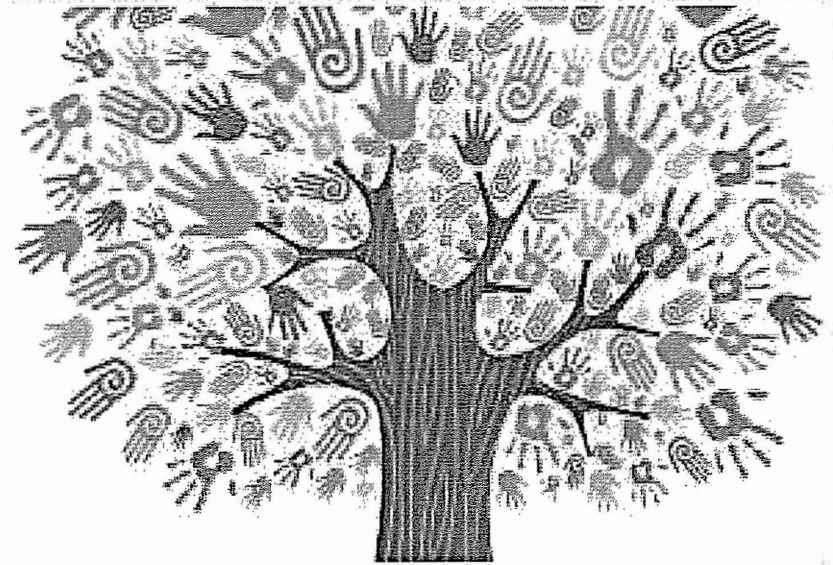

DIVERSITY EQUITY INCLUSION

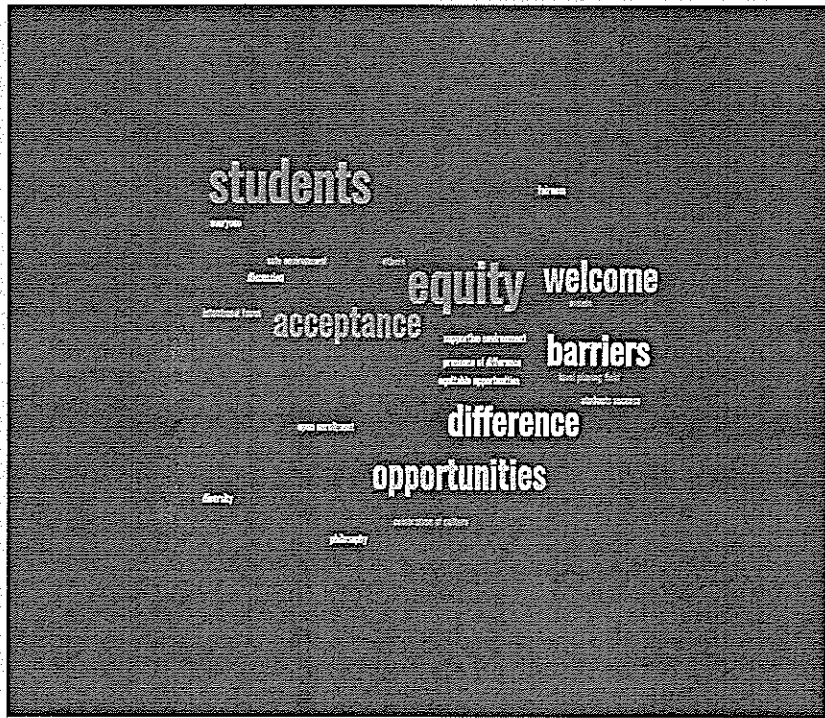


Committee Meeting: January 18, 2023



Welcome back DEI Committee

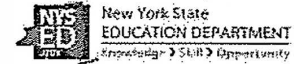
1. Waterfall/Introductions + Welcome
2. International Night - April 20, 2023 from 5-7 in the HS Commons
3. Demographic Data
4. Student survey Questions
5. Committee Survey



Supporting Documents

1. [DEI Overview](#)
2. [DEI Framework](#)
3. [DEI Policy Statement](#)

NYS Board of Regents Initiative on Diversity, Equity & Inclusion



We will create and sustain safe, nurturing and engaging learning environments for **ALL** students.



*"Diversity is not our problem. It is our promise."
— Elijah Cummings*

WELCOMED AND SUPPORTED

- Diversity means a wide range of human qualities and attributes
- Diversity is an educational and social asset for ALL
- Respecting diversity helps us meet the physical, social and emotional needs of ALL



*"Always remember that you are absolutely unique.
Just like everyone else."
— Margaret Mead*

OPPORTUNITIES TO SUCCEED

- Equity means fair treatment and opportunity for ALL
- Equity is fair access to programs, classes and needed supports
- Equity prepares ALL students to be actively engaged citizens



*"There is only one way to see things, until someone shows us
how to look at them with different eyes."
— Pablo Picasso*

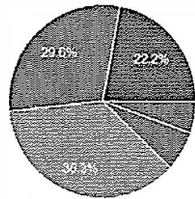
CULTURES, LANGUAGES AND EXPERIENCES

- Inclusion means recognizing, understanding and accepting ALL
- Inclusion teaches and models respect for ALL
- Inclusion makes ALL feel safe, supported and valued

Mission Statement

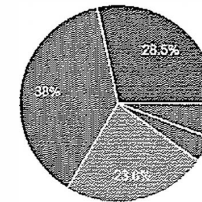
GOAL: Create a positive learning environment for all students and eliminate barriers that limit a student's chance to be successful.

