



Centering DEI... in Williamsville

Panelist:

Dr. Darren Brown-Hall, Superintendent
Williamsville Central School District



What we are working on...

1.) Policies in Williamsville:

#3431 Diversity, Equity, and Inclusion in the District,
#5634 Gender Neutral Single-Occupancy Bathrooms,
#7554 Student Gender Identity

2.) NY State Board of Regents Framework on DEI

3.) NY State Ed CR-S Education Framework

4.) DEI work for several years: Beg, Intermediate, Adv

Continue to work on...

- DEI Goal in Strategic Plan
- Every school has a DEI Committee with all stakeholders
- District-Wide DEI Committee developing the District Plan, outside consultant/facilitator
- Book Study, Implementation Teams, School Culture study, DEI Consortium

The Brilliance of ALL Students

- How are we supporting the work of all learners?
- Are we examining the students that don't "make it", or just celebrating those that do?
- How are we preparing students for our diverse world?
 - Are we increasing their Global Dexterity?
- No more generalizations !!!
- How are we making school comfortable for kids?

Your Role in DEI

- *“When viewed through the lens of organizational culture and strategy, Boards of Education become a critical component in the pursuit of educational equity for their districts.”*
– Dr. Sean Eversley Bradwell, Ithaca College
- *“What policies or systems do you have in place to ensure resources are allocated in ways that ensure all students have access to equitable opportunities?”*
– Dr. Tauheedah Baker-Jones, Atlanta Public



Your Role in DEI

- Culturally Responsive-Sustaining Education Framework (CR-S): *New York State Education Department*
 - Welcoming and affirming environment
 - High expectations and rigorous instruction
 - Inclusive curriculum and assessment
 - Ongoing professional learning
- Data Review, Attendance, Discipline Referrals, Extracurricular Activity participation

Protecting Our Teachers

- Systems that ensure children of every race, ethnicity, language or other characteristics of their identity, have what they need to achieve academic, social, and emotional success.
- This takes courage...
- Teachers have to continuously be supported to do this difficult work.

You Can't Leave a Legacy...

- As an Educator, Leader, Policy Maker, you have a responsibility to challenge the status quo !
- Ham in the Pan ?
- It's About Damn Time! – Beyond the Book Study
 - Now it's time to Do the Work...
- If you can't beat the fear, then do it... scared!