

Diversity, Equity, and Inclusion in the Woodbridge School District

Woodbridge Board of Education

February 28, 2022

Members of the Community & Diversity Committee

Presentation Goal

Organized and presented by members of the District Community & Diversity Committee, this presentation will highlight major aspects of diversity, equity, and inclusion in our District, including:

1. District Diversity Statistics
2. Subgroup Analysis Applied to Key District Metrics
3. Curriculum & Professional Development related to DEI
4. Student Involvement through SEEDS
5. Presentation of Recent DEI Survey Results
6. Links to the Town's Work with DEI
7. Thoughts for Ongoing Work

Segment 1:
District Diversity Statistics

District Diversity Statistics

2001-2022 Five-Year-Interval Comparison Student Demographic

	Asian	Black	Hispanic/ Latinx	White	Free/Reduced Meals	Total Minority
2001-2002	7.4%	3.1%	2.1%	87.2%	3.7%	12.8%
2006-2007	11.3%	2.8%	2.9%	82.6%	2.5%	17.4%
2011-2012	15.9%	3.1%	4.3%	74.6%	3.5%	25.4%
2016-2017	13.1%	3.6%	6.3%	73.8%	8.2%	26.2%
2021-2022	15.1%	3.4%	8.3%	66.4%	13.6%	33.6%

2021-2022: American Indian and Two or more races reflected in Total Minority data

District Diversity Statistics

2020-2021

Student Racial Demographic Comparison: WSD vs. All Connecticut Public Schools

	Woodbridge School	State of Connecticut
Asian	14.6%	5.2%
Black	4.4%	12.7%
Hispanic or Latino	8.9%	27.8%
White	66.4%	49.9%
Total Minority	33.6%	50.1%

Source: EdSight.ct.gov; data.ctdata.org/

District Diversity Statistics

2020-2021

Teacher Racial Demographic Comparison: WSD vs. All Connecticut Public Schools

	Woodbridge School	State of Connecticut
Asian	2.4%	1.3%
Black	0%	4.1%
Hispanic or Latino	1.2%	4.3%
White	96.4%	89.9%
Total Minority	3.6%	10.1%

Source: EdSight.ct.gov

District Diversity Statistics

2001-2022 Five-Year-Interval Comparison Teacher vs. Student Racial Demographic

	Faculty		Students	
	White	Total Minority	White	Total Minority
2001-2002	98.9%	1.1%	87.2%	12.8%
2006-2007	100%	0%	82.6%	17.4%
2011-2012	97.4%	2.6%	74.6%	25.4%
2016-2017	95%	5.0%	73.8%	26.2%
2021-2022	92.8%	7.2%	66.4%	33.6%

Multilingual Learners

- Currently 3.3% of BRS population (n=27)
 - Has grown from 2.0% (n=15) in 2012-13
- Complex changing needs
- Staff professional development

Segment 2:
Subgroup Analysis Applied to
Key District Metrics

Disaggregating Student Attendance Statistics

Grades	# of students chronically absent or truant*
K-3	6
4-6	7

- “Chronically Absent”: student has been absent 10% or more of the days on which school has been in session during the school year
- “Truant”: student has had 4 unexcused absences in a month, or 10 unexcused absences in the school year

* Data through 2/13/22

Subgroup analysis shows these students are disproportionately male, and disproportionately recipients of free/reduced-price lunch

Disaggregating Student Discipline Statistics

Grades	# of in-school disciplinary referrals*	# of bus disciplinary referrals**
K-3	40	43
4-6	19	22

** Data from 11/1/21 through 2/25/22*

*** Data through 2/25/22*

Subgroup analysis does not reveal any disproportionate gaps.

Disaggregating Student Bullying/Harassment Statistics

Grades	# of verified student bullying/harassment complaints*
K-3	1
4-6	7

** Data through 2/25/22*

Subgroup analysis does not reveal any disproportionate gaps.

Disaggregating Special Education Identification+Referral

Classification	# of students*	% of special education population	% of total BRS population
Hispanic	3	2.3%	8.3%
Black	13	9.8%	3.4%
Asian	18	13.6%	15.1%
White	98	74.2%	66.4%
Multilingual Learner	4	3.0%	3.3%
Free & Reduced-Price Lunch	33	25.05%	13.6%

* Data through 2/25/22

Subgroup analysis shows a disproportionality in race and free & reduced-price lunch classification.