I feel culturally represented at Hauppauge High School.
284 responses



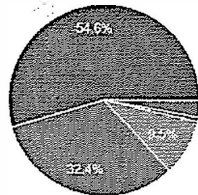
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

I feel welcome in Hauppauge High School.
284 responses



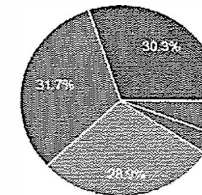
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

I understand what diversity, equity and inclusion means.
284 responses



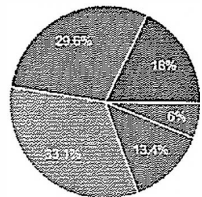
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

I would like to learn about other cultures.
284 responses



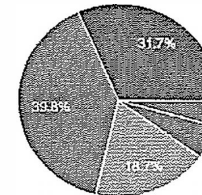
- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

I feel that the Hauppauge community embraces diversity.
284 responses

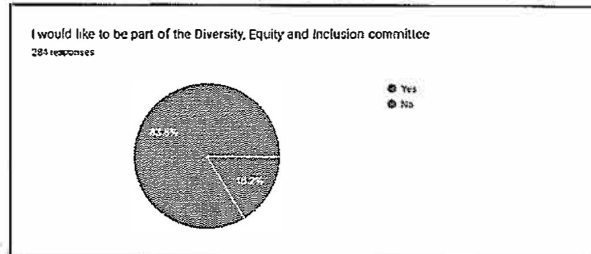


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Hauppauge High School allows all students access to all programs.
284 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree



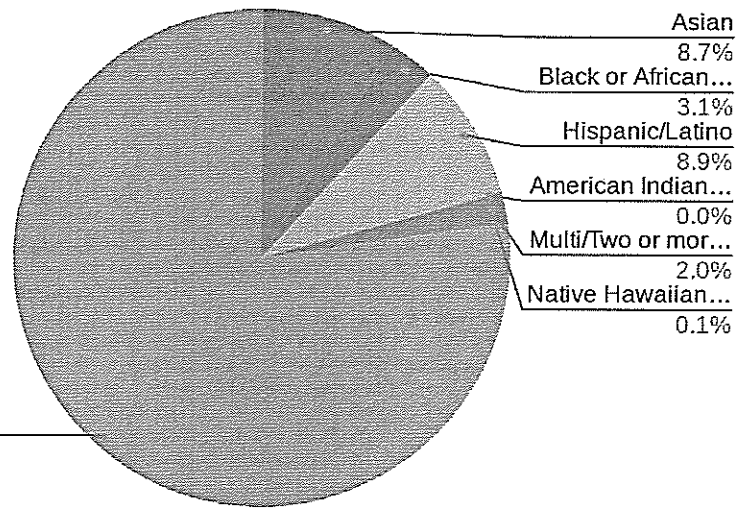
Student Voice

We will resurvey students in an effort to gain additional knowledge from our student body.

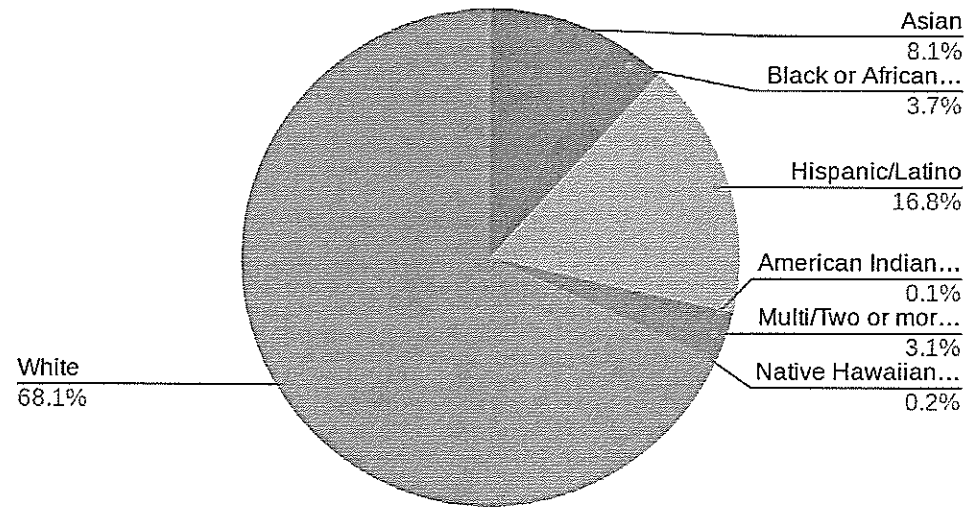


Demographics

2016-2017: District



2021-2022: District



Committee Survey

Please [click here](#) to complete DEI Committee Survey

Questions...



