

# IRVINGTON UFSD

## DIVERSITY, EQUITY, & INCLUSION PROGRESS OVERVIEW

2023	Professional Development/ Teaching & Learning	Restorative Practices	Community Engagement	Hiring and Retention
	<p><b>Jan. 2023</b> Launch of <a href="#">Diversity, Equity, &amp; Inclusion district website</a></p>	<p><b>Jan. 2023</b> Cohort #1 continued in 3-day training by <a href="#">CLUSTER Community Services</a> to</p>	<p><b>Jan. 2023</b> Launch of <a href="#">Diversity, Equity, &amp; Inclusion department website</a></p> <p>Launch of DEI progress overview</p>	<p><b>Jan. 2023</b> <a href="#">Business consultant, professor, and researcher Dr. John Coverdale</a> meets with administrators to reflect on our hiring process through a CRSE lens..</p>
2022	Professional Development/ Teaching & Learning	Restorative Practices	Community Engagement	Hiring and Retention
	<p><b>Dec. 2022</b> Inclusive curriculum: Teacher &amp; Student Surveys implemented to assess how CR-SE is realized in student experiences and assess the need for changes in instructional practice.</p> <p><b>Nov. 8, 2022</b> Teacher Training with Dr. Alexandria Connally: <a href="#">Implicit Bias</a></p> <p><b>Nov. 3, 2022</b> (through Mar. 2023) Lead Learner Cohort #3- Faculty members trained in CR-SE and implicit bias. Training led by NYU Metro Center, Dr. Gail Duffy, Lead Learner Cohort #1 members Michael Berkowitz and Sara Rust, Lead Learner Cohort #2 members Jen De Lisi and Sarah Katz.</p> <p><b>October 2022</b> Teacher Training with Dr. Gail Duffy: <a href="#">DEI Onboarding for New Teachers</a></p> <p><b>Sep. 2022</b></p>	<p><b>Sep. 2022</b> As a result of <a href="#">Root Cause Analysis</a>, partnered with <a href="#">CLUSTER Community Services</a> to develop a continuum of restorative practices strengthening interpersonal communication, community, and accountability.</p> <p>Cohort #1 of instructional leaders, counselors, psychologists, social workers, coaches, and administrators trained in restorative practice</p> <p><b>Aug. 23, 2022</b> Revised <a href="#">Code of Conduct</a> adopted by Board of Education</p> <p><b>June 2022</b> Code of Conduct Committee presents <a href="#">revisions</a> to Board of Education</p> <p><b>May 2022</b> <a href="#">Code of Conduct Committee meeting</a> to gather feedback on <a href="#">Code of Conduct</a> from students, community members, instructional leaders, administrators</p>	<p><b>June 14, 2022</b> Equity Town Hall Forum with Dr. Alexandria Connally</p> <p><b>March 2, 2022</b> BOE meeting presentation: <a href="#">Irvington UFSD Root Cause Analysis: The Findings and Our Future</a></p> <p><b>February 2022</b> <a href="#">Root Cause Analysis Report</a> shared with community</p> <p><b>Jan.-Dec. 2022</b> Ongoing meetings with PTSA Diversity, Equity, and Inclusion subcommittee, district administration, and (starting in fall 2022) DEI coordinators Shantel Mackey and Jen De Lisi</p>	<p><b>Dec. 2022</b> <a href="#">Business consultant, professor, and researcher Dr. John Coverdale</a> interviewed 10 diverse mentors and new staff members to share feedback regarding the cultural responsiveness of our hiring experience.</p> <p><b>Spring 2022</b> Partnership and external review of hiring practices and protocols with <a href="#">business consultant, professor, and researcher Dr. John Coverdale</a></p> <p><b>Feb. 2022</b> Initiated Hiring, Recruitment, and Retention Subcommittee</p> <p><a href="#">Interview Committee training</a> implemented to highlight the role bias can play in the hiring process</p>

	<p>District DEI Coordinators Shantel Mackey and Jen De Lisi appointed</p> <p><b>Aug 31, 2022</b> Teacher Training with Dr. Alexandria Connally: <a href="#">Opening Day</a></p> <p><b>Aug 29-30, 2022</b> New Teacher Orientation Training: <a href="#">Culturally Responsive Teaching</a> with Dr. Gail Duffy</p> <p><b>June 2022</b> <a href="#">DEI Staff Newsletter</a> disseminated to share progress and goals.</p> <p><b>Mar. 2022</b> Superintendent's Conference Day presentation on <a href="#">Looking at Curriculum through a Culturally Responsive Lens</a> by Dr. Gail Duffy</p> <p><b>Jan. 11, 2022</b> (through spring 2022) Lead Learner Cohort #2- Faculty members, BOE members, and parents trained in CR-SE and implicit bias. Training led by NYU Metro Center, Dr. Gail Duffy, and Lead Learner Cohort #1 members Mike Berkowitz and Sara Rust.</p> <p><b>Dec. 2021-Jan. 2022</b> Teacher Training with Dr. Gail Duffy: <a href="#">Reflecting on Curriculum through a DEI Lens</a></p> <p><b>2021-2022 school year</b> <a href="#">Cultivating Genius</a> (Dr. Gholyd Muhammed) book clubs with Dr. Gail Duffy and faculty</p>	<p><b>Jan. 2022</b> Identified <a href="#">CLUSTER Community Services</a> as partner for restorative practices professional development</p> <p>Code of Conduct Committee formed</p>		
2021	<b>Diversity, Equity, &amp; Inclusion Work (Professional Development &amp; Community Engagement)</b>			
	<p><b>Oct-Nov 2021</b> Faculty Meeting &amp; Superintendent's Conference Day DEI training with Dr. Gail Duffy: <a href="#">CR-SE- Where Am I and What is My Next Step?</a></p> <p><b>Sep 28, 2021</b> Board of Education Presentation: <a href="#">Update on Diversity, Equity, Inclusion and Social-Emotional Learning</a></p> <p><b>April-July 2021</b> Root Cause Analysis Team of 32 IUFSD community members meet with the NYU Metro Center for 6 sessions of introductory training in disproportionality, root cause analysis, and culturally responsive behavior support. The team reviews discipline and academic data, staff survey results, parent/caregiver focus groups, the <a href="#">District Code of Conduct</a>, and building-based discipline</p>			

	<p>referral procedures. The team begins "initial outlining" for a multi-year action plan.</p> <p><b>Feb. 12, 2021</b>          NYU Metro Center facilitates building-based workshops for staff on the CR-SE educational framework.</p> <p><b>Jan. 14, 2021</b> (through Nov 16, 2021)          Lead Learner Cohort #1- Faculty members, BOE members, and community/parent members trained in CR-SE and implicit bias. Training led by NYU Metro Center.</p>	
<p><b>2020</b></p>	<p><b>Diversity, Equity, &amp; Inclusion Work          (Professional Development &amp; Community Engagement)</b></p>	
	<p><b>Sep. 2020</b></p> <ul style="list-style-type: none"> <li>• NYU Metro Center facilitates breakout sessions in all four buildings, keynote by <a href="#">Dr. David Kirkland</a></li> <li>• NYU Metro Center facilitates 2 community conversations on race and equity.</li> </ul>	