



**COMMUNITY EDUCATION COUNCIL DISTRICT 15**  
**BROOKLYN, NEW YORK**

June 4, 2024

**CEC15 Resolution to Prevent and Respond to Hate Speech in NYCPS**

*The District 15 Community Education Council (CEC15) held a meeting on Tuesday, June 4, 2024. After reviewing all the evidence and facts, CEC15 passed the following resolution:*

**WHEREAS**, the CEC15 Vision Statement affirms that,

“CEC15 is dedicated to a meaningful, innovative and inclusive way of educating children that allows students to thrive in every aspect of their enriched academic, social and emotional growth. Our collaborative, successful and high achieving schools embrace diversity in every form and encourage each of our students to explore their interests in finding and nurturing their many hidden talents. In partnership with families, our school leaders and educators help our children and young adults find their voice, build self-confidence and develop their ability to become independent thinkers and productive, caring people responsible for shaping an equitable society.”

**WHEREAS**, CEC15 is committed to fostering an open and inclusive atmosphere within our schools;

**WHEREAS**, in 2018 CEC15 supported the recommendations of the D15 Diversity Plan (the DIVERSITY PLAN). In the [Resolution to Support the District 15 Diversity Plan](#), CEC15 stated, “CEC15 believes that all children, irrespective of race, socioeconomic status, religion, immigration status, or disability have a right to a great education in a safe environment;”<sup>1</sup>

---

1

[https://img1.wsimg.com/blobby/go/951dd9a1-96ac-438b-8642-d89cc6651997/downloads/1cqmcue22\\_803221.pdf?ver=1712252882937](https://img1.wsimg.com/blobby/go/951dd9a1-96ac-438b-8642-d89cc6651997/downloads/1cqmcue22_803221.pdf?ver=1712252882937)

**WHEREAS**, the recommendations of the DIVERSITY PLAN, which developed through a year-long public engagement process, seek to foster middle schools that are diverse, equitable, integrated, and inclusive;<sup>2</sup>

**WHEREAS**, in 2022, CEC15 committed to preventing and responding to hate speech through the [Resolution to Support the D15 Community in Restorative Practices, Anti-Bias Education and Collaborative Community Engagement Processes](#) (the RESOLUTION). The RESOLUTION responded to issues of bias, racism, and transphobia;<sup>3</sup>

**WHEREAS**, the RESOLUTION applies to all noncriminal acts of bias, including anti-Arab hate, anti-Asian hate, anti-Black hate, anti-Hispanic hate, antisemitism, Islamophobia or other prejudice, xenophobia, or racism against any group due to their race, ethnicity, national origin, including shared ancestry or ethnic characteristics, religion, abilities, gender, sexuality, age, or any other protected category under Title VI of the Civil Rights Act of 1964 and its implementing regulations (TITLE VI)<sup>4</sup>;

**WHEREAS**, the RESOLUTION states, “when members of our community have been harmed, whether intentionally or not, we must all rally around the harmed, especially a harmed child, creating a balance through restorative practices...”

**WHEREAS**, CEC15 reaffirms our commitment to diversity, equity, and inclusion; clarifies existing frameworks for addressing hate speech; and recommits to recommendations outlined in the DIVERSITY PLAN and in the RESOLUTION discussed herein;

**WHEREAS**, since October 7th, both antisemitic and Islamophobic incidents have dramatically risen in the US and across the globe.<sup>5</sup>

**WHEREAS**, NYC is a global city where global traumas may be directly or indirectly experienced by students and staff and thus enter our school discourse;

**WHEREAS**, the Tristate area has the largest community of Jews in the United States, including many NYCPS students and staff;<sup>6</sup>

---

<sup>2</sup> <https://d15diversityplan.com/>

<sup>3</sup> <https://img1.wsimg.com/blobby/go/951dd9a1-96ac-438b-8642-d89cc6651997/downloads/CEC15%20Resolution%20to%20Support%20the%20D15%20Community%20.pdf?ver=1709745038356>

<sup>4</sup> <https://www2.ed.gov/about/offices/list/ocr/sharedancestry.html>

<sup>5</sup>

<https://www.governor.ny.gov/news/following-90-spike-reported-hate-crimes-governor-hochul-proposes-major-expansion-hate-crimes>

<sup>6</sup>

[https://en.wikipedia.org/wiki/Jews\\_in\\_New\\_York\\_City#:~:text=Jews%20comprise%20approximately%2013%25%20of.%2DNewark%2DJersey%20City%20overall.](https://en.wikipedia.org/wiki/Jews_in_New_York_City#:~:text=Jews%20comprise%20approximately%2013%25%20of.%2DNewark%2DJersey%20City%20overall.)