2022-23 DEI Committee Survey

 **bilskir@hauppauge.k12.ny.us** (not shared) [Switch account](#)



* Required

What holidays should be listed in our school calendar (last year we entered Ramadan and Diwali) *

Your answer

Suggestions for the DEI committee to look into. *

Your answer

Submit

Clear form

Never submit passwords through Google Forms.

This form was created inside of Hauppauge Public School. [Report Abuse](#)

Google Forms



DIVERSITY
EQUITY
INCLUSION



Committee Meeting: January 5, 2022



Agenda

Introductions + Two word check in

Supporting Documents

1. DEI Overview
2. DEI Framework
3. DEI Policy Statement

Mission Statement

GOAL: Create a positive learning environment for all students and eliminate barriers that limit a student's chance to be successful.

DEI IS

DEI IS NOT

What DEI is and What DEI is not

Diversity ★ Equity ★ Inclusion

What are we already doing in Hauppauge?

- AP/IB/ Honors/College open enrollment
- Gender neutral bathroom policy
- GSA
- Best Buddies
- Integrated Co-Teaching

[Committee input - click here to add](#)

District Demographics

Two or more races
2.9%

Hispanic/Latino
17.0%

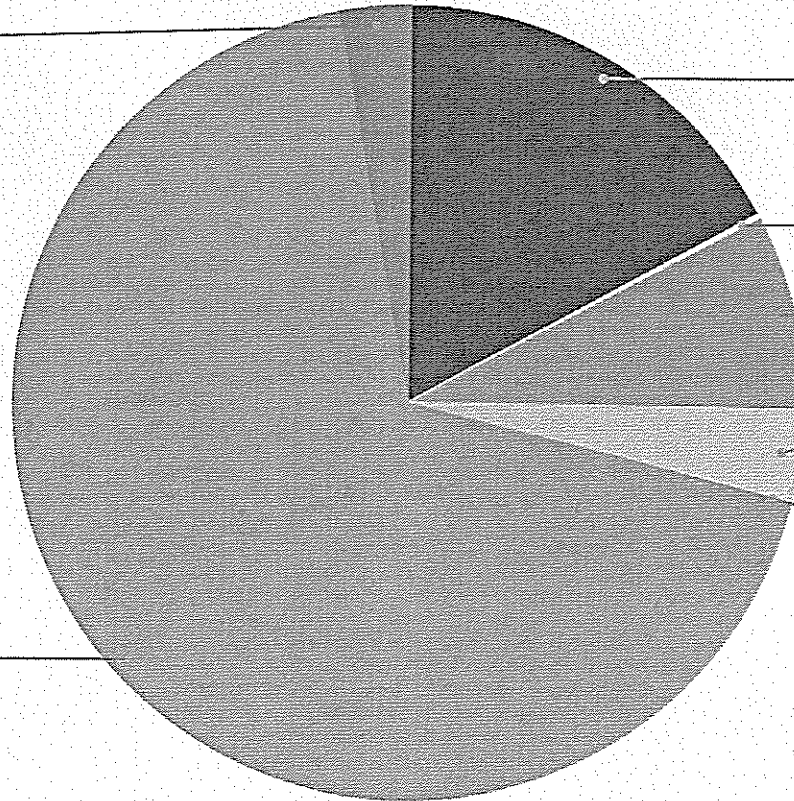
American Indian or Alaska Native
0.2%

Asian
8.0%

Black or African American
3.7%

Native Hawaiian/Other Pacific Islander
0.2%

White
68.0%



Student Voice

Should we survey students to gather information about how they feel?

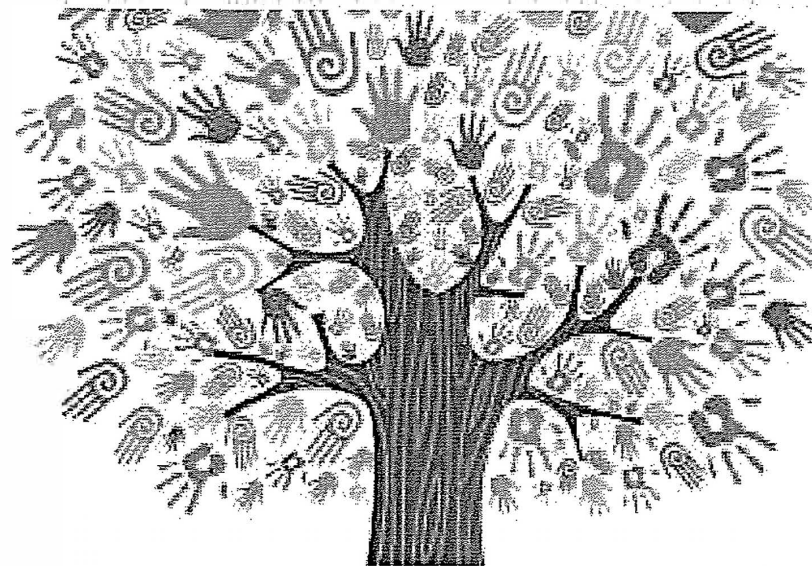
How should we survey them?

