

School Diversity Advisory Group

December 11, 2017, 3-5PM, Tweed Courthouse

Meeting minutes

1. Introductions

- *Opening remarks from:*
 - *Ursulina Ramirez, Chief Operating Officer and Chief of Staff, NYC DOE*
 - *Maya Wiley, Co-Chair & Executive Committee member*
 - *Jose Calderon, Co-Chair & Executive Committee member*
 - *Hazel Dukes, Co-Chair & Executive Committee member*
 - *Richard Kahlenberg, Executive Committee member*
 - *Amy Hsin, Executive Committee member*
- *See attached list for all participant names, affiliations, and contact information.*

2. Overview of the mission and charge of the School Diversity Advisory Group and discussion of the proposed structure

- Shared principles
 - Advisory group will need to create a common definition of key terms identified in core principles – e.g., how does this group define “equity”, “diversity”, “transparency?”
 - Will need to more specifically define scope, including the definition of what the DOE can implement and what a short-term vs. long-term timeline looks like
- Advisory Group structure
 - *Jose Calderon:* Our job as co-chairs is to facilitate dialogue. This is open. Everyone at this table has something to contribute. As an Advisory Group, our job is to get feedback from community members. We should engage other constituencies (e.g., business leaders) and the constituencies that each advisory group member represents
 - If we wait until the end of 2018 to make recommendations, it will be until at least 2019 before we can implement. There is an interest in delivering preliminary recommendations in mid-2018 with the potential for implementation of a pilot?
 - As the full group moves forward, it will be critical to understand how policies will impact each of our constituencies
 - To maximize idea sharing and to avoid silos, sub-committees should each represent a cross-section of the broader Advisory Group and should each consider all topics, rather than isolating into issue-based sub-committees
 - As a foundation, each subgroup should be comprised of at least a student, parent, an advocate, a researcher and one DOE representative.

3. Review of the City's diversity plan

- Goals as initially written just speak to representation. There are other topics within school diversity we would like to measure
- DOE will create a shared drive for all of the content and resources relevant to the group, including more detailed data. Research and outside work done by Advisory Group members can be collected on this site
- *Maya Wiley*: As a next step, everyone here should share their additional relevant resources and should share names of people who could come visit with this group
- There are existing resources that have been developed by members of the Advisory Group, including the five "Rs" developed by IntegrateNYC, which could support sub-committee discussions
- Politics will enter the picture at some point. We will need a public engagement plan regardless of the specific outcomes. After the submissions of ideas, there will need to be a plan for implementation and management of implementation
- There are biases in this room and in our schools. We need to make people aware of the unconscious biases that are driving behind recommendations. People struggle with how to mobilize, how to have conversations about race.
- It's important to look at the demographics of each community, not just the schools.
- Would suggest this group take from the school climate working group, which met for two years, and consider how we tap into the work of other groups

4. Discussion of potential focus areas for the School Diversity Advisory Group

- Interested in a structured process for town hall meetings
- Mayor and Chancellor will need to commit to implementing our recommendations; we need political presence.
- We will need the collective support of administration and then school leaders
- *Hazel Dukes*: We are not going to solve racism. When the mayor asked me to serve as a co-chair, I saw that the Mayor and Chancellor understand where we are. We need to look at the student work; I want to embrace all of your work. We need to decide how we are going to get through all of the issues
- Acknowledgment that we all make assumptions about each other, and that this work isn't going to end in 2018
- *Maya Wiley*: We have a good opportunity, but it's not perfect. Need to not let perfect be the enemy of good ideas. De-siloed groups means that each group is tackling each of the issues that we will identify
- Additional topics for sub-committees to consider:
 - Resource allocation

- Assessments, ability to evaluate through assessments.
- Could we commission a study to look at the student experience in the most vs. the least diverse schools?
- Review of current disciplinary policies
- Representative work force
- Mindset of staff
- All students need access to the highest level of academic work
- *Maya Wiley*: Let's add "produce equity" as a shared principle
- Agreement to amend the initial focus area identified as "culturally responsive curriculum and welcoming environments" to, "Culturally responsive curriculum and pedagogy and school culture"
- Other considerations:
 - Need to be forthright about what it takes to change school communities. What happens on a campus, in a school building?
 - Need to improve framing of how we describe that students learn from each other. Parents do not necessarily understand all the benefits of diverse classrooms.
 - Need to consider impact on immigrant students
 - Could think about onboarding of new teachers and partner with organizations like Teach for America, The New Teacher Project, Teaching Fellows, and the work they do on equity. Could change the training incoming teachers receive

5. Next steps

- We will propose a manageable number of working committees and propose membership, and we will summarize the important issues for each group to discuss
- We do need to start thinking about town halls and planning for town halls quickly