Attention to DEI in Hiring

- Beginning March 2021, online application software employed to ensure objective review of applications; DEI question added to application
- Applicants' Self-Identification: Gender
 - 51.4% female
 - 12.9% male
 - 35.7% no response / non-binary
- Applicants' Self-Identification: Race/Ethnicity
 - 48.0% white
 - 6.6% Hispanic
 - 4.5% Black / African-American
 - 40.9% no response / other

Segment 3:
Curriculum & Professional Development
Related to DEI

Schoolwide Curricular Initiatives

Diwali

Filipino American History Month

Native American History Month

Columbus Day

Thanksgiving

Veterans Day (white table ceremony)

President's Day

Constitution Day

Día de Los Muertos

Hanukkah

Kwanzaa

Martin Luther King, Jr. Day

LatinX Heritage Month

Christmas

New Year's

Winter Solstice

Lunar New Year

*Promote inclusive and diverse resources

Professional Development for Staff

2019-2020

- Reflecting on classroom communities through the lens of inclusivity

2020-2021

- Adverse childhood experiences and trauma
- Culturally responsive teaching
- Sexual harrassment training

2021-2022

- Culturally responsive teaching
- Race in education
- Upcoming March: CT Education Association providing professional development on implicit bias and working towards culturally responsive education; panel of students from Amity to provide lived experiences

Segment 4:
Student Involvement through SEEDS

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change

What are some of the ways that diversity and inclusion drive results?

- “Diversity jolts us into **cognitive action** in ways that homogeneity simply does not.” ~ Columbia Business School Professor Katherine Phillips in describing hers and other research for *Scientific American* in “How Diversity Makes Us Smarter”
- Diverse teams become **better prepared for decision-making**.
- Differences among team members force each person to **anticipate that there will be alternative and unexpected viewpoints** to consider and evaluate.
- **Reaching consensus will take more effort**. People must work harder to communicate their own thinking, and they need to broaden their own views to consider unexpected perspectives.
- **Diverse and inclusive cultures are providing companies with a competitive edge over their peers.**” ~ Reported in *The Wall Street Journal's* first corporate ranking that examined diversity and inclusion among S&P 500 companies.

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change

Phase I: “I do”

- Students will engage in **independent** projects about unsung heroes and teach their classmates about what they learned by taking part in a *jigsaw* of their learning

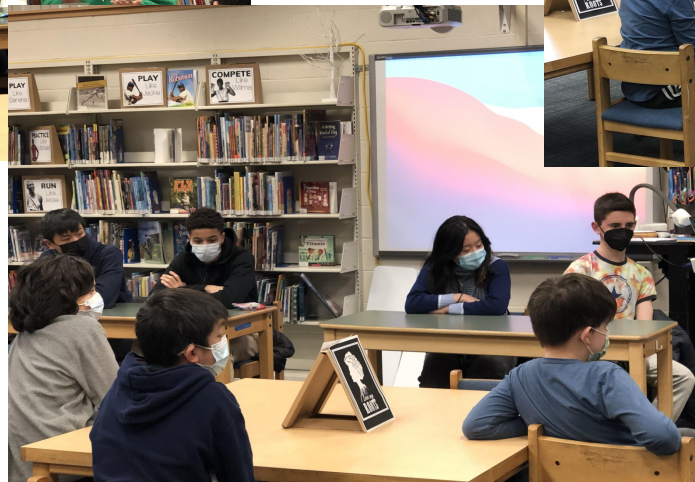
Phase II: “We do”

- Students will collaborate with a **partner** to learn about a historical concept/topic related to civil rights and social justice and teach their classmates through presentations

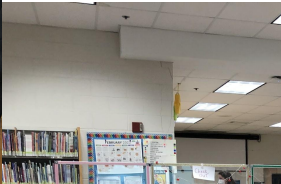
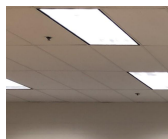
Phase III: “They do”

- Students will engage in **team** debates about social issues topics

Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change



Students for Equity, Empathy, Diversity, and Working Towards Social Justice (SEEDS) for Change