<https://forms.gle/fz4LTHfOPTWqcXX9A>

Wrap up

Second Meeting:
Digital Equity Results

DIVERSITY
EQUITY
INCLUSION

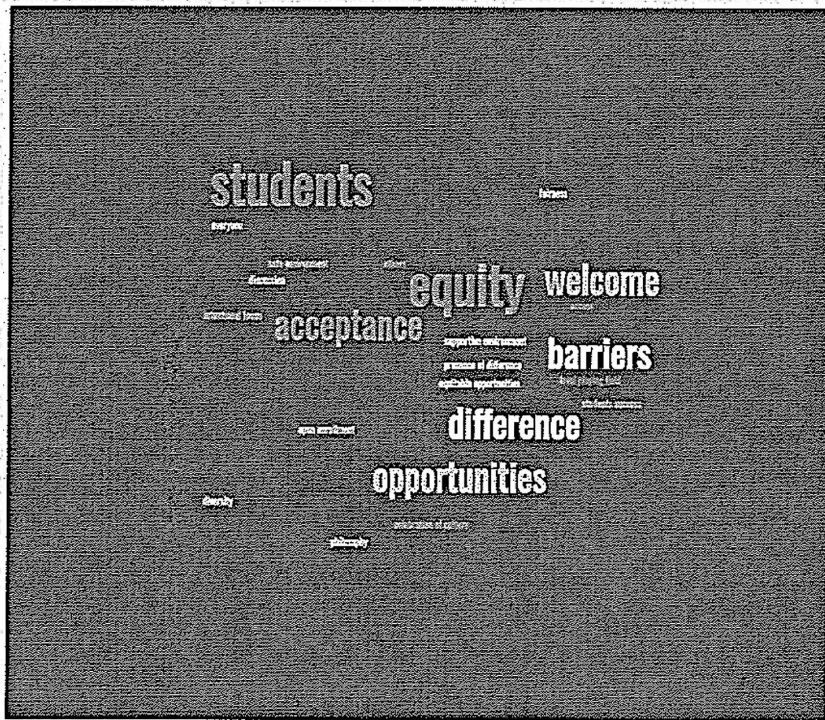


Committee Meeting: April 7, 2022



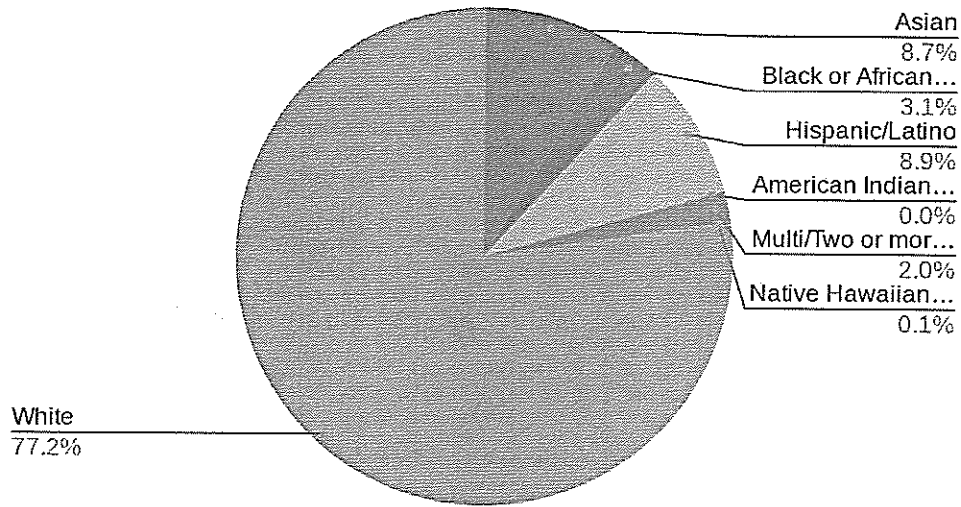
Welcome back DEI Committee

1. Mood Meter
2. Breakout room
3. Review
4. Demographic Data
5. Student survey Questions
6. Digital equity results

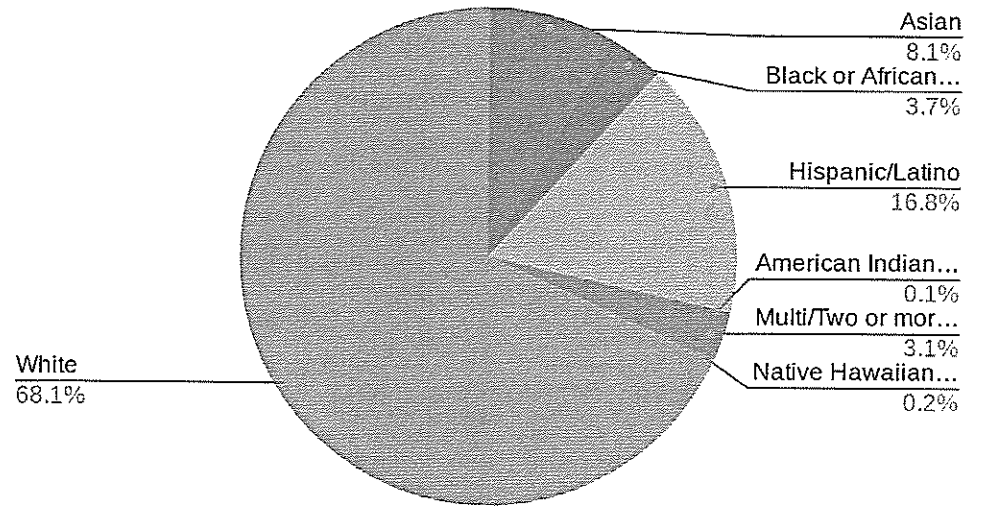


Demographics

2016-2017: District



2021-2022: District



Discussion topics

