



Diversity, Equity and Inclusion

Providing equitable opportunities and resources for all Smithtown students.



Board Goal

The Board is committed to providing equitable opportunities and resources so that all of our students graduate and are college and career ready. The Board recognizes that all students must feel that they are welcome, they belong, and they are supported in every school and success in this work will be built upon a foundation of diversity, equity, inclusion, access and opportunity.



Legal Obligations

- No Child Left Behind
- Every Student Succeeds Act
- Individuals with Disabilities Education Act
- Dignity for All Students Act



Reimagining the Work Related to Diversity, Equity and Inclusion

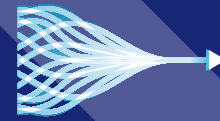
- Goal: To continue the important work related to diversity, equity and inclusion to meet the needs of all our students.
- Tasks
 - Determine the scope of the work.
 - Determine membership of new committee.
 - Determine the name of the new committee.

Goal: To assist all of our students to reach their full potential.



Scope of the Work

- Work will center on our students and their outcomes.
- Identify and track metrics to determine success and gaps.
 - Allocate resources to eliminate/reduce gaps.
 - Track progress.
- Community communication and transparency.



The Plan Ahead

- Create and convene the Success for ALL Committee.
 - Identify what we value.
- Compile and analyze data to see how our students are doing in these areas.
 - Identify gaps and intervene.
- Gauge the progress of our interventions.



Definitions

- **Diversity** is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment or political perspective.
- **Equity** means the learning needs of every student are supported in an environment where all students are valued, respected and experience academic success without regard to differences in age, gender, socioeconomic status, religion, race, ethnicity, sexual orientation, disability, native language, national origin or immigration status.
- **Inclusion** is an outcome to ensure those who are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution and your program are truly inviting to all.

Success for ALL