



Panel for Educational Policy Presentation:

2013-2014 Strategic Diversity and Inclusion Plan

DOE's Commitment to Diversity and Inclusion

- At the DOE, **our diversity is our strength**. We value a diverse and inclusive environment that embraces the perspectives, experiences, and contributions of all our employees.
- By enhancing diversity and equity in recruitment and retention, **we support DOE's mission to improve student achievement** and ensure that every child graduates prepared for college, a career, and a future as a productive, critically-thinking adult.
- **Diversity and inclusion initiatives support the Chancellor's Four Pillars:**
 - We are committed to **fostering a culture of mutual respect**, understanding, and recognition of our all our employees' attributes.
 - An inclusive culture is crucial to recruiting, engaging and retaining the diverse talent we need to **provide a world-class education** to our richly diverse student body.

Diversity is about all of us. Inclusion applies to all DOE employees.



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Strategic Diversity and Inclusion Plan: School Governance Law

The **School Governance Law** (NY CLS Educ § 2590) requires 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.

**** DOE's Diversity and Inclusion Policy, reflecting recent updates in EEO law, is attached in your materials as Appendix A.*



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Strategic Diversity and Inclusion Plan: Annual Reporting Requirements

- **Reporting requirements:**

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

The <u>number</u> of contracts awarded to MWBE's	The <u>percentage</u> of contracts awarded to MWBE's	The <u>aggregate value</u> of contracts awarded to MWBE's	The <u>percent of aggregate value</u> of contracts awarded to MWBE's
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Diversity and Inclusion Plan: 2013-2014 MWBE DATA

- The number of contracts awarded to MWBEs: **704**
- The percent of contracts awarded to MWBEs of the total number of all DOE contracts: **2.12%**
- The aggregate value of all contracts awarded to MWBEs: **\$169,196,930**
- The percent of the aggregate value of contracts awarded to MWBEs of the total aggregate value of all DOE contracts: **7.24%**

Notable Recruitment and Retention Diversity Initiatives

Monster.com Diversity Recruitment Pilot

- As a result of continued interest, DOE extended the Monster.com 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 LGBT community, minorities, and women.

Employee Engagement and Development

- Formal launch of the Employee Feedback Cycle - a customized professional development tool for Managerial Pay Plan employees.
- Incorporates diversity and inclusion best practices, including conversations that are developmental in nature to better position employees for success.

Messaging Diversity and Inclusion

- DOE values and strategic priorities are shared and reinforced.
- Online training for all supervisors and managers (school and central) about diversity and inclusion.
- System-wide e-mail from the Chancellor expressing support for diversity and inclusion.
- Intranet resources for DOE employees regarding diversity and inclusion.
- New employee orientation incorporates importance of diversity and inclusion.



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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.”
- Simplify the DOE procurement process and **provide assistance** to vendors.

MWBE Diversity Council: Pilot Programs

- MWBE participation benefits communities around our schools, resulting in a **greater positive impact** for students.
- DOE’s **MWBE Diversity Council** developed two pilot programs to increase equity for all vendors including MWBEs:
 - **small purchasing pilot**, and
 - **strategic unbundling pilot**.

NY State Education Department (SED) Grants

- SED grants, which fund educational initiatives, contain MWBE requirements.
- OEO provided guidance on **best practices to locate and solicit MWBE vendors**.
- OEO developed trainings for program offices, principals, network leaders, and vendors on best practices.



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Partnerships for Continued Success

External Partnerships	Internal Partnerships	Panel for Educational Policy
<p>DOE embraces collaboration and partners with agencies and local organizations to advance diversity initiatives.</p> <p><u>Examples include:</u></p> <ul style="list-style-type: none"> • NYC Small Business Services, • NYC School Construction Authority, • U.S. General Services Administration, • South Bronx Overall Economic Development Corporation, • Queens Economic Development Corporation, • New York Women Chamber of Commerce. 	<p>Our initiatives are the result of collaboration between OEO and multiple DOE divisions and offices.</p> <p><u>Examples include:</u></p> <ul style="list-style-type: none"> • Office of School Improvement & State/Federal Education Policy • Division of Contracts and Purchasing, • Division of Human Resources, • Office of Legal Services, • Public Schools Athletic League, • Office of School Support, • Office of School and Youth Development. 	<p>Collaboration is key.</p> <p>We welcome your input.</p> <ul style="list-style-type: none"> • OEO is looking to connect with community based organizations within the Panel members' respective boroughs on these initiatives. • OEO welcomes referrals and recommendations.