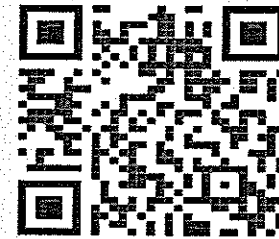
Discuss student survey

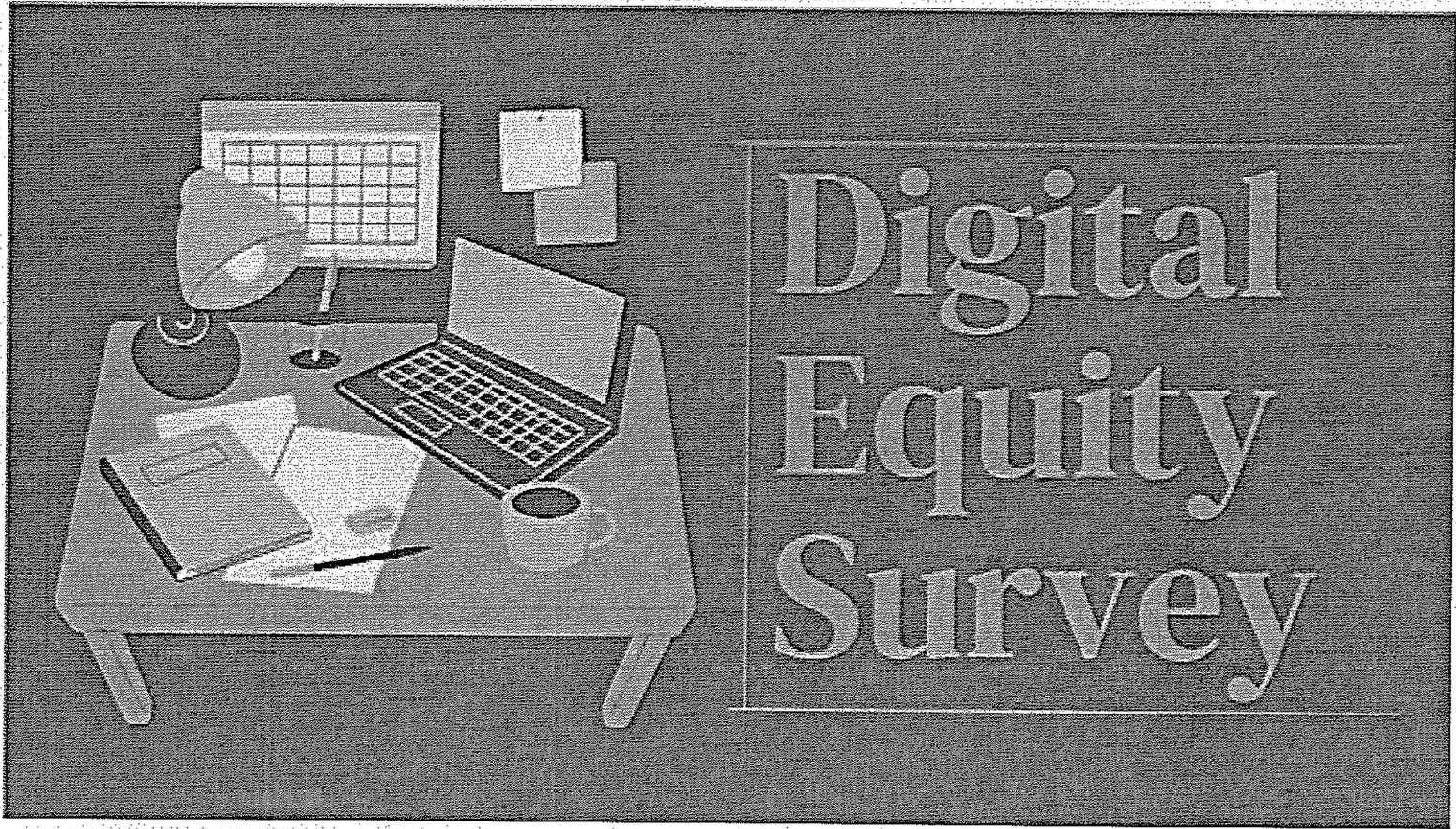
<https://forms.gle/F7r1tu7BhGaywsLg8>

Discuss student application

Interested student would join the DEI application Google classroom

Give the student options to answer the question - Why do you want to be part of this committee? video, Flip Grid or written statement





Digital
Equity
Survey



DEI Meeting Agenda

Meeting Date: April 7, 2022 - 3:00pm

Meeting Attendees:

