

SCOTIA – GLENVILLE CENTRAL SCHOOLS
Office of the Superintendent



FINAL

DATE: March 11, 2024
TO: Scotia-Glenville Board of Education Members
FROM: Susan M. Swartz, Superintendent
RE: Charge for Superintendent's Diversity, Equity, and Inclusion Council

I. Purpose:

The Superintendent's Diversity, Equity, and Inclusion (DEI) Council for the Scotia-Glenville Central School District is established to develop, plan, and recommend strategies that foster a more inclusive and equitable environment for all students, staff, and families within our school community. This committee will work collaboratively to identify, understand, and address challenges related to diversity, equity, and inclusion, ultimately promoting the success of all students.

II. Committee Goals and Objectives:

The Superintendent's Diversity, Equity, and Inclusion Council will work to achieve the following goals and objectives:

- 1) Create a common understanding and language around the data gathered during Phase 1 of the project to identify areas that require attention and improvement.
- 2) Encourage dialogue and engagement with students, staff, parents / guardians, and community members to build a sense of partnership in the district's DEI initiatives.
- 3) Serve as advisors to the Superintendent regarding diversity, equity, and inclusion efforts taking place in our schools and the community.
- 4) Monitor the work of the DEI Strategic Planning Work Group inclusive of initiatives and strategies.

III. Committee Composition:

The Superintendent's DEI Council will be composed of diverse stakeholders representing various segments of the school community, including:

Students

Parents and guardians

Teachers and school staff

School administrators

Local community members

Board of Education representatives (if applicable)

Members of the Superintendent's DEI Council will include those invited to attend and those selected through an application process.

IV. Superintendent's DEI Council Structure and Operations:

The Superintendent's DEI Council shall meet regularly, at least once every other month, to discuss DEI-related matters and progress towards the established goals and objectives.

The council shall maintain open communication channels with the school administration, staff, students, parents, and community members.

The council shall document its findings, recommendations, and actions taken in meeting minutes and reports to be shared with the school community.

V. Accountability and Reporting:

The Superintendent's DEI Council shall provide regular updates and progress reports to the school administration and the Board of Education. These reports shall include an overview of activities, findings, recommendations, and any recommended changes to policies, procedures, or initiatives.

VI. Duration:

The Superintendent's DEI Council shall continue its work until the established goals and objectives are met, and a more inclusive and equitable school environment is achieved. The committee's effectiveness and necessity will be periodically reviewed by the school administration and the Board of Education (if applicable).

This Committee Charge serves as a guiding document to outline the purpose, goals, composition, structure, and responsibilities of the Superintendent's DEI Council. The committee's work is integral to promoting diversity, equity, and inclusion within our K-12 public school community and fostering a more equitable and respectful school culture.