

D15

DIVERSITY

PLAN

**Public  
Workshop #1**

February 13, 2018

# D15

## Welcome

**Get Settled!**

**[6:30 - 6:40]**

**Welcome**

**[6:40 - 7:00]**

**Presentation**

**[7:00 - 7:15]**

**Food &  
Breakout Groups**

**[7:15 - 8:25]**

**Next Steps**

**[8:25 - 8:30]**

# D15

## Agenda

- A. Segregation in NYC's Public Schools**
- B. Process Overview**
- C. Food / Breakout Groups**
- D. Next Steps**

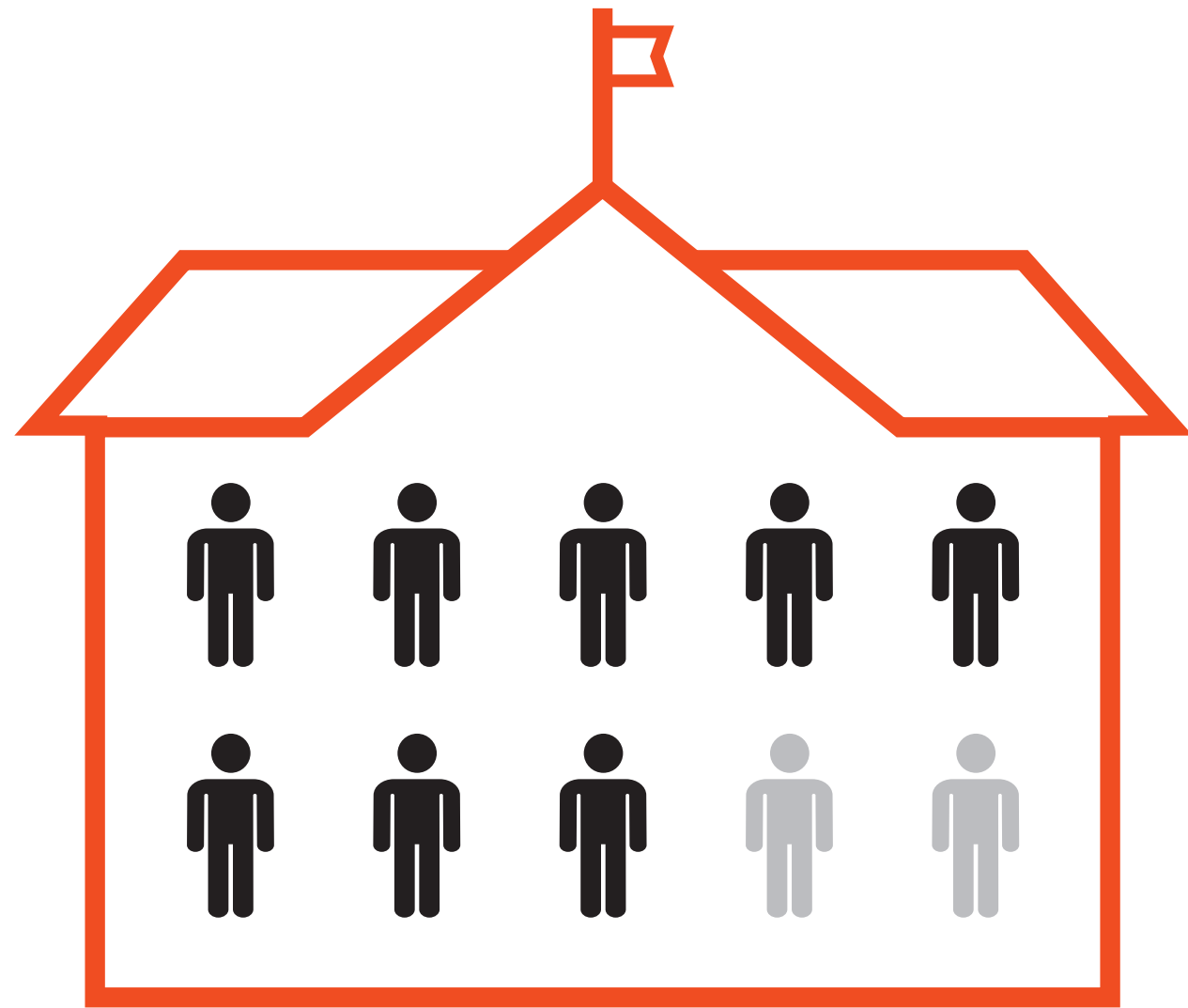
# Segregation in NYC's Public Schools



**“...New York City, home to the largest and one of the most segregated public school systems in the nation.”**

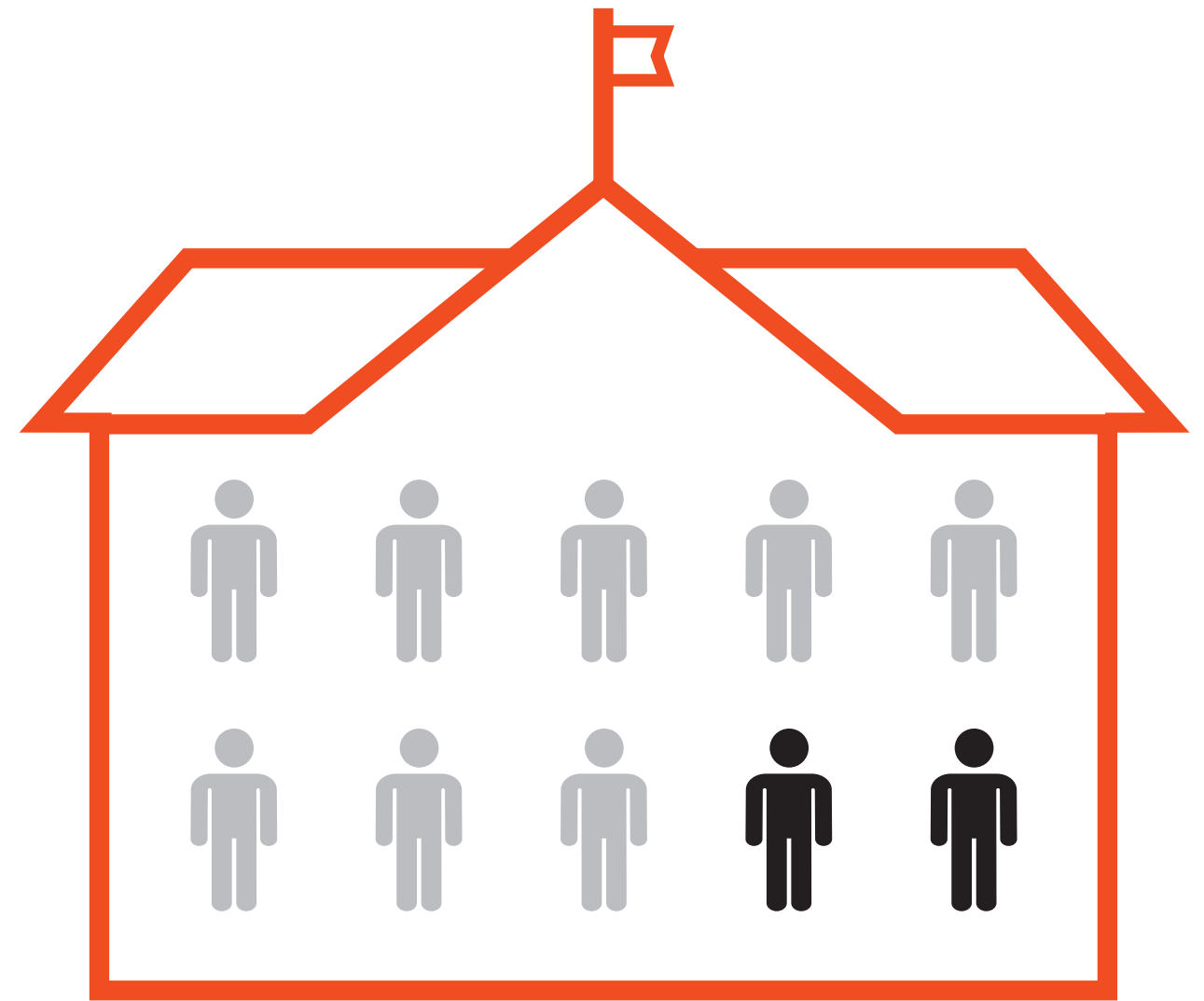
**- John Kucsera & Gary Orfield, “New York State’s Extreme School Segregation: Inequality, Inaction and a Damaged Future”,  
UCLA Civil Rights Project (2014)**

# A Typical Racial Isolation of Schools in NYC



A student of color typically attends a school where of their peers are also students of color