TIME	ITEM	MINUTES - A. Huang	Key Decisions/Tasks/Ownership <i>(Who/Does What/By When)</i>
3:00- 3:10	<i>Mood Meter & Breakout Room</i>	Breakout Room Activity - Origin of Your Name	
3:10-3:20	Inform:		
3:20-3:45	DISCUSS: <ul style="list-style-type: none"> - Review Goal - Demographic Data - Student Survey - Digital Equity results 	<ul style="list-style-type: none"> • Review of previous session - DEI framework and policy; What is DEI and what it is not; DEI student survey • Word cloud on key concepts • Demographic Data - much change over time • Student Survey - Google Form draft <ul style="list-style-type: none"> ○ Providing students an opportunity to join the DEI committee • Digital Equity Survey Results - <ul style="list-style-type: none"> ○ Federal mandate ○ Our survey participation numbers are higher than many districts across NYS and other states ○ May be tied to federal funding ○ 3233 families - 70% 	<ul style="list-style-type: none"> • Doreen - reviewed previous session • DEI Committee • Dan - pulled data demo data • DEI Committee - submitted questions for the Student Survey • Dan - reviewing survey results and dig deeper into those families who are reporting lack of access <ul style="list-style-type: none"> ○ Shelter students - need to look into whether their families completed the survey and assess additional needs



		<ul style="list-style-type: none"> participated so far o 82% - Yes they have devices o 17% - No they do not have devices (possible that many families have children in Kindergarten and maybe their devices do not go home) o Chromebook (largest percentage) o Most devices are not shared amongst family members o Most families feel their children are able to access and utilize their devices o Most families are utilizing WiFi o Obstacles / Barriers - most state they do not have barriers 	<ul style="list-style-type: none"> • Doreen - another survey will be sent out regarding revising school calendar to include other holidays/traditions
3:45 -4:00	Decide: Survey students	<ul style="list-style-type: none"> • Revise last question on the survey and students will complete Google Form after April break during the school day 	<ul style="list-style-type: none"> • Joe will let Doreen know when to send out the survey
3:55	- Questions & comments		



Meeting Date: January 5, 2022 - 3:00pm

Meeting Attendees:

TIME	ITEM	MINUTES - R.Bilski	Key Decisions/Tasks/Ownership <i>(Who/Does What/By When)</i>
3:00- 3:10	<i>Introductions & two word check-in</i>		
3:10-3:20	Mission - Dr. Murphy discuss goal of DEI	-	
3:20-3:45	DISCUSS: - What is DEI (jamboard) - What are we already doing? - Demographics - Student voice		
10:50-11:00	Digital Equity Survey results		
11:00 - End	- Share		

DEI within Hauppauge School District:

- AP/IB/ Honors/ College open enrollment
- Gender neutral bathroom policy
- GSA
- Best Buddies
- SEL initiatives (Choose Love)
- Respect for All Week
- 1:1 devices for all students (Digital Equity Survey)
- Special Education Programs (i.e. Integrated Co-Teaching)
- ENL Services
- AIS services
- Sports and clubs equal access for all students
- Multicultural Group HS
- “Safe Spaces” stickers on classroom and office doors - what about something like this offered at lower levels?
- Communications in other languages?
- Teaching the meaning of other holidays that are important across cultures?
- MTSS
- Electives at the HS
- ESS Program
- Extra technology for ENL students (iPads at the middle school level to assist with translations)

Committee Survey Results

Survey #1 - We were all in agreement that students from the high school should be part of the committee. We agreed that the students in grades 9-11 should be surveyed to see how they feel about Hauppauge HS and if they would like to be part of the committee. The committee will put together an application process for interested students.

Survey #2 - We were all in agreement that we should include other holidays such as Diwali and Ramadan in our district calendar.



Student Input

Questions Responses 10 Settings

[Empty form area]

Student Input -DEI

Form description

Should we have student input on the DEI committee? *

Yes

No

List some questions you would like to see if we survey students?

Long answer text





DIVERSITY
EQUITY
INCLUSION

Subcommittee
May, 18 2022

Agenda

- DEI Policy
- District Goal
- Review Demographic Data
- Digital Equity results
- Student Survey



Supporting Documents:

NYS Board of Regents expects that all school districts and institutions of higher education will develop and implement policies and practices that advance diversity, equity and inclusion - and that they will implement such policies and practices with fidelity and urgency.

1. [DEI Overview](#)
2. [DEI Framework](#)
3. [DEI Policy Statement](#)

NYSED Definitions



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Diversity: Includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.

