

Unatego Diversity, Equity and Inclusion Plan

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Committee Members:

Dr. David Richards	Superintendent
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Kelly DeMorier	Aide
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Lillian Flow, co-chair	Student
Kate McMichael	Community Representative (SUNY Oneonta), Parent
Jill Nordberg	Board Member, Parent
James Salisbury	Board Member
Lauren Scott, co-chair	Student

Mission statement:

The Unatego Central School District is committed to and accountable for advancing diversity, equity, and inclusion in all forms.

We must work to embrace difference and foster a culture of inclusiveness to promote an environment of respect, safety, and opportunity for all.

We must work to promote social justice and cultural awareness throughout curriculum, programs, activities, and environment.

We must identify areas where we fall short and work to grow, develop and improve those areas to ensure we provide an environment that fosters and promotes a sense of belonging to our community.

Goal Area #1 - Development of Climate and Culture

Goal: Demonstrate a clear commitment to addressing the concepts of diversity, equity and inclusion.

Action steps:

- Develop a mission statement to distribute to the public.
- Measure and monitor implementation of the DEI Plan including periodic updates about progress and goals.
- Develop and distribute culture and climate Survey of 4th-5th grades, 6th-8th grades, 9th-12th grades.
- Plan for programs and opportunities.

Goal: Create a more inclusive and culturally aware environment in Unatego Central Schools.

- Data from surveys to identify and address areas of need.
- Encourage each employee to serve as an ambassador for DEI in the district.
- Develop opportunities in each school that celebrate diversity and inclusion.
- Review and revise policies and procedures, including the professional learning plan and accommodations regarding discrimination, harassment, and bullying annually.
- Develop partnerships with student clubs and community organizations.

Goal Area #2 - Culturally Aware Staff Community

Goal: Recruit, develop and retain culturally competent staff with a deeper understanding of DEI.

Action steps:

- Develop and administer a needs assessment in each building to determine knowledge of diversity, equity and inclusion and use it to inform decisions about professional learning opportunities.
- Incorporate DEI into our professional learning opportunities.
- Provide consistent onboarding and orientation for all new faculty and staff to ensure awareness and understanding of all DEI policies, resources and goals.
- Provide professional learning opportunities for teachers of English as a New Language students in order to provide appropriate student support.
- Survey staff for implementation of the action plan.

Goal Area #3 Culturally Aware Student Community

Goal: Foster social and emotional growth as related to DEI.

- Review current social emotional programming for elements of diversity, equity and inclusion (Elementary - OLWEUS, MS/HS - Restorative Practice).
- Promote the development of leaders among students in school organizations (i.e. Safety Patrol, National Honor Society, Teen Leadership, Gay Straight Alliance, No Place for Hate, Rotary Youth Leadership Awards).
- Increase students' exposure to culturally relevant and responsive teaching and curriculum in all settings.

The DEI Plan closely aligns with the following:

- LINKS
 - Cultivate a “Culture of Care” that nurtures and sustains environments that are healthy, safe, and conducive to learning and working. The objective is to increase participation in the implementation of Social Emotional Learning strategies with students and staff.
- Board Goals
 - Community Partnerships and Outreach
 - Community engagement
 - Partnerships with Local Colleges and Businesses
 - Engagement of Parents
 - School as a Community Center
 - Communication = Talking and Listening
 - Academic Program
 - Hiring Teachers and Substitutes
 - Maintain and Expand Programming
 - Culture and Climate
 - Student Health and Safety
 - Digital Citizenship and Literacy
 - DEI - Student and Staff = Stressors, Burnout, Social/Emotional Needs
 - Sense of Belonging for all Students and Staff
 - Respecting Others/Diversity