**80%**

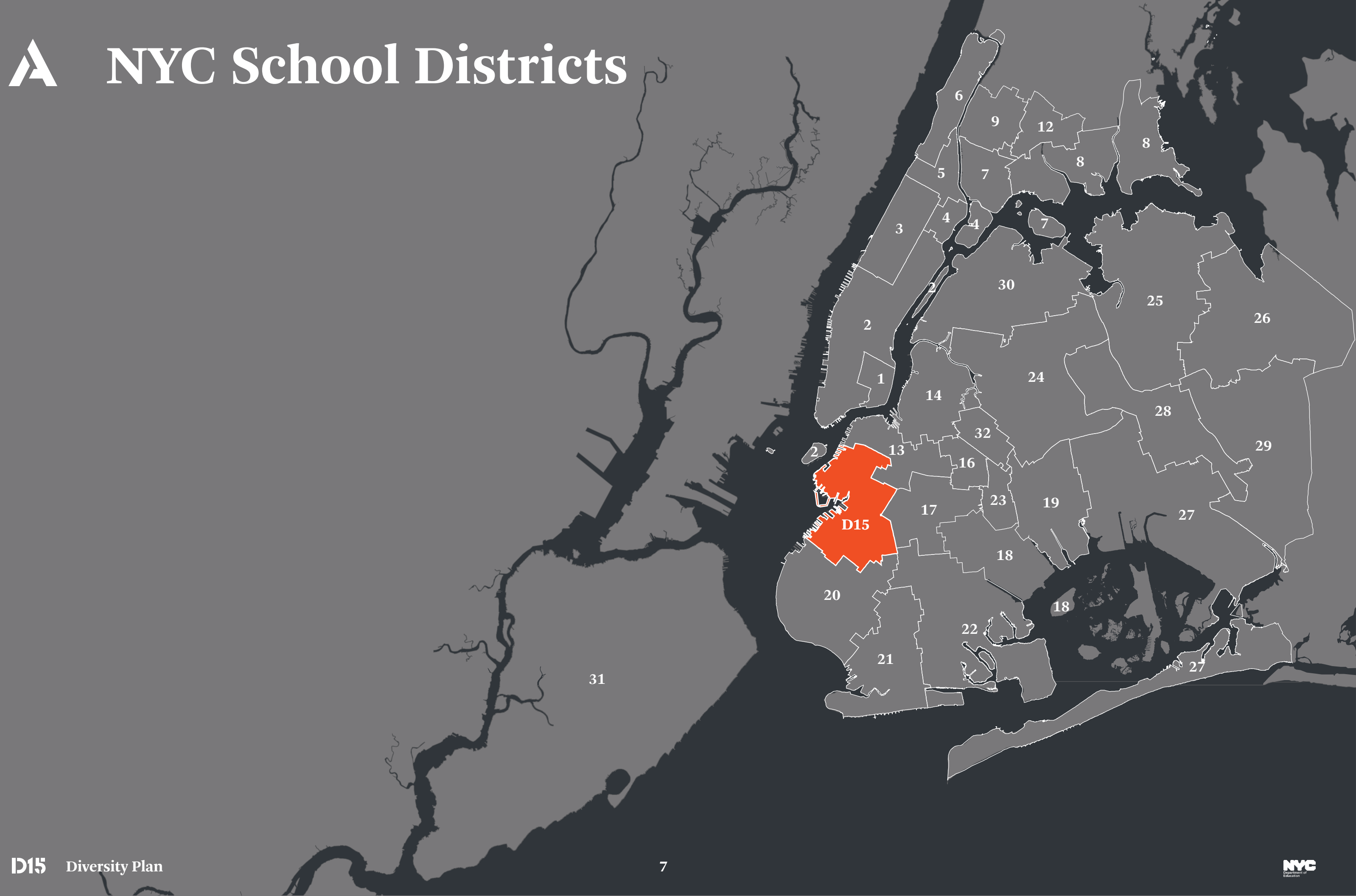


A white student typically attends a school where only of their peers are students of color

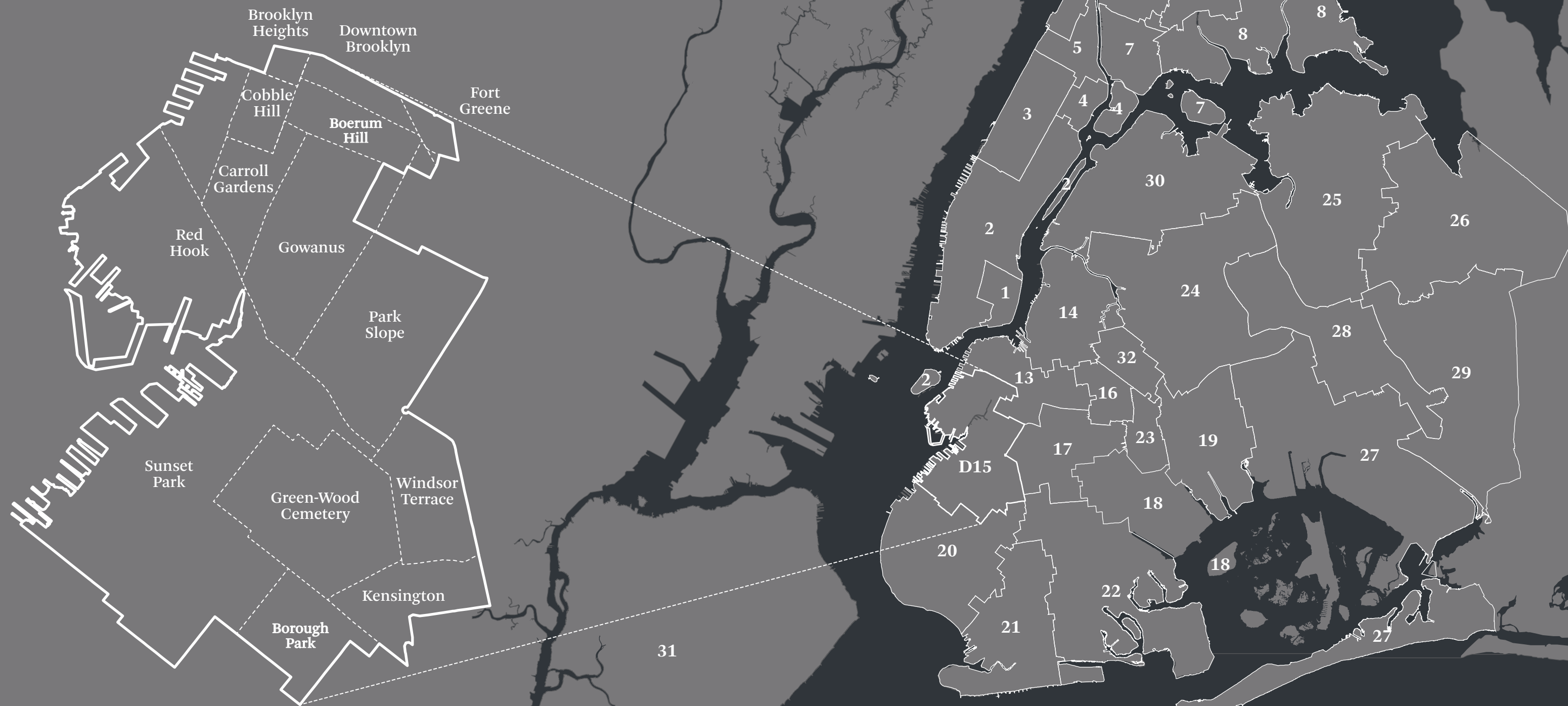
**20%**

Source: John Kucsera & Gary Orfield, "New York State's Extreme School Segregation: Inequality, Inaction and a Damaged Future", UCLA Civil Rights Project (2014)