Equity: The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of all groups

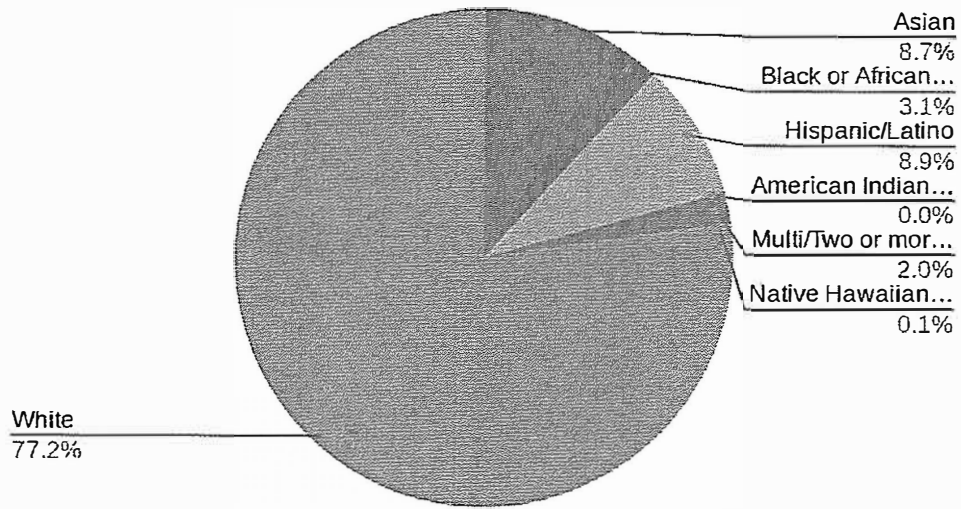
Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.

Mission Statement

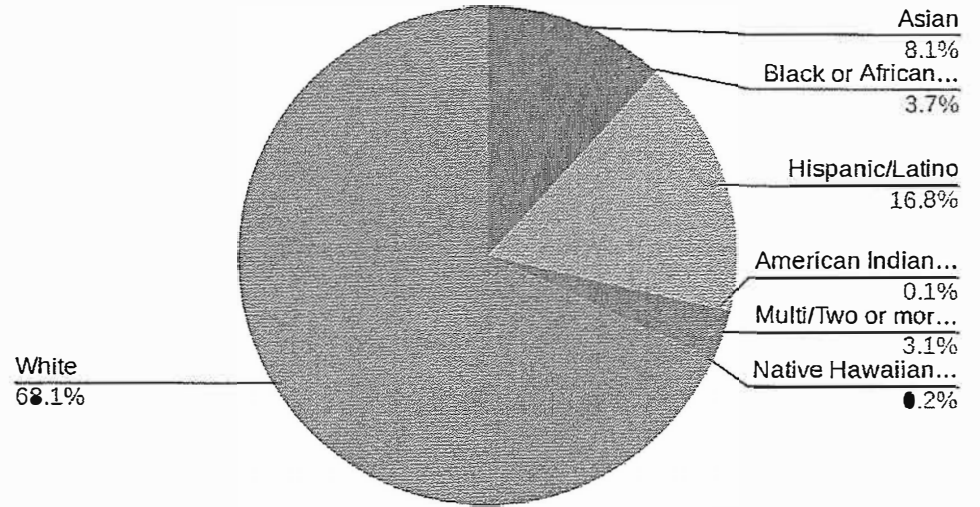
GOAL: Create a positive learning environment for all students and eliminate barriers that limit a student's chance to be successful.