**WHEREAS**, New York has the largest population of Muslims in the United States, including many NYCPS students and staff;<sup>7</sup>

**WHEREAS**, we recognize that students across New York City come from diverse backgrounds and have varying perspectives on global issues, and it is our duty to encourage them to express their opinions respectfully and peacefully, while fostering an environment that promotes tolerance, empathy, and fact-based knowledge;

**WHEREAS**, hate speech against any group due to their race, ethnicity, religion, national origin, including shared ancestry or ethnic characteristics, abilities, gender, sexuality, age, or any other protected category, is damaging to education and has no place in our schools or community;

**WHEREAS**, hate speech is a form of discrimination, and harmful to humanity;

**WHEREAS**, a learning environment requires and flourishes in an atmosphere that protects against discrimination, prejudice, and fear;

**WHEREAS**, school leaders, teachers, and school staff are charged to work collaboratively with the superintendent and their team to provide all students with safe, respectful, and inclusive learning environments that support students' well-being, academic achievement, and social growth;

**WHEREAS**, the Superintendent of District 15 is responsible for "identifying gaps in programming and needs in the context of the entire District with major community and parent input, providing data briefings on identified issues, and collaborating meaningfully with the council to develop district-wide plans"<sup>8</sup> for emergent issues, of which preventing hate speech is an identified need;

**WHEREAS**, the Superintendent is responsible to solicit the support and effective partnership of the Office of Safety and Youth Development (OSYD) to ensure that District 15 schools are equipped to provide all students with safe, respectful, and inclusive learning environments that support students' well-being, academic achievement, and social growth. While the Superintendent's leadership is primary, OSYD works in partnership with the Superintendent and his team to:

- Take a proactive role in nurturing students' pro-social behavior by providing youth development and student support services, such as social-emotional learning training and curriculum, restorative practices, anti-bullying resources, LGBTQ+ and gender

---

<sup>7</sup> <https://worldpopulationreview.com/state-rankings/muslim-population-by-state>

<sup>8</sup> [CEC Superintendent Evaluation](#)

equity supports, crisis intervention, gang prevention supports, and progressive discipline;

- Promote respect for diversity; and
- Establish and implement integrated safety, school climate, and counseling policies and practices.<sup>9</sup>
- Implement the [Citywide Behavior Expectations](#)<sup>10</sup> and the [K-12 Student Bill of Rights and Responsibilities](#)<sup>11</sup> fairly and consistently.

**WHEREAS**, School community members are encouraged to report any allegations of inappropriate speech to their school's principal or may file an online report with the Office of Special Investigation (OSI)<sup>12</sup> at <https://www.nycenet.edu/cpu>, as specified in Chancellor's Regulation [A-421](#)<sup>13</sup> against verbal abuse. Discrimination and harassment are further defined by Chancellor's Regulations [A-830](#), [A-831](#), and [A-832](#),<sup>14</sup> and may also be reported to the Special Commissioner of Investigation<sup>15</sup> at <https://nycsci.org/online-complaint-form/> pursuant to the Mayor's Executive Order No. 11. If the allegation is against the principal, or if the school community member is uncomfortable reporting it to the principal for any reason, then they may report the allegations to the Family Support Coordinator in the Superintendent's Office. Allegations will be reviewed by the Office of Equal Opportunity (OEO), the OSI, or independently by the Special Commissioner of Investigation (SCI) to determine if they require corrective action;

**WHEREAS**, all NYCPS educators are mandated to report incidents of hate speech and aggression within the Online Occurrence Reporting System (OORS) and to the Office of Special Investigation within 24 hours of the report of such an incident;

**WHEREAS**, we acknowledge the Mayor's recent release of [Teaching About Hate Crimes and their Impacts](#), a series of hate crimes lessons designed to teach students in New York City public schools about hate crimes and bias incidents, as well as their impact on individuals and communities;<sup>16</sup>

**WHEREAS**, we acknowledge the efforts that NYCPS has made to meet the goal of open and inclusive schools by providing resources including:

---

<sup>9</sup> <https://infohub.nyced.org/docs/default-source/default-document-library/1145-2020-21-osyd.pdf>

<sup>10</sup> <https://www.schools.nyc.gov/school-life/known-your-rights/discipline-code>

<sup>11</sup> <https://www.schools.nyc.gov/get-involved/students/student-bill-of-rights>

<sup>12</sup> <https://www.nycenet.edu/cpu>

<sup>13</sup>

[https://cdn-blob-prd.azureedge.net/prd-pws/docs/default-source/default-document-library/a-421-\(10-30-14\)2a2cd7d365694e10843741b8bd83dfb0.pdf?sfvrsn=2d0db564\\_42](https://cdn-blob-prd.azureedge.net/prd-pws/docs/default-source/default-document-library/a-421-(10-30-14)2a2cd7d365694e10843741b8bd83dfb0.pdf?sfvrsn=2d0db564_42)