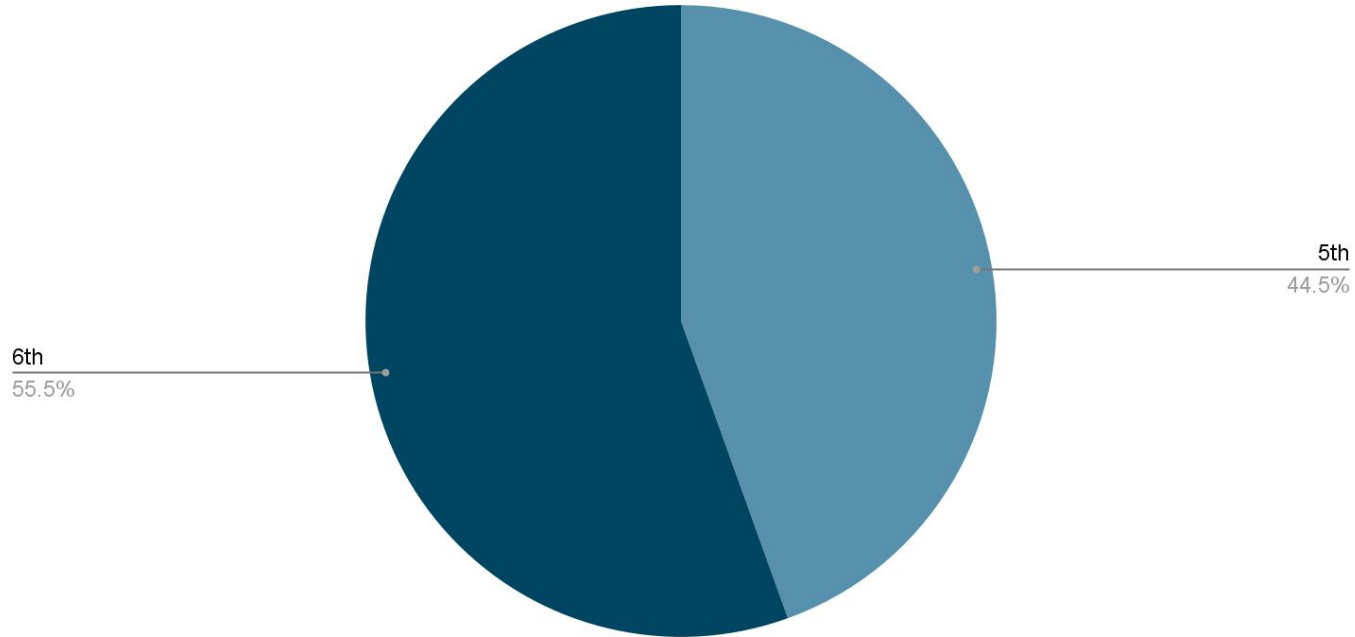
Segment 5:
Presentation of Recent
DEI Survey Results

Development of DEI Survey

- Community & Diversity Committee determined:
 - Best timeline for survey implementation
 - Focus and purpose of survey: *To get feedback about how some types of diverse learners are included in our community*
 - Participant groups for survey
 - Survey questions based on review of models (Panorama, Canadian, etc.)
- After teacher feedback and a small pilot, survey was refined and then distributed
- Students with specific follow-up needs were met with individually

