Department of Education
Dennis M. Walcott, Chancellor

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Diversity and Inclusion Policy

The New York City Department of Education ("DOE") services a diverse population of students, parents and families. The DOE also employs staff members with diverse backgrounds and perspectives. In recognition of that multi-faceted diversity, the DOE shares a strong commitment to diversity and inclusion.

Diversity is about all of us. Inclusion is about all of us. At the DOE, we strive to create a diverse and inclusive environment that values the experience, perspective, and contributions of all employees, applicants, students, and families. At the DOE, respect for diverse backgrounds and ideas is crucial to academic excellence. As a result, the DOE seeks to foster an inclusive environment where the individual differences among us are understood, respected, and recognized as a source of strength that enriches the agency. In order to further the goals of diversity and inclusion, the DOE will engage in a series of diversity initiatives to attract, retain, and develop the best talent for our agency. Attracting, retaining, and developing this talent are all crucial to the DOE's mission: putting children first and striving for excellence in education. On an annual basis, the DOE will issue a Diversity and Inclusion Plan detailing the diversity initiatives undertaken pursuant to this Policy and Education Law § 2590. In consideration of the diverse population served by the DOE, this Policy, in conjunction with the Diversity and Inclusion Plan, promotes the recruitment and retention of a workforce from different backgrounds, experiences and perspectives to complement the backgrounds, experiences and perspectives of DOE students, parents and families at the city district, community district and school level. By fostering the goals of diversity and inclusion, the DOE will be better equipped to serve all students, families and parents at the city district, community district and school level.

The DOE recognizes the importance of diversity in procurement. As a result, the DOE engages in outreach initiatives to enhance the abilities of Minority and Women-Owned Business Enterprises to compete and meaningfully participate in the DOE procurement process. The DOE's annual diversity and inclusion plan will detail the outreach initiatives undertaken pursuant to this policy and Education Law § 2590.

The DOE's commitment to diversity is reinforced by workplace policies, including the DOE's Non-Discrimination Policy – Chancellor's Regulation A-830. The DOE reaffirms its commitment to the principles of equal employment opportunity for all employees and applicants. As noted in the Non-Discrimination Policy, it is the policy of the DOE to provide educational and employment opportunities without regard to race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (sex), military status, prior record of arrest or conviction, except as permitted by law, predisposing genetic characteristics, or status as a victim of domestic violence, sexual offenses and stalking, and to maintain an environment free of harassment on any of the above-noted grounds, including sexual harassment or retaliation. The DOE is committed to establishing a workplace free of discrimination. As such, it is DOE policy to comply with all applicable federal, state, and local laws pertaining to discrimination and equal employment opportunity.

Approved by the Panel for Educational Policy on September 14, 2011.

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