Levy Odelia

From: Chancellor Dennis M. Walcott
Sent: Tuesday, June 11, 2013 3:19 PM
To: Chancellor Dennis M. Walcott
Subject: Our Diversity is Our Strength: Advancing Our Commitment to Equal Opportunity

Dear Colleagues,

At the New York City Department of Education (DOE), we strongly value a diverse and inclusive environment that enthusiastically embraces the experiences, perspectives, and contributions of our employees, students, and business partners. I am proud to reaffirm the DOE's continued commitment to diversity, inclusion, equal employment opportunities for our employees, equal educational opportunities for our students, and equal procurement opportunities for our vendors. I am deeply committed to fostering a culture of mutual respect, understanding, and recognition of all our individual attributes. Our diversity is our strength—it enriches our agency and is integral to providing a world-class education for our diverse student body and the vibrant communities that we serve.

Reaffirming Our Commitment to Diversity and Inclusion
I invite all members of the DOE community to review the DOE's Diversity and Inclusion Policy, which emphasizes the DOE's commitment to diversity and inclusion in hiring, employee retention, and vendor procurement. Fostering a diverse and inclusive workplace will help ensure that the DOE remains a top innovator in the 21st century. For additional information, please review the DOE's diversity and inclusion resources available on the agency's intranet.

Reaffirming Our Commitment to Equal Employment and Equal Educational Opportunities
The DOE's Non-Discrimination Policy and Chancellor's Regulation A-830 reinforce our commitment to ensuring that every student has the opportunity to thrive in an educational environment that promotes his or her intellectual development, and every employee has the opportunity to work in an environment that values his or her individual contributions. Please refer to Chancellor's Regulation A-830 for additional information about the procedures for filing a complaint of unlawful discrimination or harassment.

Impact Through Action: Advancing Our Commitment to Equal Opportunity in Procurement
In partnership with the City of New York, the DOE is committed to ensuring that all businesses, including minority and women-owned business enterprises (MWBEs), have an equal opportunity to compete for DOE contracts. To that end, the DOE casts a wide net seeking qualified suppliers from all segments of the community, recognizing that procurement can strengthen the economic vitality of the communities around our schools and thus benefit our students.

Taking our existing practices to the next level, I promote expanded efforts to further the full and fair participation of MWBEs in DOE procurement. In 2012, the DOE established a MWBE Diversity Council, comprised of diversity and procurement leaders, to identify ways to enhance MWBE participation in the DOE's procurement process. In the upcoming fiscal year, we will implement several of the Council's recommendations, including a program wherein select offices will be required to solicit at least one bid from an MWBE for small purchases and strategically examining large procurements for potential areas of MWBE opportunity. I encourage and support continued efforts by all DOE purchasers to provide MWBE vendors an equal opportunity to compete for DOE contracts because I believe it is good for the DOE and education.

Any questions or suggestions regarding the Diversity and Inclusion Policy, Chancellor's Regulation A-830, or the DOE's commitment to equal opportunity in procurement should be directed to the DOE's Office of Equal Opportunity and Diversity Management at (718) 935-3320 or schools.nyc.gov/oeo.

If you know of any MWBE vendors that are interested in doing business with the DOE, please refer them to the Division of Contracts and Purchasing at (718) 935-4070 or schools.nyc.gov/dcp.

Mayor Bloomberg and I recognize the critical roles that diversity, inclusion, and equal opportunity play in achieving academic excellence and making the DOE the employer of choice. We continue to support initiatives and reforms to expand opportunities for all DOE employees, applicants, and vendors.

Thank you for promoting workplace and academic environments that value the diverse experiences, perspectives, and contributions of our employees, students, parents, and communities.

Sincerely,

Dennis M. Walcott