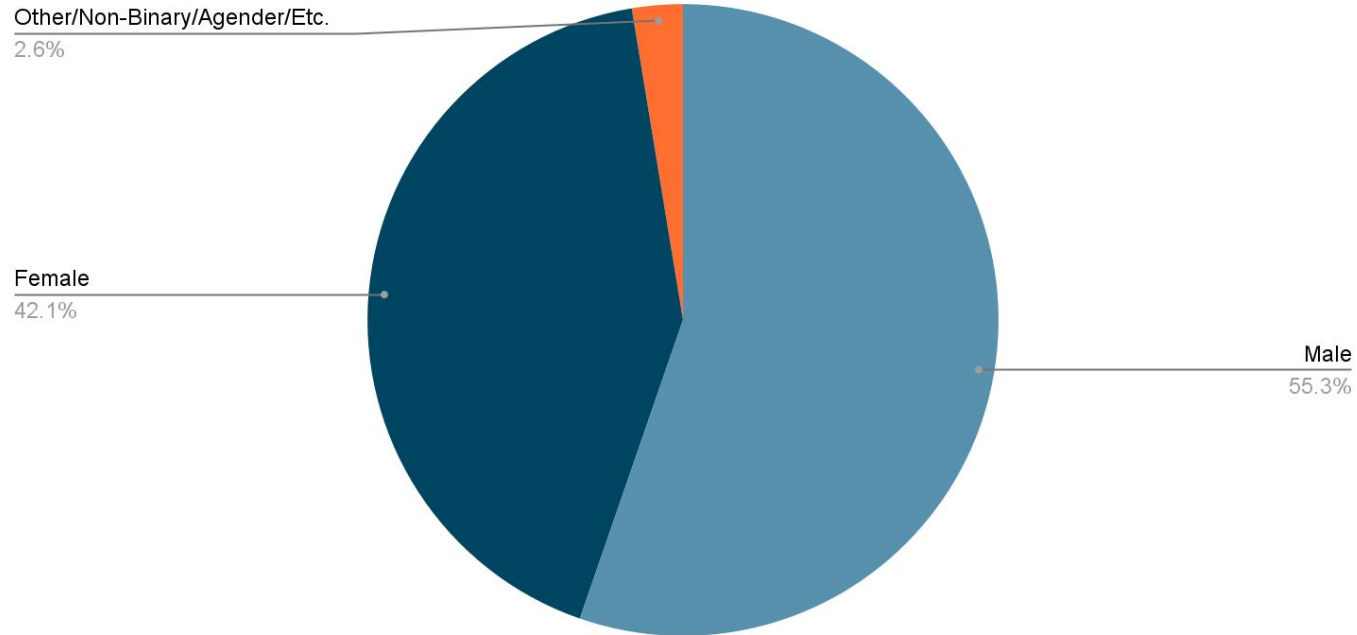
Results of Recent DEI Survey: *Students (n=155)*

What grade are you in?



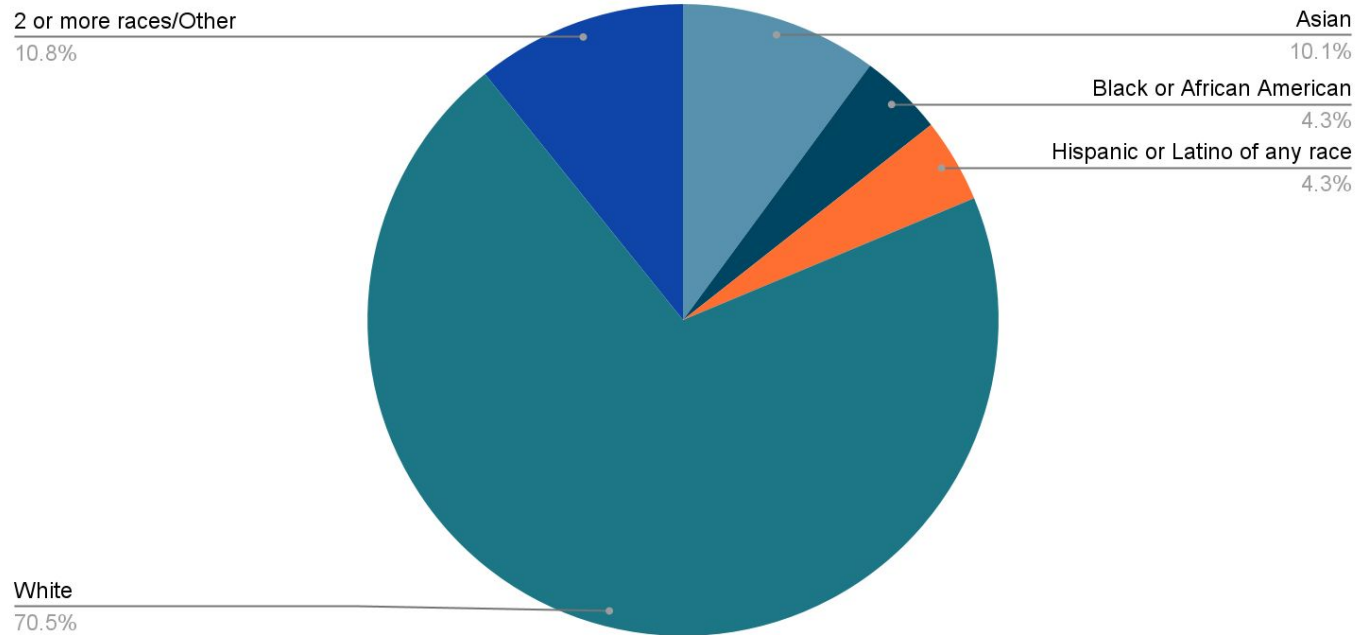
Results of Recent DEI Survey: *Students*

What gender are you?