<sup>14</sup> <https://www.schools.nyc.gov/about-us/policies/chancellors-regulations/volume-a-regulations/3>

<sup>15</sup> <https://nycsci.org/online-complaint-form/>

<sup>16</sup> <https://www.facinghistory.org/resource-library/teaching-about-hate-crimes-their-impacts>

- General social studies/current events guidance: [NYCPS Social Studies webpage](#);<sup>17</sup>
- [Arab American Heritage Month](#);<sup>18</sup>
- [Asian American and Pacific Islander Heritage Month](#);<sup>19</sup> and
- [Jewish American Heritage Month](#);<sup>20</sup>

**WHEREAS**, the Office of Family and Community Empowerment (FACE) is currently conducting a 3-part series of anti-discrimination professional development in partnership with the New York City Commission on Human Rights. This series, designed for parent leaders, discusses the Muslim, Jewish, and Black experience in order to combat discrimination;

**WHEREAS**, we also acknowledge the efforts of District 15 to put Equity Support Teams in place, including:

- School-based Equity Teams and SLT Equity Committees that convene a District-wide Equity Congress, and
- School-based Student Equity Teams, that convene a District-wide Student Equity Congress;

**WHEREAS**, the DIVERSITY PLAN recommended the creation of a centrally-funded, full-time, District 15 Diversity, Equity, and Integration coordinator that partners with D15 administrators, educators, staff, parents and students on diversity and integration initiatives;<sup>21</sup>

**WHEREAS**, the District 15 DEI Coordinator recommendation has been fulfilled;

**WHEREAS**, while the District 15 DEI Coordinator may attend DLT meetings, neither the DEI coordinator, nor any representative of the Equity Support Teams is required to attend the monthly DLT meetings;

**WHEREAS**, the DIVERSITY PLAN also recommended the creation of a centrally-funded, full-time, Restorative Justice Coordinator position tasked with implementing, supporting & tracking a district-wide approach to restorative practices at all D15 middle schools, and<sup>22</sup>

<sup>17</sup> <https://www.schools.nyc.gov/learning/subjects/social-studies/current-events>

<sup>18</sup> <https://www.schools.nyc.gov/learning/subjects/social-studies/arab-american-heritage-month>

<sup>19</sup> <https://www.schools.nyc.gov/learning/subjects/social-studies/aapi-heritage-month>

<sup>20</sup>

<https://www.schools.nyc.gov/learning/subjects/social-studies/jewish-american-heritage-month#:~:text=May%20is%20Jewish%20American%20Heritage.efforts%20of%20Jewish%20American%20leaders>.

<sup>21</sup> [https://d15diversityplan.com/wp-content/uploads/2019/06/190620\\_D15DiversityPlan\\_FinalReport.pdf](https://d15diversityplan.com/wp-content/uploads/2019/06/190620_D15DiversityPlan_FinalReport.pdf)

p.10

<sup>22</sup> [https://d15diversityplan.com/wp-content/uploads/2019/06/190620\\_D15DiversityPlan\\_FinalReport.pdf](https://d15diversityplan.com/wp-content/uploads/2019/06/190620_D15DiversityPlan_FinalReport.pdf)

p. 11

**WHEREAS**, while a centrally-funded, full-time Restorative Justice Coordinator does not yet exist, the Student Services Manager is tasked with restorative justice work, as is the centrally-funded Office of School Safety and Youth Development (OSYD).

**THEREFORE, BE IT RESOLVED** that CEC15 condemns all forms of hate speech whether it comes in the form of anti-Arab hate, anti-Asian hate, and anti-Black hate, anti-Hispanic hate, antisemitism, Islamophobia and other forms of discrimination against any group due to their race, ethnicity, national origin, including shared ancestry or ethnic characteristics, religion, abilities, gender, sexuality, age, or any other protected category whenever and wherever they occur and affirms that hate speech is a form of discrimination;

**BE IT RESOLVED** that NYCPS develop and offer age-appropriate materials for grades K-8 that not only analyze deep-rooted, systemic, historical biases and hatred, but affirm a common sense of humanity amongst classmates to ensure safe, responsible conversations. All materials shall be factually and historically accurate, not promote a single ideology, and be in compliance with NYS Law Article 17 § 801.<sup>23</sup> Such materials shall include:

- Ableism and materials on the history of discrimination against individuals with disabilities, including the vast contributions of people with disabilities to America throughout the country's history;
- Asian American Pacific Islander (AAPI) History materials, including the vast contributions of AAPI to America throughout the country's history;
- African American History materials, including the vast contributions of African Americans to America from the country's inception;
- Hispanic and Latinx History materials, including the vast contributions of Hispanic and Latinx people to America throughout the country's history;
- Holocaust and Genocide Education;
- Jewish-American history materials, including the history of the Israeli people, and the vast contributions of Jewish-Americans throughout the country's history;
- LGBTQIA+ materials including the vast contributions of LGBTQIA+ individuals to America throughout the country's history;
- Middle Eastern and Ethnic Studies materials, including the history of the Palestinian people, and the vast contributions of Arab-Americans;
- Native American/Indigenous History materials, including the vast contributions of Native American/Indigenous people to America throughout the country's history; and
- Women's History materials, including the vast contributions of women to America throughout the country's history.

