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

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



Opportunity for administrators to learn and share in a safe space



- 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

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

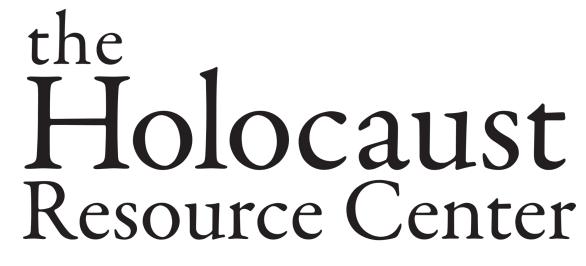
West Orange Public Schools



Creating Equity in the Classroom

September 1, 2022

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



of Kean University

Partnership with the University of Pennsylvania Graduate School of Education and the New Jersey Association of School Administrators

New Jersey Consortia for Excellence Through Equity

Joined a Cohort of 12 other school districts in northern New Jersey

- 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



CALL FOR PROPOSALS

2022 Conference Theme:

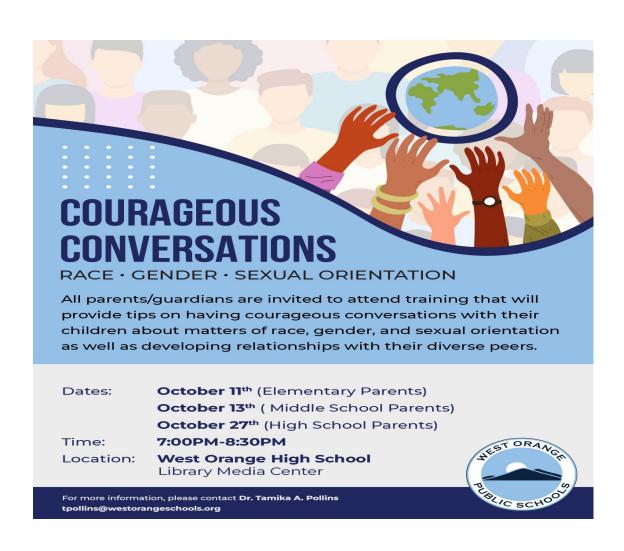
C.A.R.E. – Community-Building And Radical Empathy

Virtual and In-Person Conference

5TH ANNUAL CONVENING ON DIVERSIFYING THE TEACHER WORKFORCE

C.A.R.E.: Community-building And Radical Empathy

Engaging parents and providing tips for having courageous conversations with children



District DEAI Committee



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

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



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



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



School Based Open Office Hours for Teachers





Student Voice Meetings

Middle School and High School Student Council Meetings



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