# A NYC School Districts



# A School District 15







# D15 Neighborhoods

D15

— D15 Administrative Boundary

0 0.2 0.4 0.6 Miles

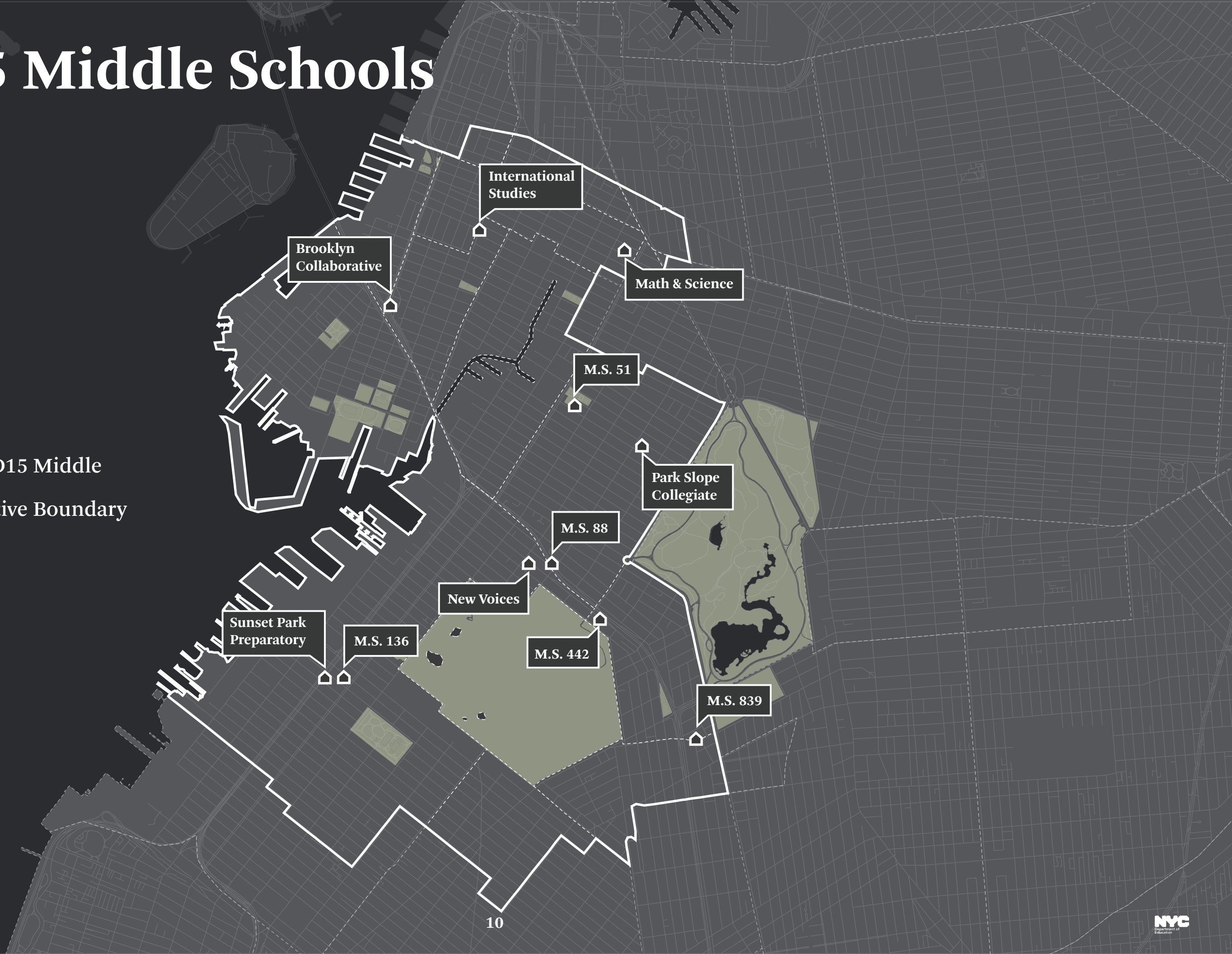


# A D15 Middle Schools

D15

- ▲ Middle Schools
- D15 Administrative Boundary

0 0.2 0.4 0.6 Miles



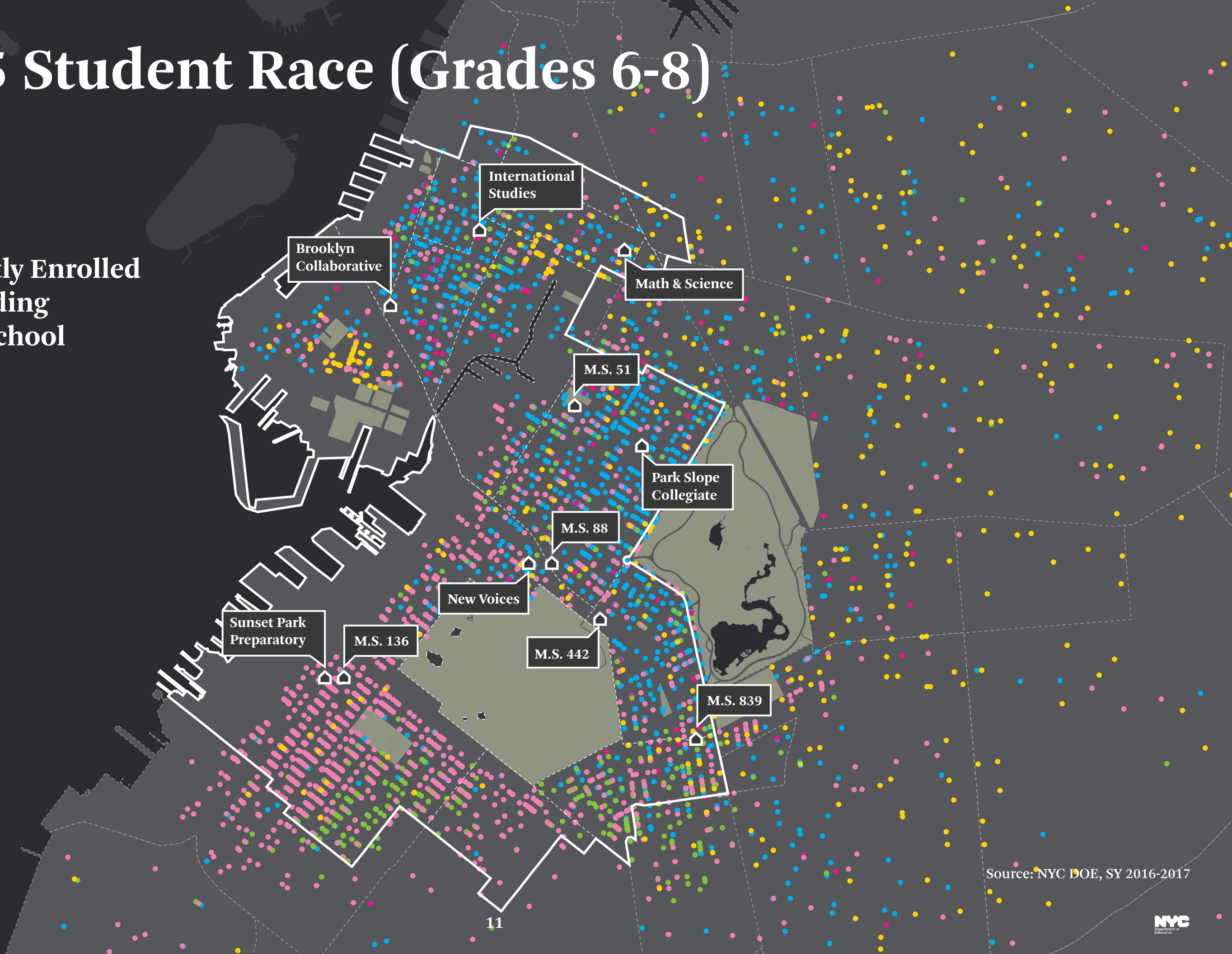


# A D15 Student Race (Grades 6-8)

## Race of Currently Enrolled Students Attending a D15 Middle School

- Asian
- Black
- Hispanic
- White
- Other

0 0.2 0.4 0.6 Miles

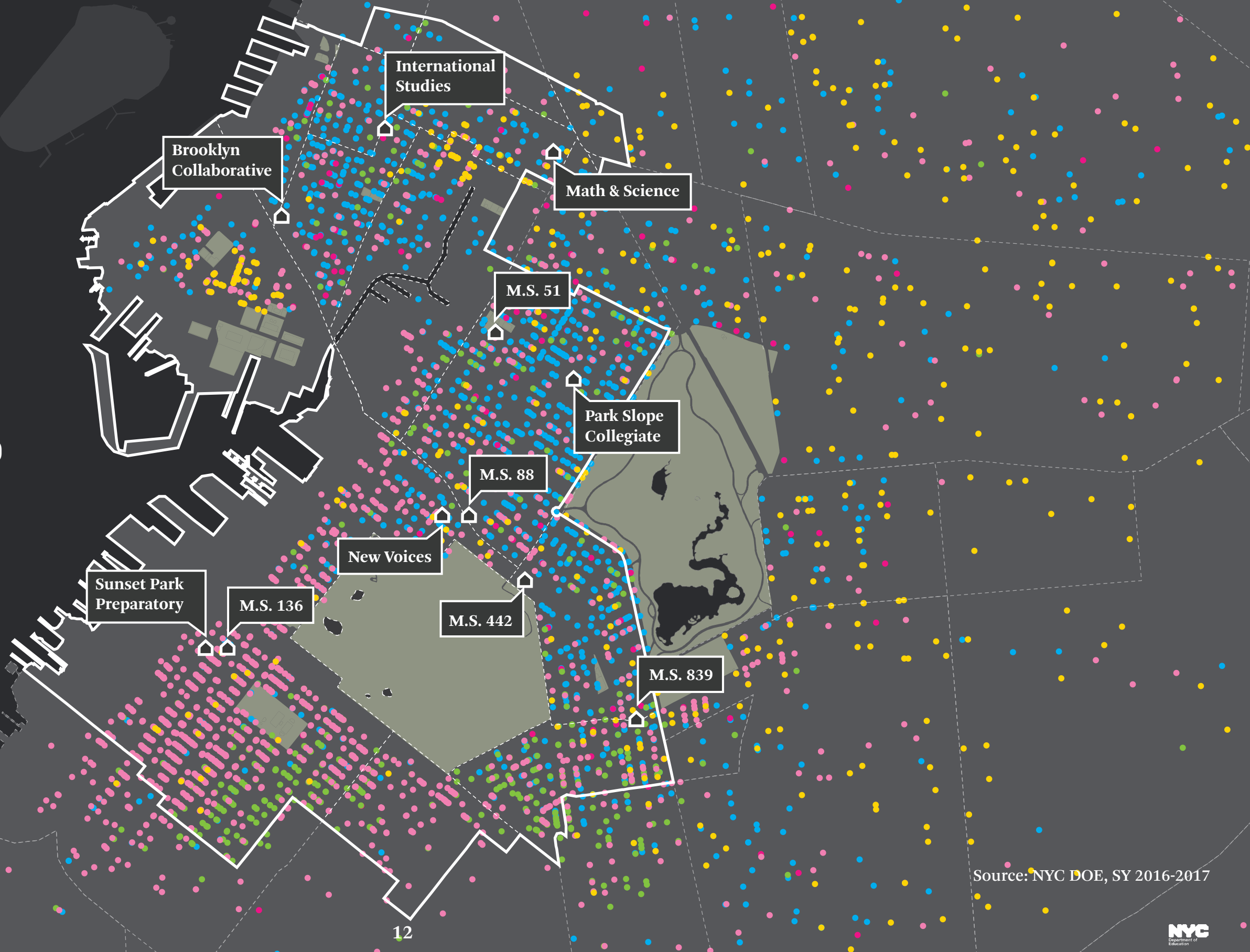
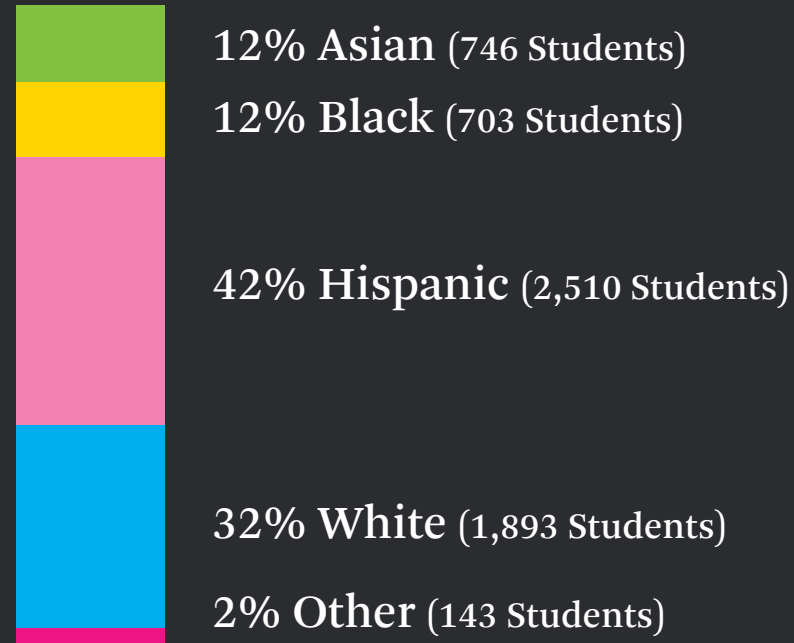


Source: NYC DOE, SY 2016-2017

# A D15 Student Race (Grades 6-8)

## D15 Middle School Demographics

(6,016 Students)



