

West Orange Public Schools



Diversity, Equity, Access and Inclusion Updates

Dr. C. Lauren Schoen, Interim Superintendent

Dr. Tamika A. Pollins, Director of Diversity, Equity, Access and Inclusion

October 17, 2022

Diversity, Equity, Access and Inclusion Updates

Resources provided by
Dr. David E. Jones,
Chair of the West
Orange Human
Relations Commission



Diversity, Equity, Access and Inclusion Updates

Opportunity for
administrators to learn
and share in a safe
space



Diversity, Equity, Access and Inclusion Updates

- ❑ External barriers to internal success
- ❑ Cultural Competency
- ❑ How will you serve as a champion to the children in West Orange?

West Orange Public Schools



**New Staff Orientation:
Your Role in Diversity, Equity, Access and
Inclusion**

August 31, 2022

Diversity, Equity, Access and Inclusion Updates

- ❑ Review of Microaggressions
- ❑ Review of Biases
- ❑ How to Confront Biases
- ❑ Strategies for an Inclusive Classroom

West Orange Public Schools



Creating Equity in the Classroom

September 1, 2022

Diversity, Equity, Access and Inclusion Updates

- ❑ Diversity Council on Global Education and Citizenship
- ❑ Student Leadership Conference
- ❑ Virtual DEAI related sessions for the school community

the
Holocaust
Resource Center
of Kean University

Diversity, Equity, Access and Inclusion Updates

- ❑ Partnership with the University of Pennsylvania Graduate School of Education and the New Jersey Association of School Administrators
- ❑ Joined a Cohort of 12 other school districts in northern New Jersey

New Jersey Consortia for
Excellence Through Equity

Diversity, Equity, Access and Inclusion Updates

- ❑ Overview of the state's initiative on diversifying the teacher workforce
- ❑ West Orange Virtual Diversity Career Fair
- ❑ New Teacher Academy

5th Annual New Jersey Convening on Diversifying the Teacher Workforce

REGISTER TODAY

CALL FOR PROPOSALS

2022 Conference Theme:

C.A.R.E. – Community-Building **And** Radical **E**mpathy

Virtual and In-Person Conference

**5TH ANNUAL CONVENING ON
DIVERSIFYING THE TEACHER WORKFORCE**

C.A.R.E. : Community-building **And Radical **E**mpathy**

Diversity, Equity, Access and Inclusion Updates

Engaging parents and providing tips for having courageous conversations with children



COURAGEOUS CONVERSATIONS
RACE • GENDER • SEXUAL ORIENTATION

All parents/guardians are invited to attend training that will provide tips on having courageous conversations with their children about matters of race, gender, and sexual orientation as well as developing relationships with their diverse peers.

Dates: **October 11th** (Elementary Parents)
October 13th (Middle School Parents)
October 27th (High School Parents)

Time: **7:00PM-8:30PM**

Location: **West Orange High School**
Library Media Center

For more information, please contact **Dr. Tamika A. Pollins**
tpollins@westorangeschools.org



Diversity, Equity, Access and Inclusion Updates

District DEAI Committee

West Orange Public Schools



**Forming Diversity Committees and
Collecting Data to Inform Equity Work**

Diversity, Equity, Access and Inclusion Updates

Hanover: Data Equity Analysis

- ❑ Disciplinary Incidents
- ❑ Gifted and Talented
- ❑ Special Education Referrals

West Orange Public Schools



**Forming Diversity Committees and
Collecting Data to Inform Equity Work**

Diversity, Equity, Access and Inclusion Updates

DEAI Committee: Superintendent's Executive Cabinet

Dr. C. Lauren Schoen, Interim Superintendent

Eveny de Mendez, Assistant Superintendent of Curriculum and Instruction

Tonya Flowers, School Business Administrator

Dr. Joseph Vespignani, Executive Director of Human Resources

Kristin Gogerty-Fitzgerald, Executive Director of Special Services

Dr. Zulejka Baharev, Interim Executive Director of Special Services

Dr. Tamika A. Pollins, Director of Diversity, Equity, Access and Inclusion



Diversity, Equity, Access and Inclusion Updates

DEAI Committee: School Principals and Supervisor of Early Childhood

Constance Salimbeno - Betty Maddalena Early Learning Center

Kalisha Dorlean (Supervisor of Early Childhood)- West Orange Early Learning Center

Joel Castillo - Hazel Elementary School

Makeida Hewitt - Gregory Elementary School

David Marion - Kelly Elementary School

Julie DiGiacomo - Mt. Pleasant Elementary School

Kimya Jackson - Redwood Elementary School



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DEAI Committee: School Principals

Eric Price - St. Cloud Elementary School

Marie DeMaio - Washington Elementary School

Steve Melendez - Edison Middle School

Xavier Fitzgerald - Liberty Middle School

Lionel Hush - Roosevelt Middle School

Hayden Moore - West Orange High School



Diversity, Equity, Access and Inclusion Updates

School Based Open Office Hours for Teachers



Diversity, Equity, Access and Inclusion Updates



Student Voice Meetings

Middle School
and
High School
Student Council Meetings

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FOCUS
GROUP

DEAI Parent Focus Group

2 parent participants from each school

A Focus Group is a group of people brought together to discuss a specific topic and to enhance understanding using open-ended questions. They are useful for brainstorming ideas and finding out what groups of people think to inform decision making processes.





Thank you