

Educational Equity Committee

In July 2020, the New Hartford Central School District Board of Education adopted a diversity statement that read, in part, *“The district is committed to being part of a larger, systematic change to confront racism and inequality of any type within our community, but especially in education.”*

The board charged the district with creating a task force to examine these issues, leading to the eventual formation in March 2022 of a district Educational Equity Committee (EEC), which is composed of students, parents, community members, teachers, and school administrators.

The goal of the EEC is to work collaboratively to help the district meet its goal of ensuring that all students, teachers, and staff feel valued and can succeed, by:

- Reviewing current practices
- Soliciting stakeholder feedback
- Assessing school climate
- Studying reports and articles
- Collaborating with experts
- Making recommendations

Group Norms

1. Keep students at the forefront of this work
2. Be fully present, not just physically, but mentally
3. Learn to recognize privilege, biases, and assumptions
4. Ensure space for all group members to participate
5. Practice active and empathetic listening
6. Monitor your airtime and do not interrupt
7. Acknowledge and invite differing viewpoints
8. Assume positive intent and challenge ideas, not people
9. Push each other’s thinking and disagree respectfully
10. Have “urgent” patience and accept a lack of resolution

** introduced at the August 2022 meeting*

Equity Action Map

Actionable Items	In-Process	Complete
Student Survey Step 1: Thought Exchange	Climate Survey	Student Thought Exchange
Step 2: Student Climate		

Actionable Items	In-Process	Complete
		Background Information and Curriculum Map Review
CRSE Curriculum Audit		CRSE workshop for ELA 7-12 October 2023
		CRSE workshop for Social Studies November 2023
		CRSE Presentation Feb 2023
Professional Learning: EEC Committee		EEC Workshop 2-sessions in June 2023 from 6-8 pm @ HS Library
		Summer equity conference in Ithaca
Professional Learning: Administration	Grading for equity book study	Microaggressions and Bias Training for Building Leaders Winter 2024
Professional Learning: K12 Educators	DEI Matters open to all staff	72 participants enrolled
		Initiated spring 2023
Student Collaboration	Elevating Student Voices	Student group organized to attend discussion at OHM BOCES on elevating student voice Fall 2023
Portrait of a Graduate		Three stakeholder meetings completed Fall 2023
Alum of Color Response	Committee will review the report upon its availability. After review, committee will engage in dialogue	
Community/Parent Survey		
Bias-Incident Reporting Process Review		
Communication Plans: Calendar for distributing equity information		
Other		Meeting with Dr. Diane Wynne, Executive Director, DEI, NYSED

Last updated March 2024

EEC Meeting Agendas, Minutes & Recommendations

[2023-24 EEC Meeting Agendas & Minutes](#)

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