---

<sup>23</sup> <https://www.nysenate.gov/legislation/laws/EDN/801-A>

**BE IT RESOLVED** that NYCPS require all staff participate in culturally-responsive and trauma-informed anti-oppression<sup>24</sup> and anti-hate speech training which recognizes the connection between anti-Arab hate, anti-Asian hate, anti-Black hate, anti-Hispanic hate, antisemitism, homophobia, Islamophobia, and transphobia. This training should be facilitated by a relevant external organization which has been selected through an inclusive process by school leadership in consultation with educators and school community members based on the organization's ability to fulfill the above criteria;

**BE IT RESOLVED** that CEC15 asks the District and NYCPS to promote media literacy for CEC15 students;

**BE IT RESOLVED** that NYCPS, through the Office of School Safety and Youth Development (OSYD), will work with principals and school communities to form a Restorative Practices Team to:

- 1) Recognize & acknowledge the harm done,
- 2) Take responsibility for the harm,
- 3) Take action to repair the harm, and
- 4) Take action to prevent the recurrence of the harm;

**BE IT RESOLVED** that Equity Support Teams in D15, the D15 DEI Coordinator in consultation with the Superintendent, and the Student Services Manager will work with this new Restorative Practices Team on district-based concerns as well as school-based concerns;

**BE IT RESOLVED**, where the Restorative Practices Team has exhausted all options, OSYD will intervene with a mediation process that includes relevant stakeholders, guided by an outside organization that specializes in addressing harm, and distinguishing harm from discomfort, chosen by the impacted communities, where that process will be meaningful and clearly defined in terms of goals and timeline;

**BE IT RESOLVED** that the DEI Coordinator and a parent representative of the District-wide Equity Congress shall be required to attend the monthly DLT meetings;

**BE IT RESOLVED** that NYCPS shall sustain and fulfill the following recommendations outlined in the DIVERSITY PLAN<sup>25</sup> and the RESOLUTION:<sup>26</sup>

---

<sup>24</sup> <https://campusmentalhealth.ca/toolkits/anti-oppressive-practice/what-is-anti-oppressive-practice/>

<sup>25</sup> [https://d15diversityplan.com/wp-content/uploads/2019/06/190620\\_D15DiversityPlan\\_FinalReport.pdf](https://d15diversityplan.com/wp-content/uploads/2019/06/190620_D15DiversityPlan_FinalReport.pdf)

<sup>26</sup> <https://img1.wsimg.com/blobby/go/951dd9a1-96ac-438b-8642-d89cc6651997/downloads/CEC15%20Resolution%20to%20Support%20the%20D15%20Community%20.pdf?ver=1709745038356>

- NYCPS continue to fund a full-time, District 15 Diversity, Equity, and Integration Coordinator that partners with D15 administrators, educators, staff, parents and students on diversity and integration initiatives (DIVERSITY PLAN);
- NYCPS fund a full-time, Restorative Justice Coordinator tasked with implementing, supporting & tracking a district-wide approach to restorative practices (DIVERSITY PLAN);
- NYCPS require regular, ongoing Anti-Bias Anti-Racism (ABAR) Education workshops and offer access to readings, videos, community-led teach-ins and other resources, including individual mentors, to promote greater understanding of systemic inequities and how they intersect with individual strengths and struggles, to allow for our communities to grow together in our humanity and model lifelong learning for our children, and where these resources are available not only to DOE staff, but to families in their home languages (RESOLUTION); and
- Through small group listening sessions, District 15 administrators will partner authentically with their school's Equity Support Teams, students, families, and educators to generate, pilot, codify, and continually refine collaborative community engagement practices, especially in co-located schools (RESOLUTION);

**AND BE IT FURTHER RESOLVED** that CEC15 will continue to uphold the values of diversity, equity, and inclusivity in our educational mission, emphasizing the importance of understanding and cooperation among all students, including tolerance, understanding, empathy, and respect for human dignity.

*This resolution was duly adopted by Community Education Council 15 on June 4, 2024 by a vote of the members present, including: Antonia Ferraro Martinelli, Leslie King, Vanessa Gonzalez Ueoka, Donalda Chumney, Jonathan Davis, Lauren Barkan, and Danley Vidal.*