announcements to support the district themes and feature Scholars in leadership roles. Every classroom participated.
- ❖ Cultural Dance Assembly- October
- ❖ Hispanic Heritage Month Displays and daily bios highlighted each day.
- ❖ Translation Tuesdays- featuring morning announcements in various languages such as Italian, Urdu, Haitian Creole, Thai, Spanish and French.
- ❖ Black History Month Research- Unsung Heroes- featured on morning announcements
- ❖ Black History Month virtual assembly featuring musicians from various eras and their contribution to U.S. History and culture
- ❖ Wellness Warriors set up (comprised of Scholars with varying needs and abilities) to lead the May Mental Health Awareness Month (Mental Health Mondays).
- ❖ Buddy Program was set up to support Scholars in CID classes with appropriate social skills, communication and mainstreaming opportunities.
- ❖ Created a safe and private space for Scholars to pray (upon Student request) during the month of Ramadan
- ❖ Soaring for Our Strengths- wellness activity to highlight Autism Awareness Month

*The recommendations for the 2022-2023 school year are to maintain the above outlined initiatives and efforts as we continue on this journey as a community,*