



**Notice**  
July 29, 2011

**Dennis M. Walcott**  
*Chancellor*

**DIVERSITY AND INCLUSION POLICY**

- I. Description of the subject and purpose of the proposed item under consideration.**  
Pursuant to sections 2590-g and 2590-h of the New York State Education Law, the Chancellor is proposing for adoption by the Panel for Educational Policy the Diversity and Inclusion Policy (“Diversity Policy”) to promote the recruitment and retention of a workforce at the city district, the community district, and school level that considers the diversity of students attending the public schools within the city school district. This policy sets forth the Department of Education’s (“DOE”) commitment to diversity and inclusion in its workforce and its plan to issue on an annual basis a Diversity and Inclusion Plan detailing the diversity initiatives undertaken to promote the recruitment and retention of a workforce from diverse backgrounds as well as outreach initiatives to enhance the abilities of Minority and Women-Owned Enterprises to compete and meaningfully participate in the DOE procurement process. The Diversity Policy reaffirms the DOE’s commitment to the principles of equal employment opportunity for all employees and applicants, as outlined in its Non-Discrimination Policy – Chancellor’s Regulation A-830 – and its commitment to establishing a workplace free of discrimination.
- II. Information regarding where the full text of the proposed item may be obtained.**
- The full text of the Diversity Policy can be found on the main page of the PEP website: <http://schools.nyc.gov/NR/rdonlyres/DEDFD207-28A8-4CBB-A21B-8154DE9886D7/108431/DiversityandInclusionPolicyFINAL.pdf>
- III. The name, office, address, email and telephone number of the city district representative, knowledgeable on the item under consideration, from whom information may be obtained concerning the item and to whom written or oral comments regarding the item under consideration can be submitted.**
- Name: Mecca E. Santana  
Office: Office of Equal Employment Opportunity and Diversity Management  
Address: 65 Court Street-11<sup>th</sup> Floor, Brooklyn, New York 11201  
Email: DiversityPolicy@schools.nyc.gov  
Phone: (718) 935-4481
- IV. Date, time and place of the PEP meeting at which the Board will vote on the proposed item under consideration.**

September 14, 2011 at 6:00 P.M. at The Michael Petrides School located at 715 Ocean Terrace, Staten Island, NY 10301.