0 0.2 0.4 0.6 Miles

Source: NYC DOE, SY 2016-2017



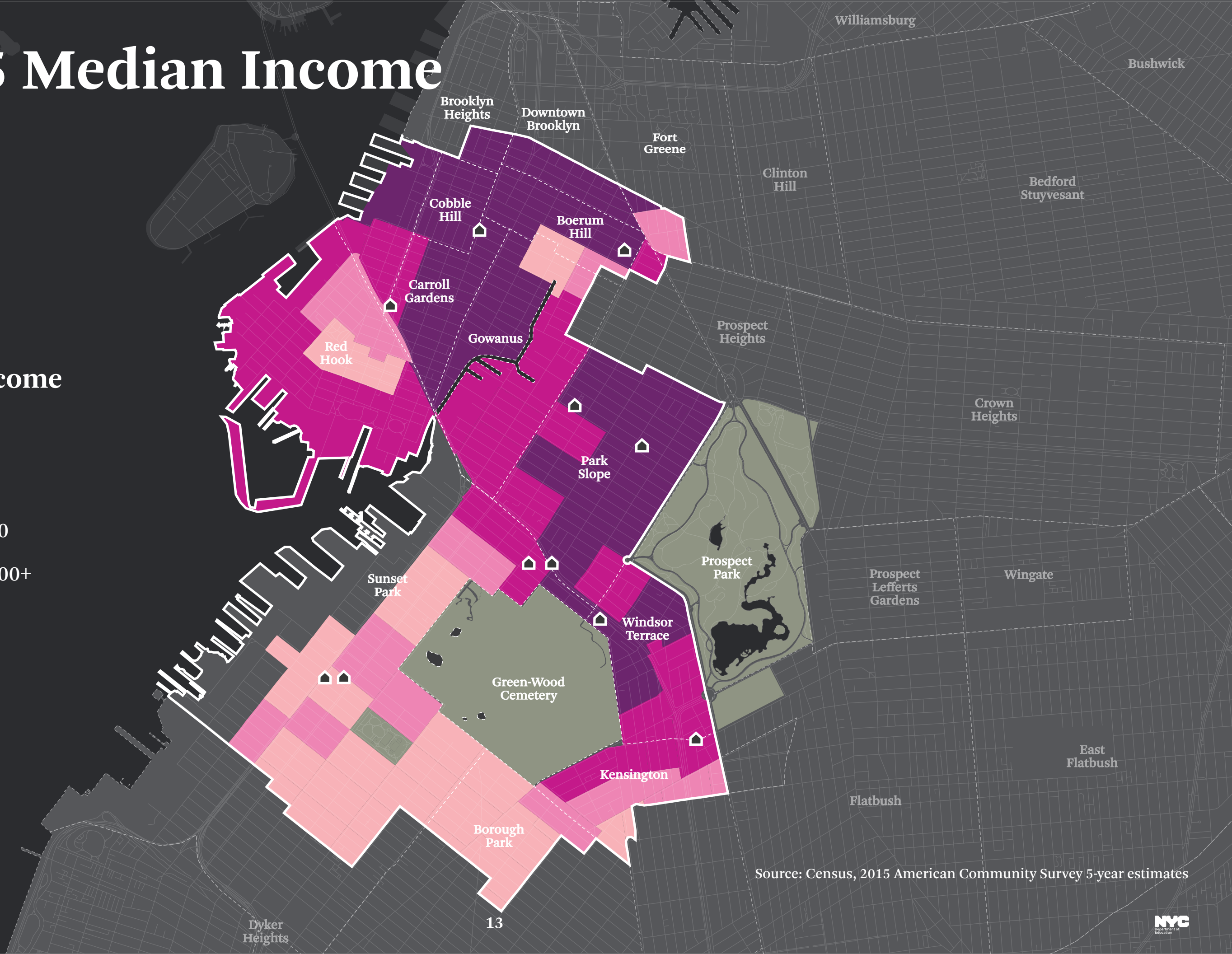


# D15 Median Income

## D15 Median Income

- \$9,829 - 45,000
- \$45,001 - 65,000
- \$65,001 - 100,000
- \$100,001 - 200,000+

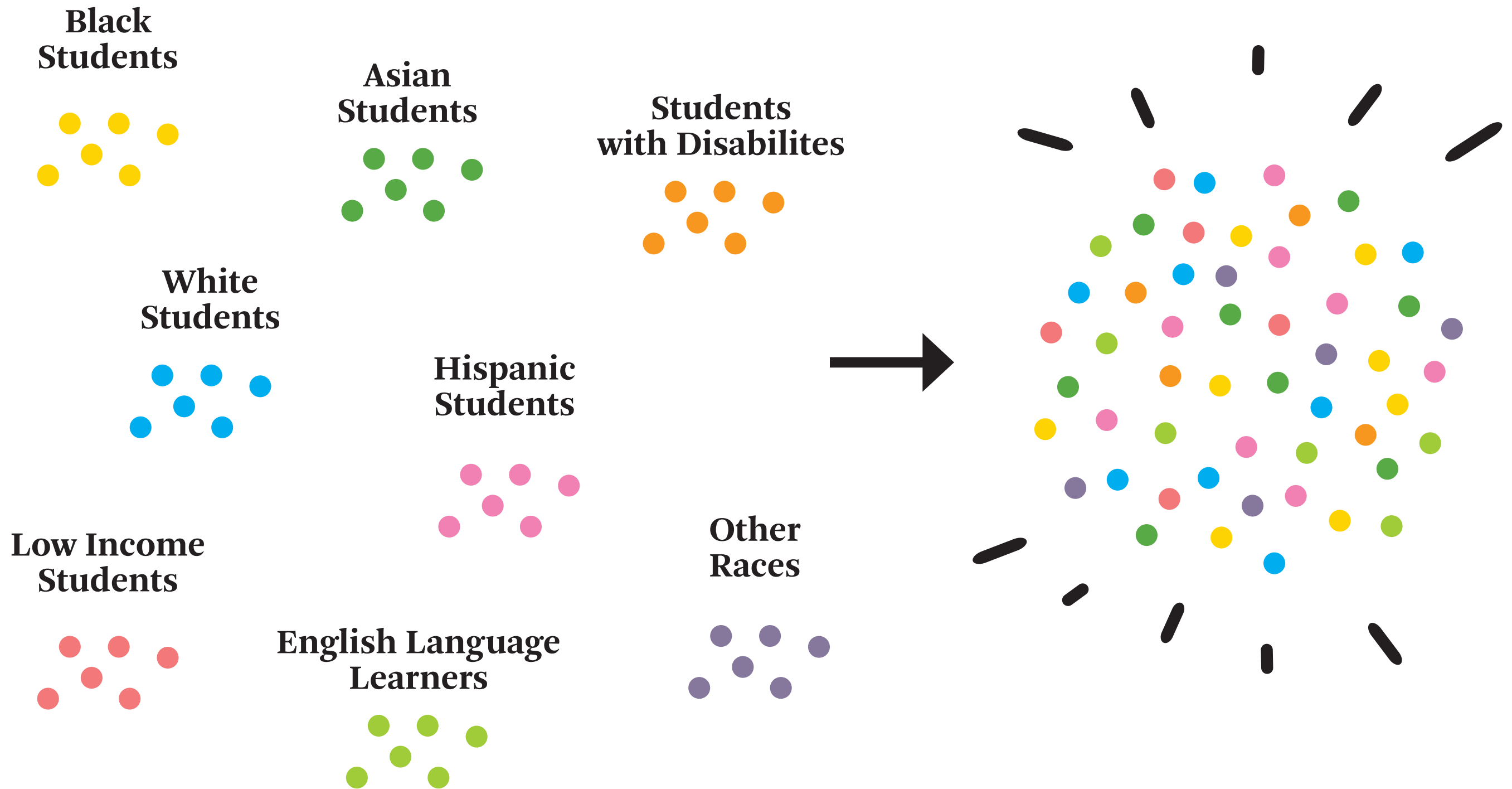
0 0.2 0.4 0.6 Miles



Source: Census, 2015 American Community Survey 5-year estimates

**The D15 Diversity Plan is a community engagement and planning process that has been established to create diverse, meaningfully integrated middle schools in D15.**

# A Segregation to Integration



# A Meaningful Integration

**Diversity** + **Equity** + **Inclusion** = **Meaningful Integration**



Source: New York Appleseed



# A What are the benefits?

## Social



Increased  
critical  
thinking and  
creativity



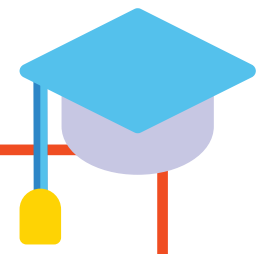
Reduction of  
racial bias



Preparedness  
for success in a  
global economy



Higher  
test scores



Higher rates  
of college  
enrollment

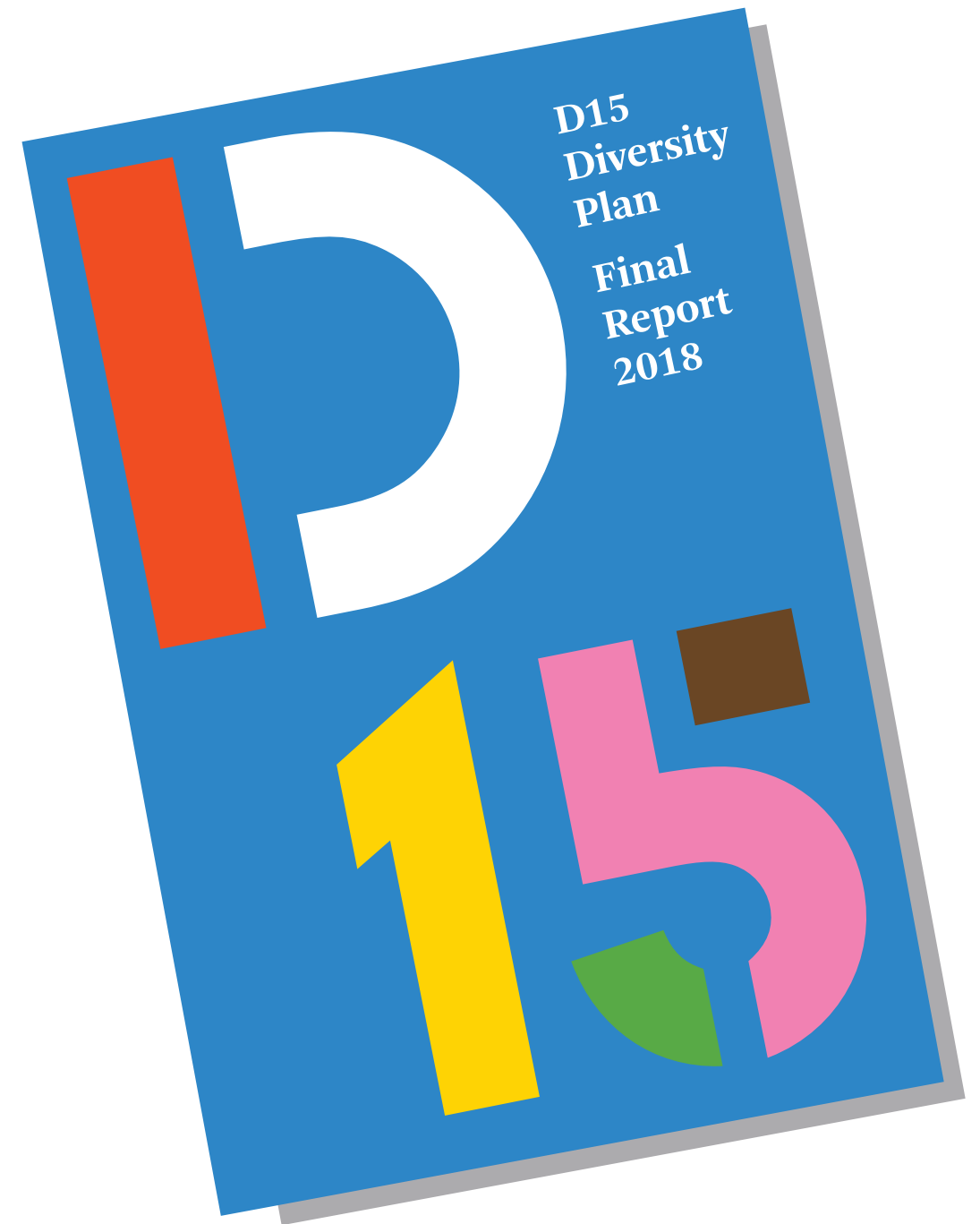


Lower  
dropout rates

## Educational

Source: The Century Foundation & New York Appleseed

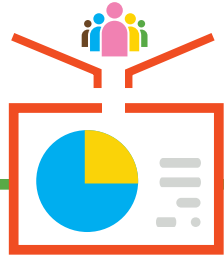
# A How do we come up with solutions?