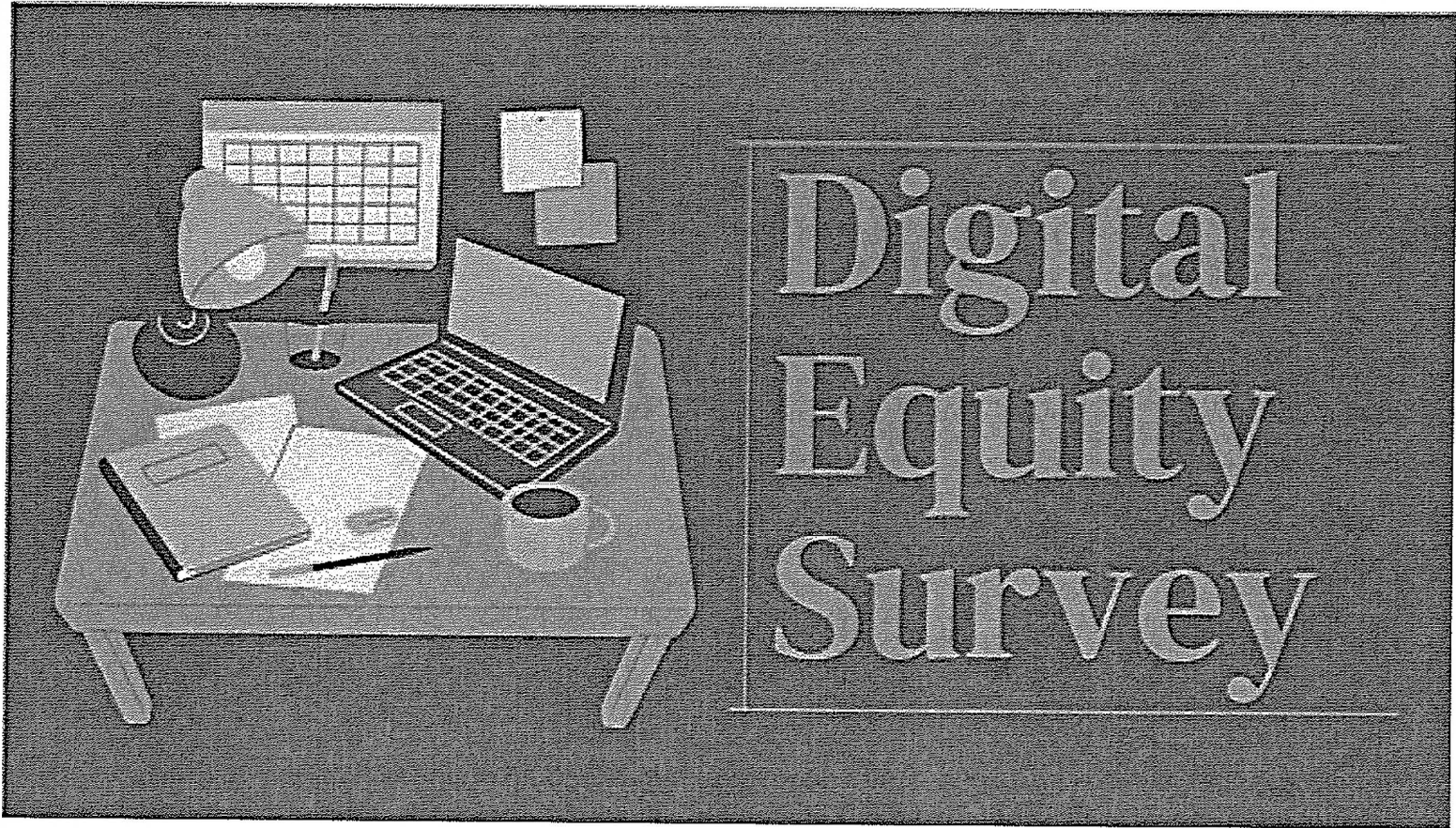
Demographics

2016-2017: District



2021-2022: District





Digital
Equity
Survey

Diversity ★ Equity ★ Inclusion

What are we already doing in Hauppauge?

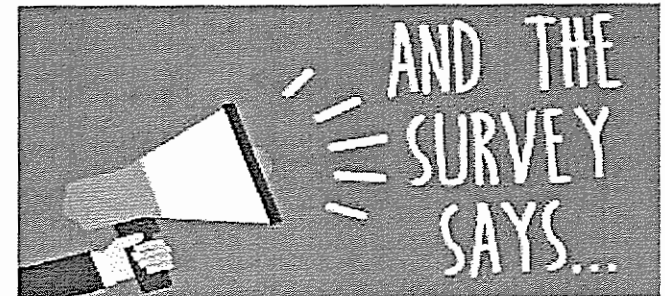
- AP/IB/ Honors/College open enrollment
- Gender neutral bathroom policy
- GSA
- Best Buddies
- Integrated Co-Teaching

[Committee input - click here to add](#)

HHS Student Survey

- 284 Students took the survey
- over 60 expressed interest in joining the committee
- We will develop an application process for next year

Student Survey



DRAFT
DEI Strategic Plan

FIDELITY SOCIAL JUSTICE DIVERSITY HUMILITY SUPPORT SYSTEM COURAGE DIFFERENCE
CULTURE RESPECT DIVERSITY MUTUAL INTERSECTIONAL GROWTH INTERSECTIONALITY
BELONGING COURAGE TRUST ACCOUNTABILITY WELCOMING VALUED GROWTH CENTERING COMMUNITY
WELCOMING TRANSPARENCY INTERACTING ACTIVE FAIRNESS JUSTICE DIGNITY
POWER EQUITY FAMILY TRANSPARENCY RECEPTIVENESS CONNECTION
OPENNESS EQUITY EQUALITY COLLECTIVE RESPONSIBILITIES ACCOUNTABILITY
TRUST INTERSECTIONALITY COMMUNITY EXPERIENCES HONESTY WELCOMING RESPECT
HONESTY DIFFERENCE AFFIRMING IDENTITIES BACKGROUND INFORMATIVE SOCIAL JUSTICE FIDELITY
LEADERSHIP INFORMATIVE VALUED PERSPECTIVES INCLUSION POSITIONALITIES
FRIENDLINESS SUPPORT SYSTEM SOLIDARITY BELONGING
CATALYST THRIVING CONSCIOUS COMMUNITY APPRECIATION CARE



Student Input Diversity, Inclusion, and Equity

Questions Responses 284 Settings

Student Input Diversity, Inclusion, and Equity

The purpose of this form is to gather information about how students feel within Hauppauge High School

I feel culturally represented at Hauppauge High School. *

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

I understand what diversity, equity and inclusion means. *

- Strongly disagree





DEI Committee Questions

Questions Responses 10 Settings

DEI Committee Questions

Please answer the following questions. As we learned in our last meeting our district has become more diverse. This survey is anonymous and we will not be collecting email addresses.

Should we include additional holidays on the school calendar? These days would not be * days off of school but would be recognized on the official calendar. This would be similar to Hanukkah, Easter, Passover, etc.

- Diwali is a festival of lights and one of the major festivals celebrated by Hindus, Buddhists, Jains, an...
- Ramadan is the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of...

What other holidays if any should we consider including on the school calendar?

Long answer text

