DIVERSITY, EQUITY & INCLUSIVITY

Board of Education Presentation: November 17, 2020

West Windsor- Plainsboro Regional School District

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Diversity, Equity & Inclusivity Coordinator.

Diversity, Equity and Inclusivity

The work of diversity, equity and inclusion is a long-term commitment that can only be accomplished successfully with the *active participation of all stakeholders and the responsibility to welcome and celebrate every child regardless of race, ethnicity, religion, country of origin, economic status, sexual identity, gender, and gender identity to fully reach their full potential.*

"The best way to engage a community is to authentically involve them while remembering *that no one owes us their trust or time, and the best we can do is design an invitation with respect and humility and be willing to listen to their feedback*".
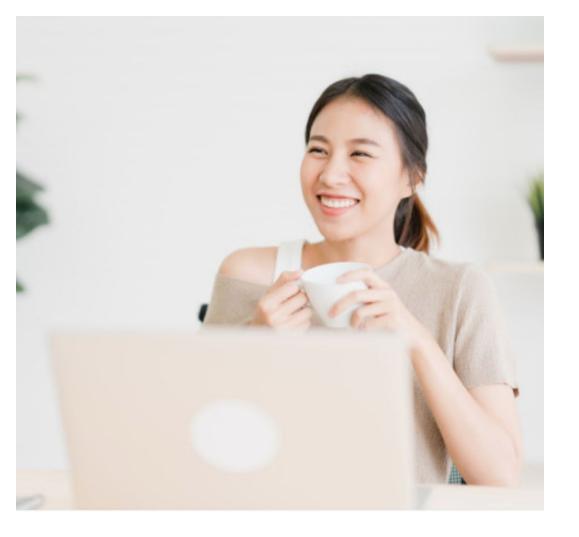
Tania Anaisse, Equity Design Thinker

Diversity Equity & Inclusivity:
Listening, Learning and Discovering

- 50+ meetings with Stakeholders including Principals, Assistant Principals, Teachers, Department Supervisors, Student Advocacy Groups, Parent Support Groups and Community Members.
- Visited all 10 District Schools (elementary, middle schools, and high schools).
- Developed an Equity Audit.
- Ongoing collaboration between schools, faculty, staff, community to encourage an equity & inclusivity lens.

Culturally Responsive Curriculum & Professional Development

- A broader selection of literature and readings that are culturally relevant for all groups of students.

- Training for teachers and administrators in culturally responsive curriculum development that promotes efforts to understand cultures and identities that are different from ours.

- Continue to expand and monitor non-traditional learning environments such as AVID (Advancement Via Individual Determination)

Safe and Brave Spaces for All Students and Faculty

- Creating safe/brave spaces for students and faculty to gather and talk about issues related to race, ethnicity, sexual orientation, gender, etc. and transfer that discussion into action that makes for a more equitable experience at the school level.
- Providing consistent opportunities throughout the year for student voice to take part in administrative, teacher and community meetings.

Equity Team Meetings & Data Review

- Developing a shared district understanding and definition of diversity, equity, and inclusion.

- Developing a yearly student survey to measure student voice throughout the district.

- Reviewing Data and Developing Action plans to address challenges of equity and inclusion.

Community Building and Cultural Action

- Meetings with African American Parent Support Group, Special Education Parent Teacher Student Association (SEPTSA) and Student Advocacy Groups.

- Reconnecting with West Windsor-Plainsboro Alumni.

Diversity, Equity & Inclusivity in WW-P Schools

- On Wednesday, November 11th, 2020 Black Student Union (SHADES) High School North held a panel discussion with students and faculty to discuss how teachers and students can be an ally to African-American Students.

- On Monday, November 16th, High School South held a PD session for Faculty focused on Equity. Students led part of the PD Session.

- On Tuesday, November 17th, Village held a discussion for faculty on ant-racism and equity. (Sessions are ongoing)

- Weekly Morning Announcements at Millstone River School to celebrate student cultures and experience

- Student Led Discussion with English Language Arts Department on Curriculum Revision (December 2020)

Diverse Hiring in WW-P

Student-Staff Comparison

Student Demographics

- Asian   71%
- Black   5%
- Hispanic   5%
- White   16%

Staff Demographics

- Asian   7%
- Black   3%
- Hispanic   3%
- White   85%

National Center for Education Statistics
Teacher Demographics

- 1999

- 2017

- Asian   <1%
- Black   8%
- Hispanic   6%
- White   84%

- Asian   2%
- Black   7%
- Hispanic   9%
- White   79%

https://nces.ed.gov/programs/coe/indicator_clr.asp

Recent Year-to-Year Comparison of New Hires in WW-P

2017

- Asian   10%
- Black   2%
- Hispanic 7%
- White   79%

2018

- Asian   10%
- Black   15%
- Hispanic 5%
- White   69%

2019

- Asian   11%
- Black   14%
- Hispanic 7%
- White   68%

2020

- Asian   18%
- Black   9%
- Hispanic 20%
- White   51%