



Panel for Educational Policy Presentation:

2012-2013 Strategic Diversity and Inclusion Plan

Strategic Diversity and Inclusion Plan: School Governance Law

Pursuant to the 2009 amendments to the **School Governance Law** (NY CLS Educ § 2590), the Department of Education implements an annual agency-wide Strategic **Diversity and Inclusion Plan** that:

1. Promotes the recruitment and retention of a diverse workforce at all levels that considers the diversity of the students attending public schools within the district; and
2. Enhances the ability of Minority and Women-Owned Business Enterprises (MWBES) to compete for contracts and ensures the meaningful participation of MWBES in the procurement process.

Under § 2590, the Plan is presented to the Panel for Educational Policy.

Strategic Diversity and Inclusion Plan: Annual Reporting Requirements

■ Annual reporting requirements:

1. **Recruitment and retention** initiatives and their *actual* impact, and
2. **Participation of MWBEs** in the DOE procurement process, including:



Notable Recruitment and Retention Diversity Initiatives

Extension of the Monster.com Diversity Recruitment Pilot

- DOE extended the diversity recruitment pilot program.
- DOE employment opportunities posted on over 200 diversity partner websites.
- Targets a broad audience, including, but not limited to, disabled individuals, veterans and members of the military, the GLBT community, minorities, and women.

Employee Feedback Cycle and Diversity

- DOE launched the Employee Feedback Cycle - a customized professional development tool.
- Comprehensive qualitative feedback for Managerial Pay Plan employees.
- Incorporates diversity and inclusion best practices. Including whether the employee:
 - facilitates discussions to guide groups toward sound conclusions/builds consensus,
 - develops mutually beneficial relationships and partnerships/models collaboration, and
 - creates an inclusive environment where diverse perspectives are valued.

Chancellor's Fellowship

- Leadership development opportunity for top DOE talent.
- Key part of DOE's diversity and inclusion retention initiatives.
- Executive Director of the Office of Equal Opportunity & Diversity Management (OEO) serves on the selection committee.
- Application form includes diversity and inclusion language.

Notable Procurement/MWBE Diversity Initiatives

Monthly Seminar Series: “How to Do Business with the NYC DOE”

- Ongoing **monthly outreach** program for the MWBE community.
- **Partner with community organizations** to host workshops on “How to Do Business with the NYC DOE.”
- Explain the DOE procurement process and **provide assistance** to vendors.

MWBE Diversity Council Pilot Programs

- DOE’s **MWBE Diversity Council**, comprised of **diversity leaders** from the public and private sectors, proposed two monumental MWBE pilot programs.
- With the Chancellor’s support, two **new pilot programs** designed to increase equity for all vendors, including MWBEs, were launched in 2013:
 - **small purchasing pilot**, and
 - **strategic unbundling pilot**.
- By strengthening MWBE participation in DOE procurement, communities around our schools will benefit, resulting in a **greater positive impact for students**.

Strategic Diversity and Inclusion Plan: Collaboration

DOE embraces collaboration and partners with city agencies, state agencies, federal agencies, and other local organizations to advance diversity initiatives.

Examples include:

- NYC Small Business Services,
- NYC School Construction Authority,
- U.S. General Services Administration,
- South Bronx Economic Development Corporation,
- Queens Economic Development Corporation,
- Brooklyn Economic Development Corporation,
- New York Women Chamber of Commerce, and
- Columbia University - Harlem Small Business Development Center.

The Plan's initiatives are a result of close collaboration between OEO and multiple DOE divisions and offices.

Examples include:

- Chief Operating Officer,
- Division of Contracts and Purchasing,
- Division of Human Resources and Talent,
- Office of Legal Services,
- Public Schools Athletic League,
- Office of School Support, and
- Office of School and Youth Development.

OEO is looking to connect with community groups/organizations within the Panel members' respective boroughs on these initiatives. OEO welcomes referrals and recommendations.