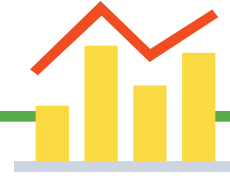
# D15 Diversity Plan Process

IB

# **B** Process Goals



**Collect and organize community concerns in order to influence DOE's diversity initiatives**



**Conduct data analysis to test diversity initiatives**

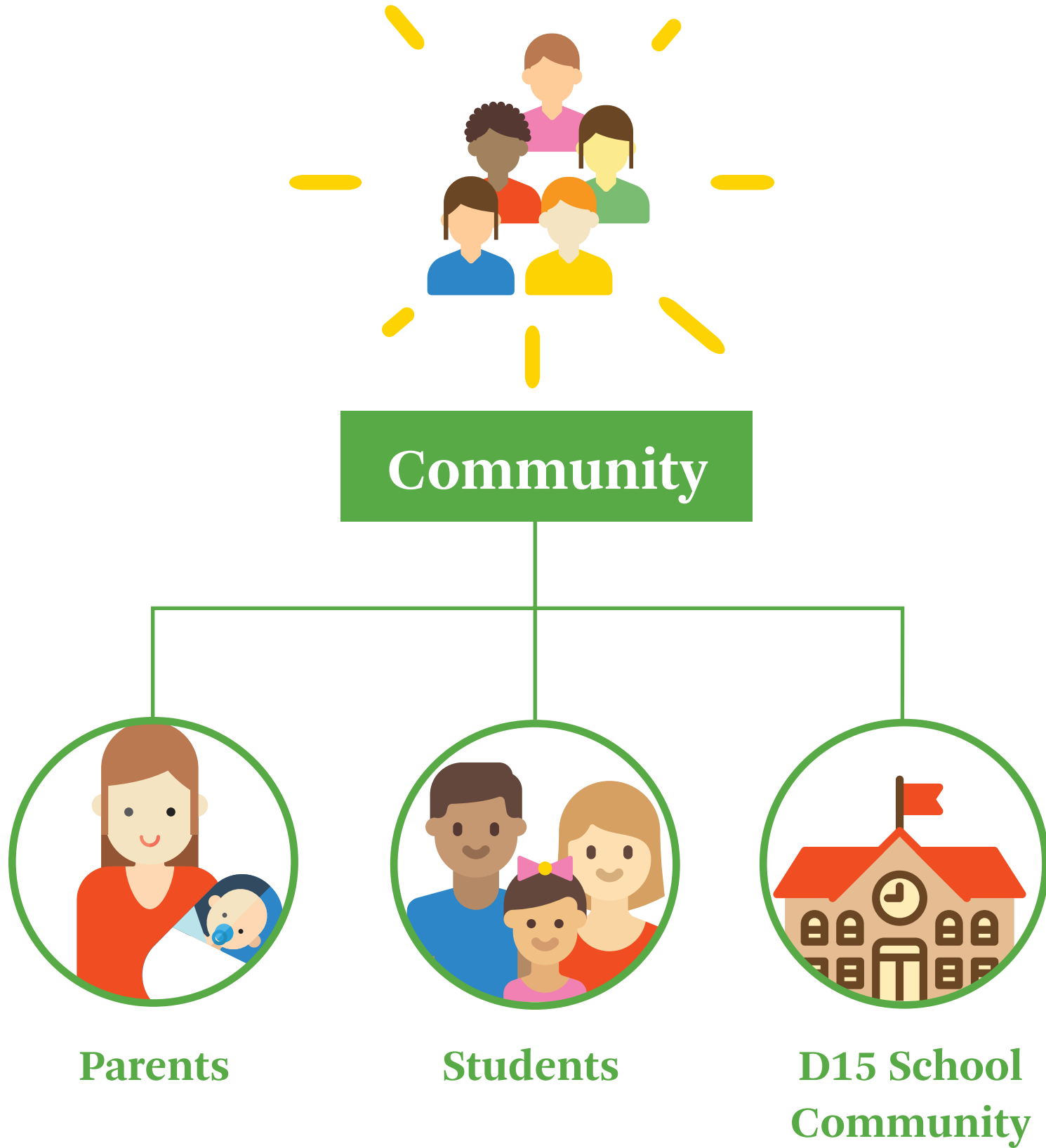


**Develop implementable recommendations that reflect community input**

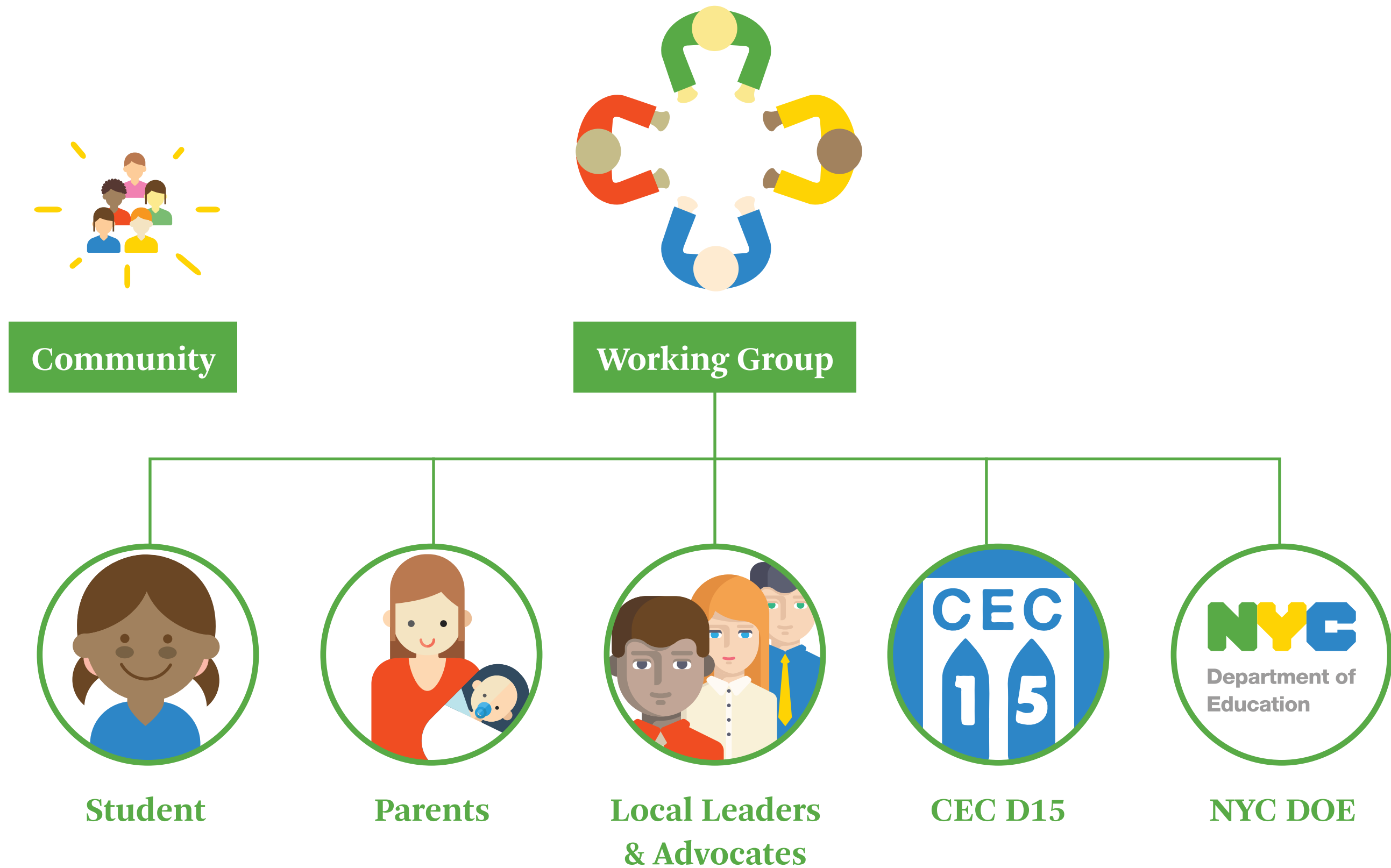


**Build a base of engaged residents**

# B Roles



# Roles



## **B How was the Working Group formed?**

**The Working Groups was formed by WXY & DOE through a series of meetings and conversations, over a 5 month period, with community stakeholders, including: parents, students, elected officials, district leadership, advocacy groups, and community-based organizations.**

# **B** How was the Working Group formed?

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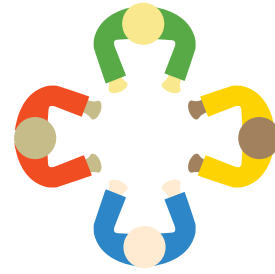




