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**Community Education Council District 31 Resolution**  
**Resolution Calling for Equity, Diversity and Inclusion in the**  
**Recruitment and Hiring of Staten Island NYC DOE Educators**

**WHEREAS**, New York City has one of the most diverse populations, but the school system is one of the most segregated. Thus, denying students the opportunity to benefit from myriad academic and social gains associated with diverse educational environments and restricting equitable access to exceptional programming.

**WHEREAS**, this segregation creates an environment in which students may not interact with many peers of other races or ethnicities and that it is important that all students see people of color in positions of authority.

**WHEREAS**, the DOE is one of the largest employers in New York City, with more than 140,000 employees throughout the five boroughs and the majority of that teaching workforce is white and female.

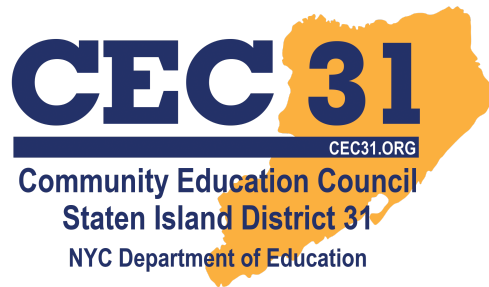
**WHEREAS**, five percent of white students attend schools without any Latino teachers, 19 percent have no black teachers, and 16 percent have no Asian teachers across the districts of New York City.

**WHEREAS**, the amount of Latino, Asian and Black students in New York City has climbed in recent decades and that citywide teacher demographics do not closely reflect citywide student demographics. White teachers comprise 59% of the citywide teaching staff while white students account for 15% of the student population. Latinx teachers comprise 16% of the citywide teaching staff while Latinx students account for 40% of the student population.

**WHEREAS**, in District 31 explicitly, the demographics are as follows; 2% Asian teachers, 3% Black teachers, 8% Hispanic teachers, 86% White teachers, 0% Other Teachers

**WHEREAS**, there is no comprehensive plan for integration and equity improvements across the entire system of hiring educators by the Department of Education and no (shared) plans to increase the number of educators of color.

**IT IS THEREFORE RESOLVED** that the Community Education Council of District 31 calls on District 31 Team Leadership and School Administration to:



1. Provide direction and guidance to all District 31 schools to diversify their sustainability staff by applying an equity lens.
2. Incorporate the perspectives of multiple communities, including communities of color, in the consideration of the hiring processes impact and outcome on the student population.
3. Perform outreach and recruit diverse candidates from across the city to staff Teacher and Administration positions in District 31
4. Ensure that students experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
5. Include an Equal Employment Opportunity Statement in teacher recruitment stating that the New York City Department of Education is committed to building a diverse staff and strongly encourages applications from candidates of color.
6. Ensure focused outreach is directed towards communities of color as a mechanism for increasing the number of qualified applicants of color and balancing the impact of traditional forms of outreach
7. Make a concerted effort to accelerate relationship building with continued racial equity work, organization functions, and establish an informal to establish a sense of belonging and welcome for everyone
8. Report diversity of staff by position as part of the School Quality Report and monitor the diversity of Staten Island educational workforce, to the extent possible, based on race, ethnicity, disability, gender identity, and sexual orientation
9. Accept and value that a diverse workforce will bring a diversity of perspectives and approaches to provide exception programming for all children and that they must be committed to persevering in the face of inherent challenges that these different perspectives and approaches will bring to the face of education on Staten Island

**Approved at the April 5th 2021 CEC31 Business and Calendar Meeting  
by a roll call vote of all members present (11 in favor / 0 opposed / 0 abstain)**