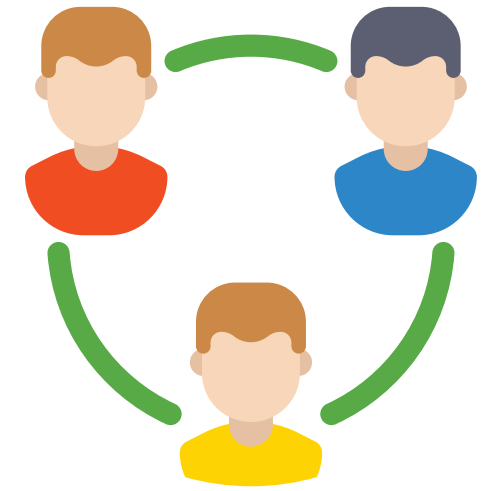
# Roles



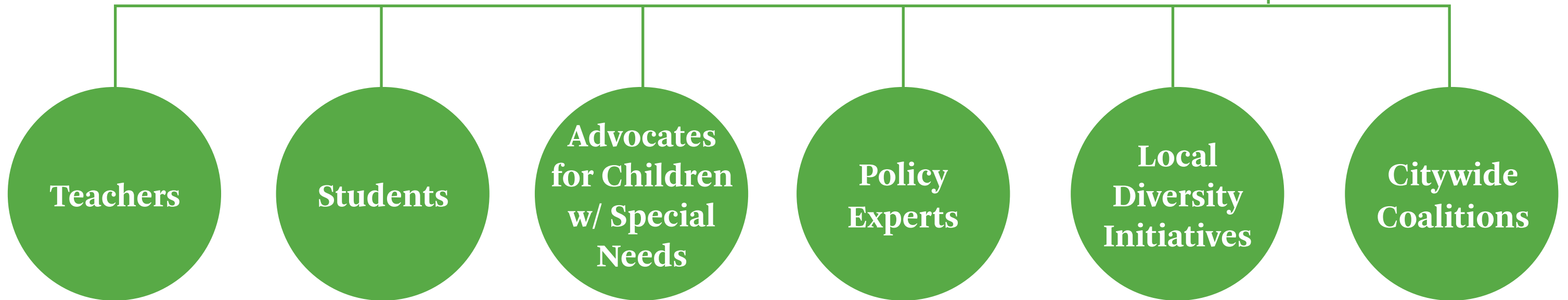
**Community**



**Working Group**



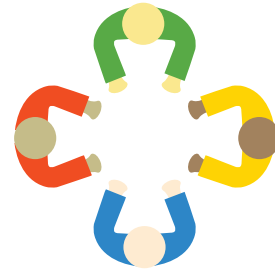
**Advisory Groups**



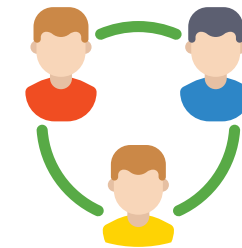
# B Roles



Community



Working Group



Advisory Groups

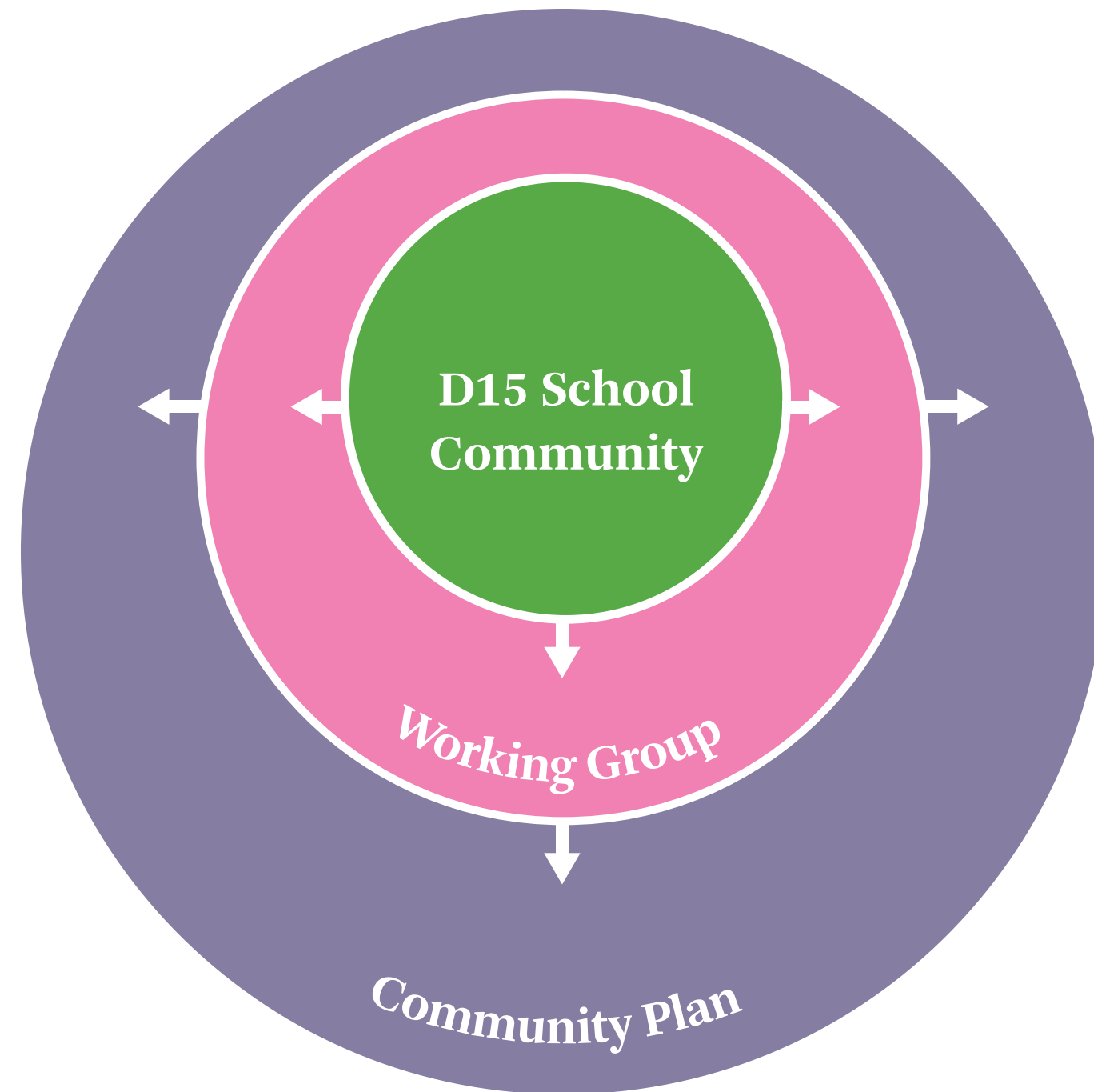
**NYC**<sup>TM</sup>  
Department of  
Education  
*Carmen Fariña, Chancellor*

**W X Y**

border crossers

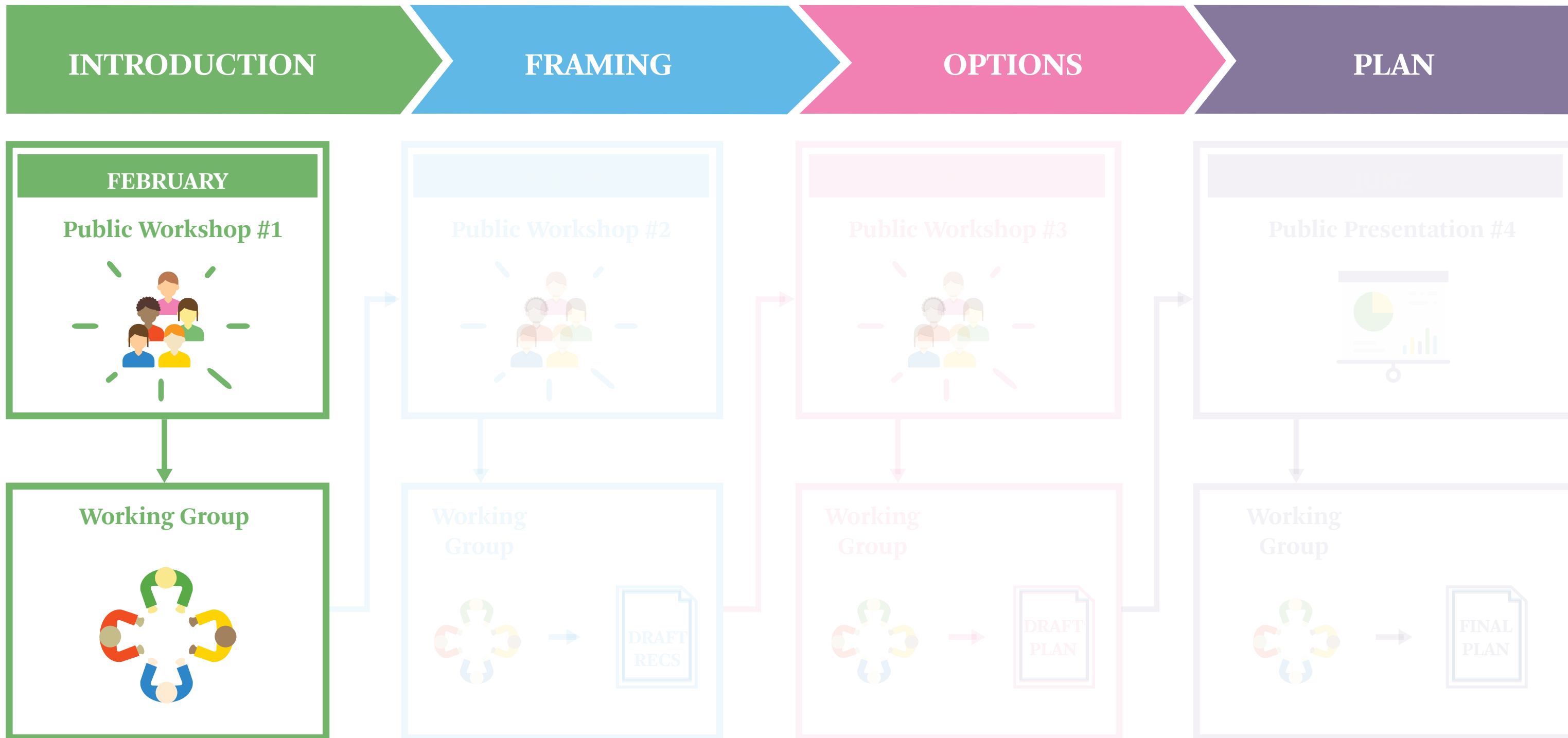
Facilitators

# **D** Diversity Plan Process

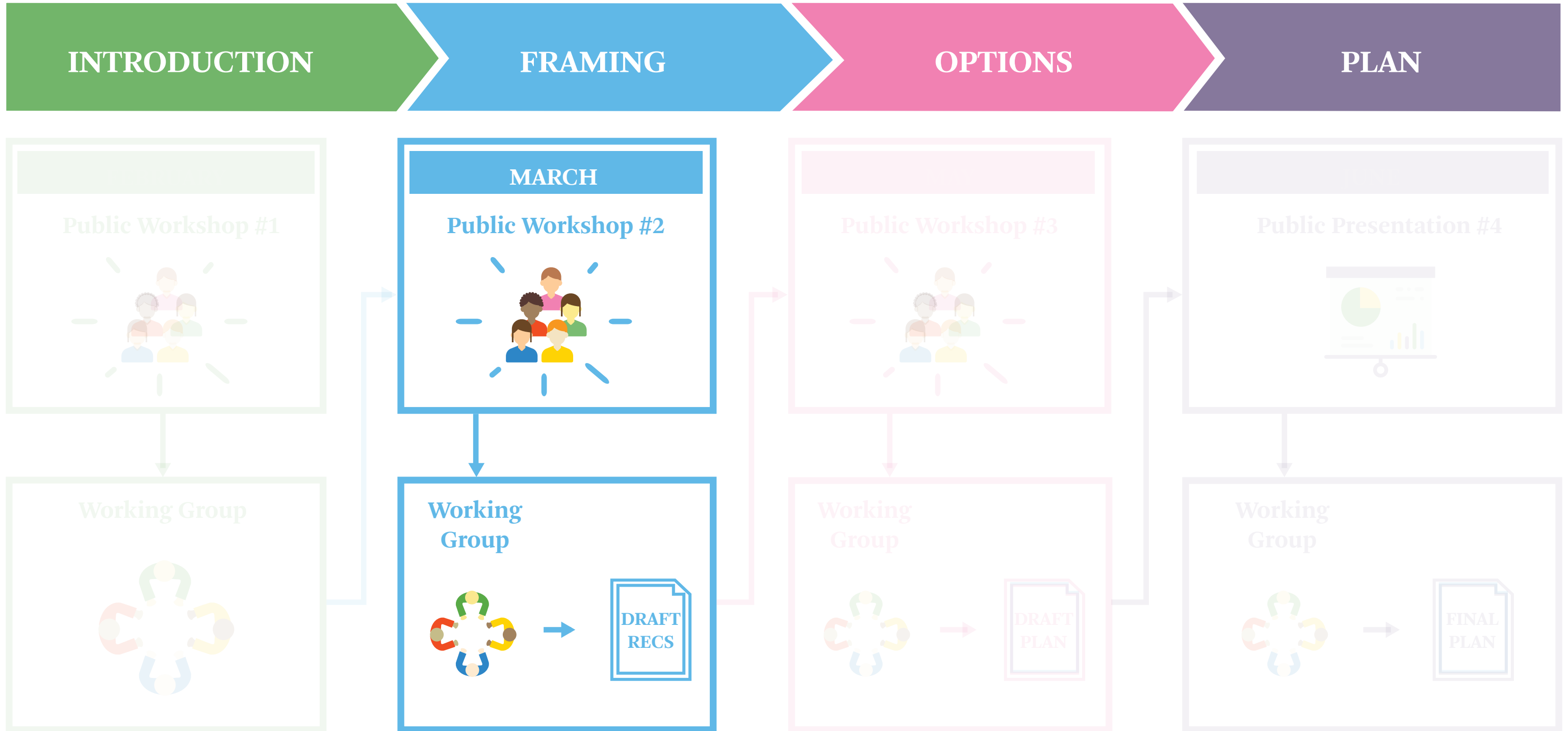


**Community input serves as the foundation for the plan's framework and recommendations.**

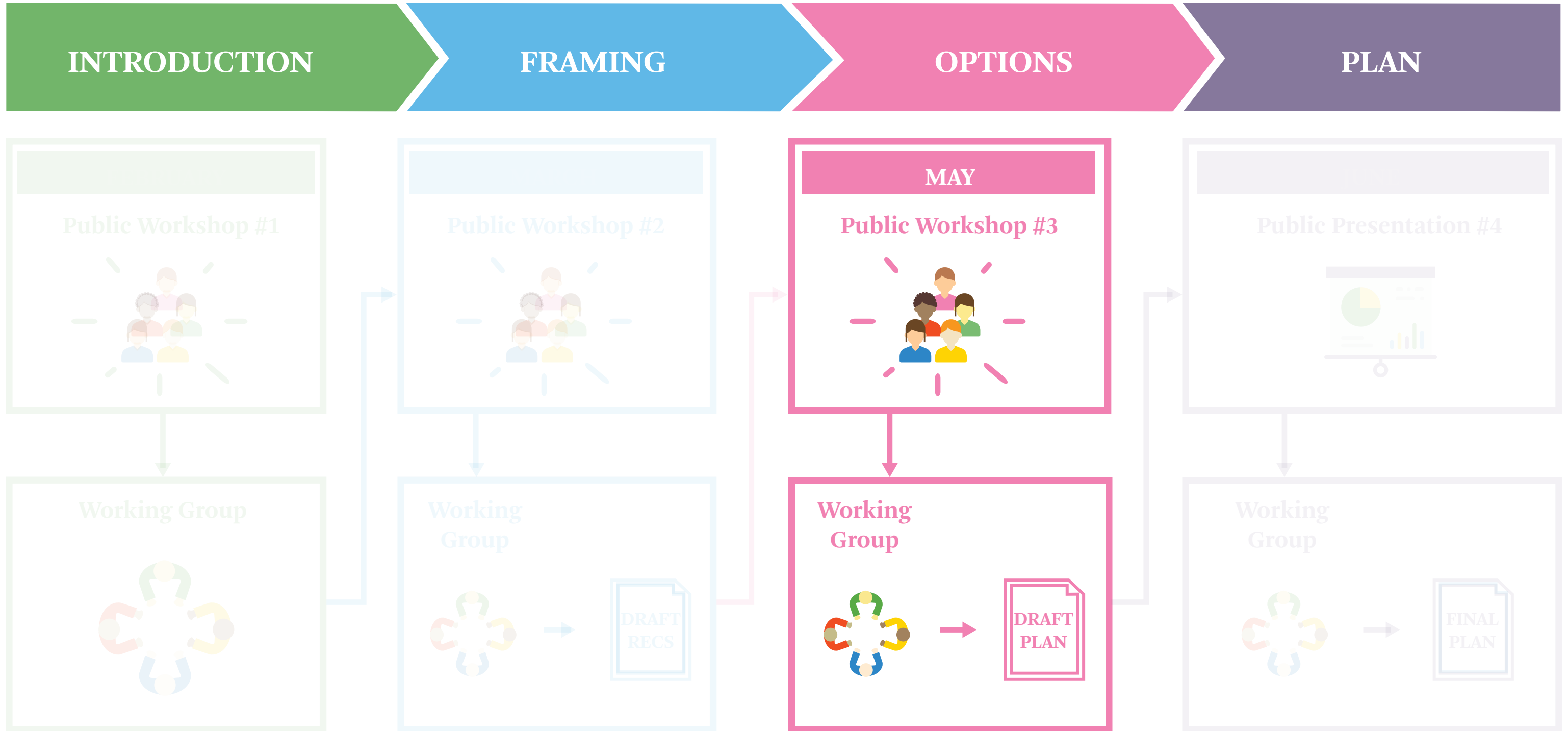
# B Introduction



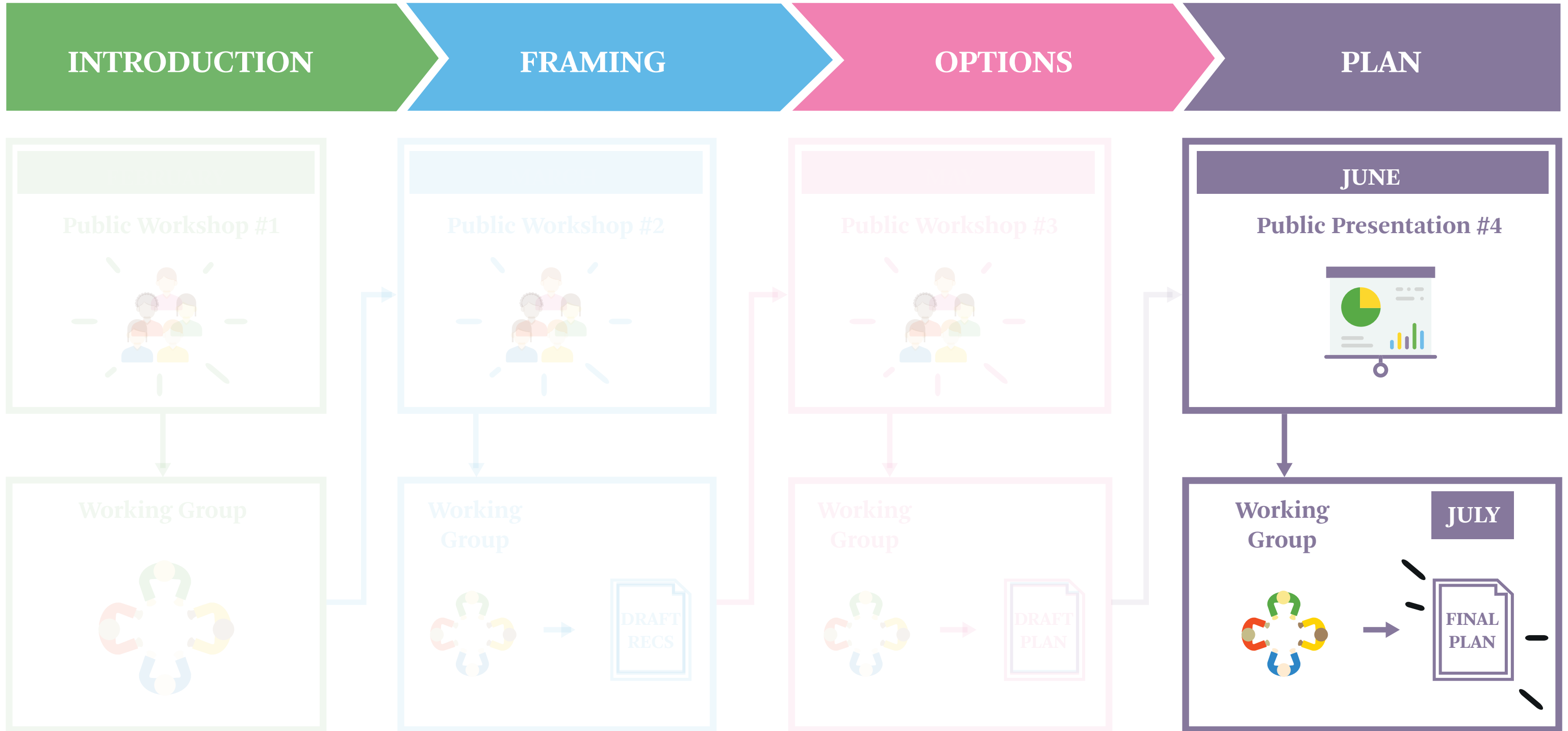
# B Framing



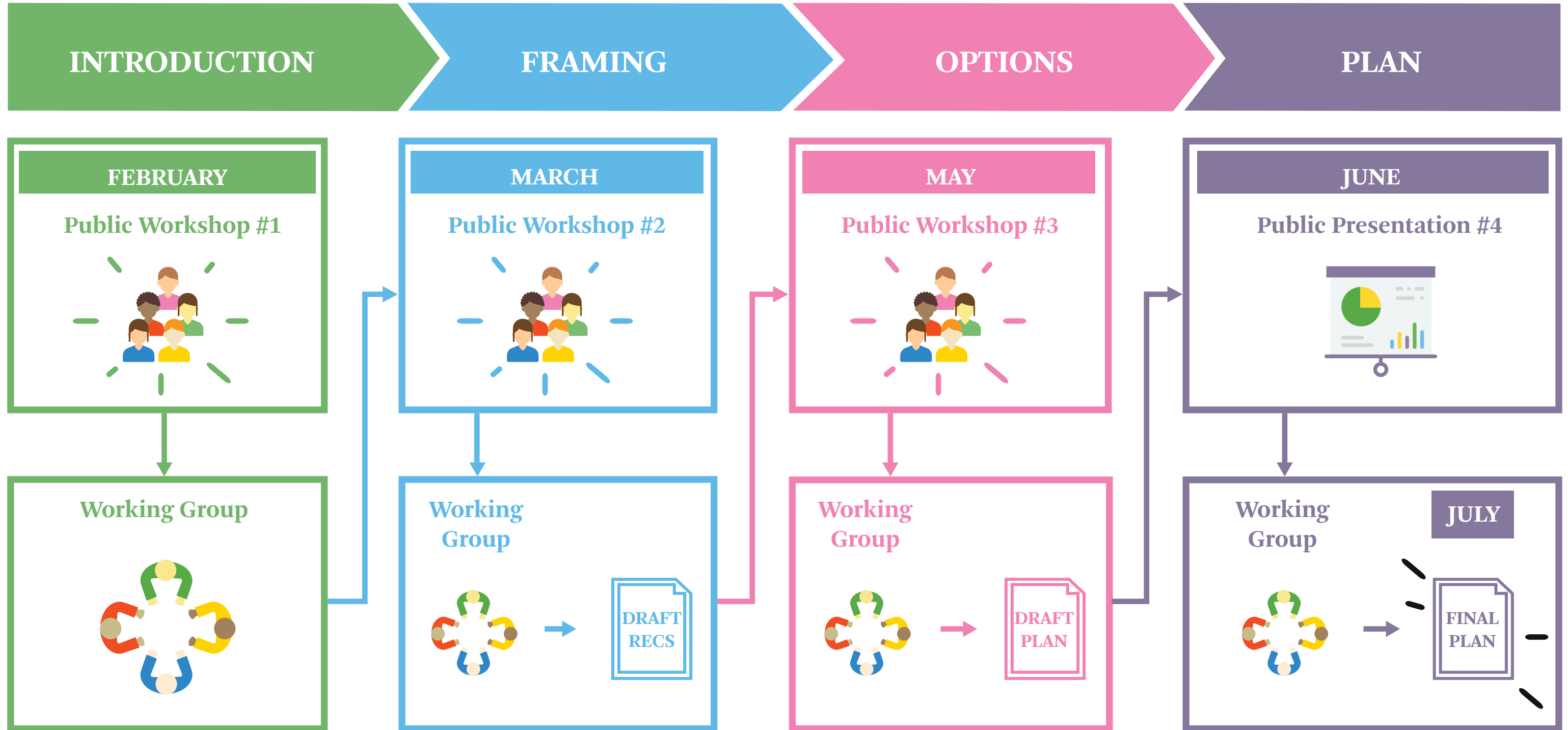
# B Options



# B Plan



# Process Diagram

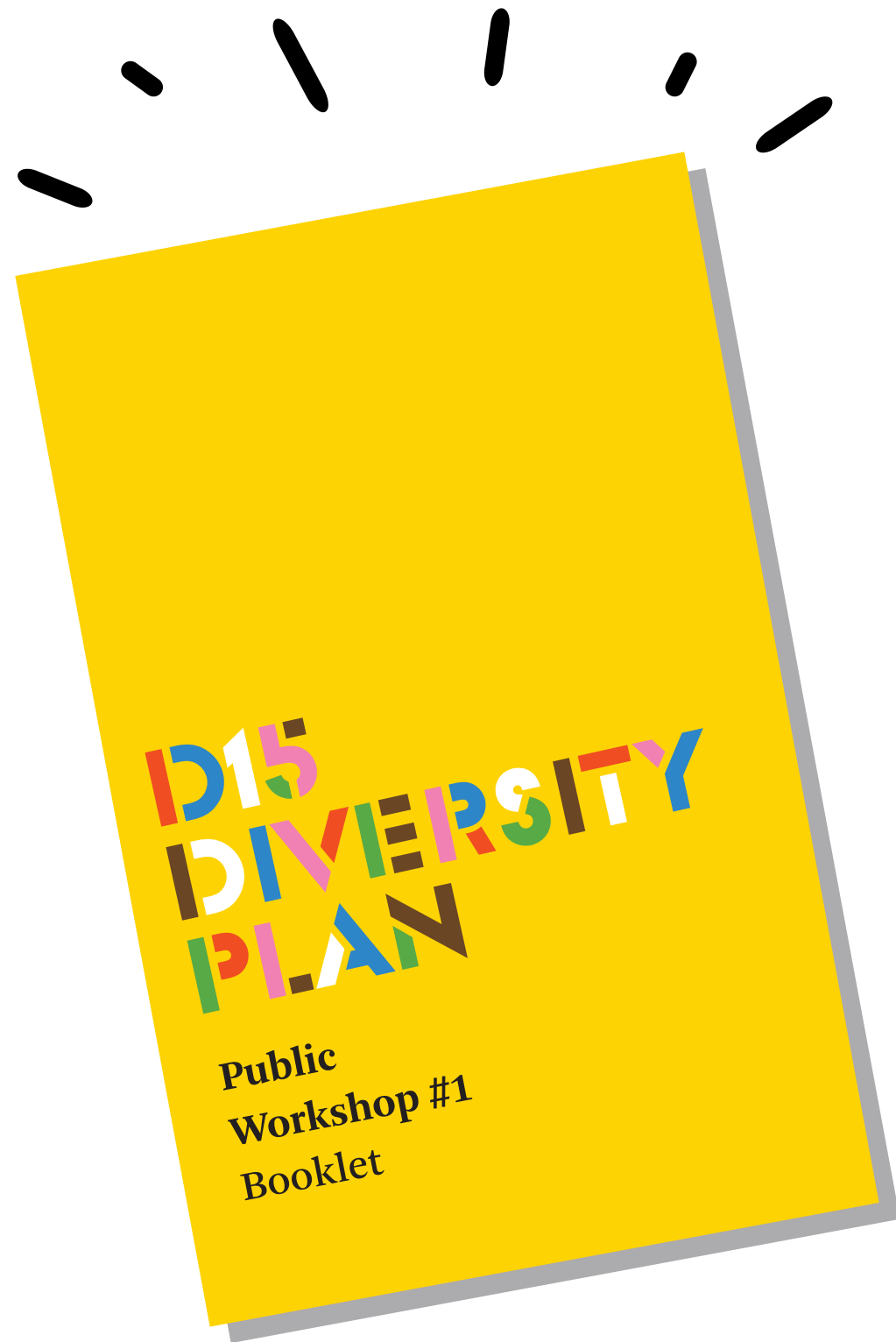




# Breakout Groups



# C Facilitator-led Small Group Discussion



20 Mins - Admissions Process

20 Mins - Segregation in D15

20 Mins - Challenges to Integration

# **C** Community Agreements

**Be a learner and take risks.**

**Ask for literacy moments.**

**What's said here stays here. What's learned here, leaves here.**

**Assume positive intent and take responsibility for impact.**

**Call each other in, not out.**

Source: Border Crossers

**Next Steps**

**DD**

# D Upcoming Public Workshops

**Public  
Workshop #2**

**March 13, 2018**

**Public  
Workshop #3**

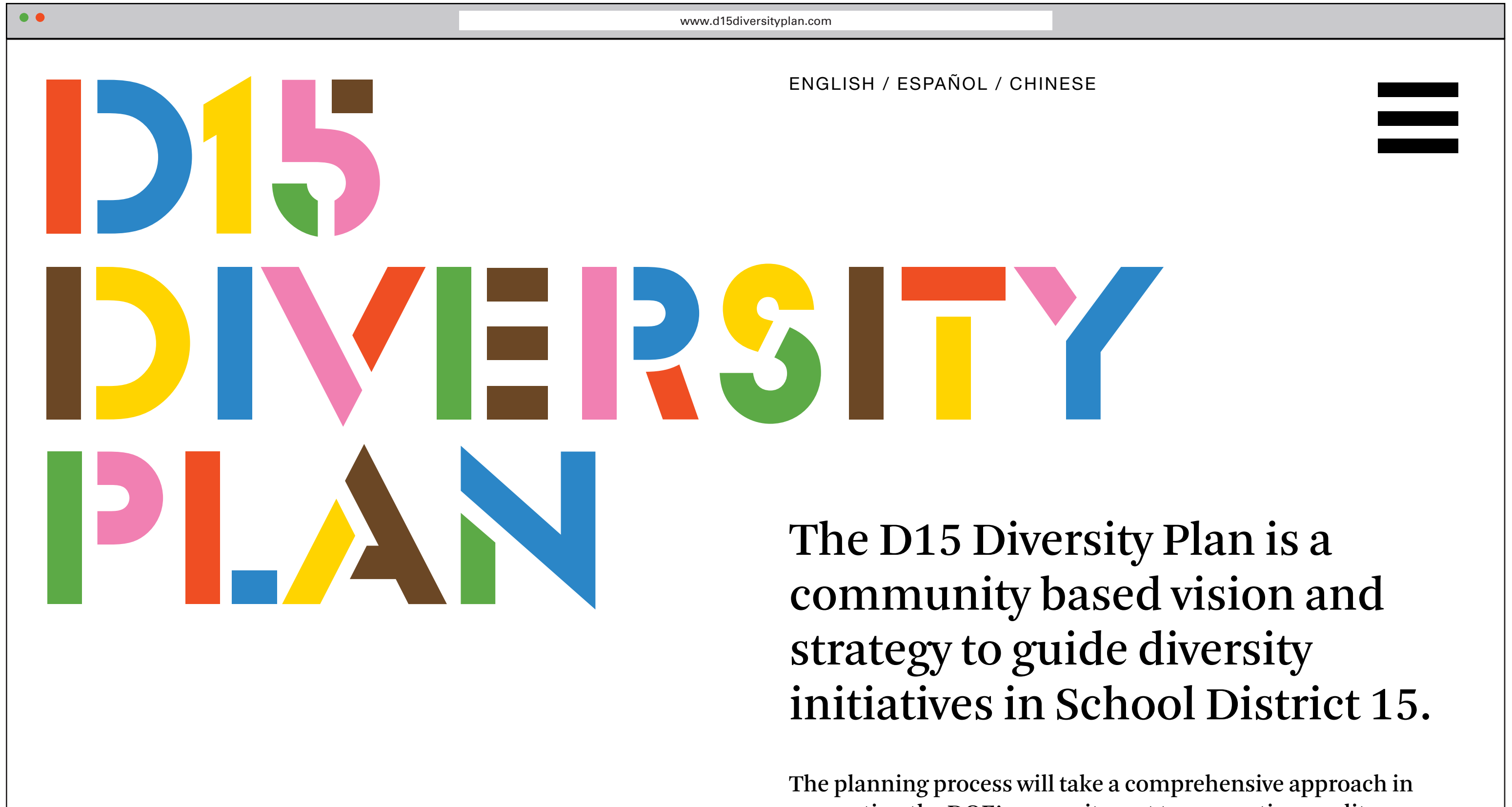
**May 2018**

**Public  
Workshop #4**

**June 2018**

**Final  
Plan**

**July 2018**



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# Public Workshop #1

February 13, 2018