Results of Recent DEI Survey: *Students*

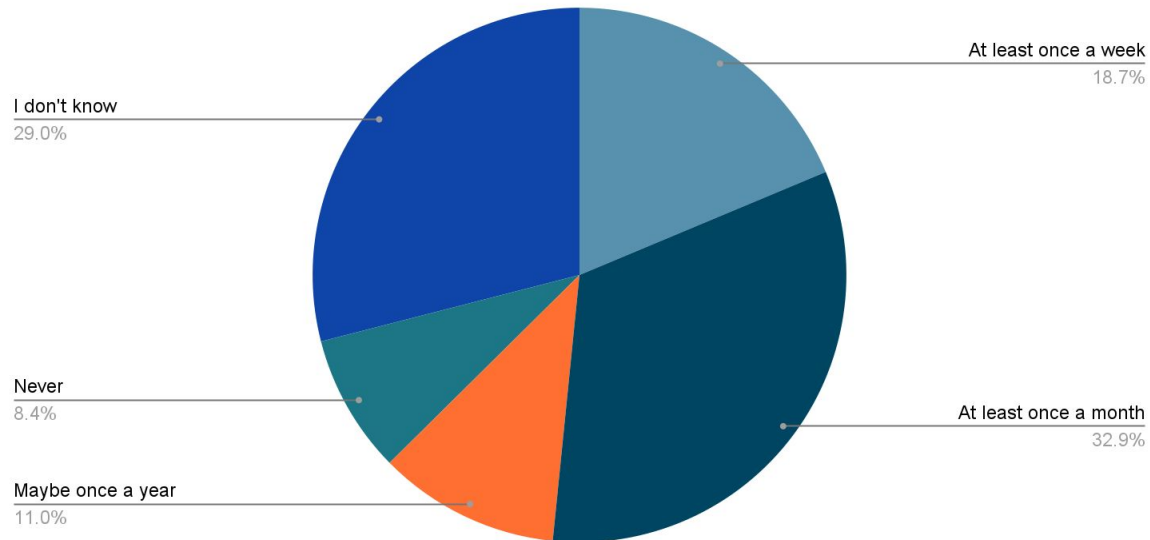
What race are you?



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

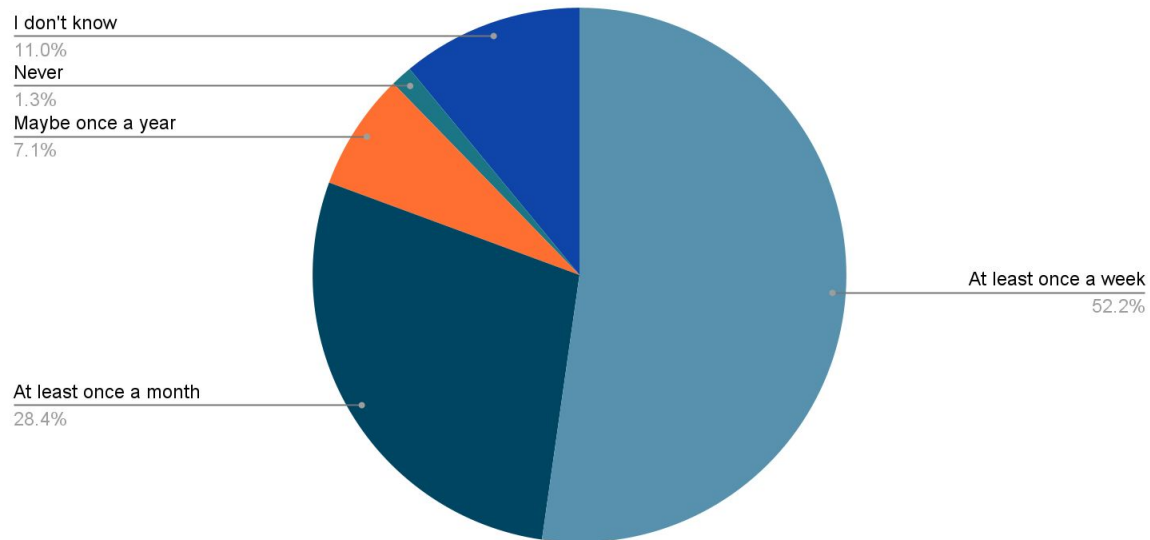
- Students at Beecher talk about the importance of understanding their own feelings and the feelings of others.



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

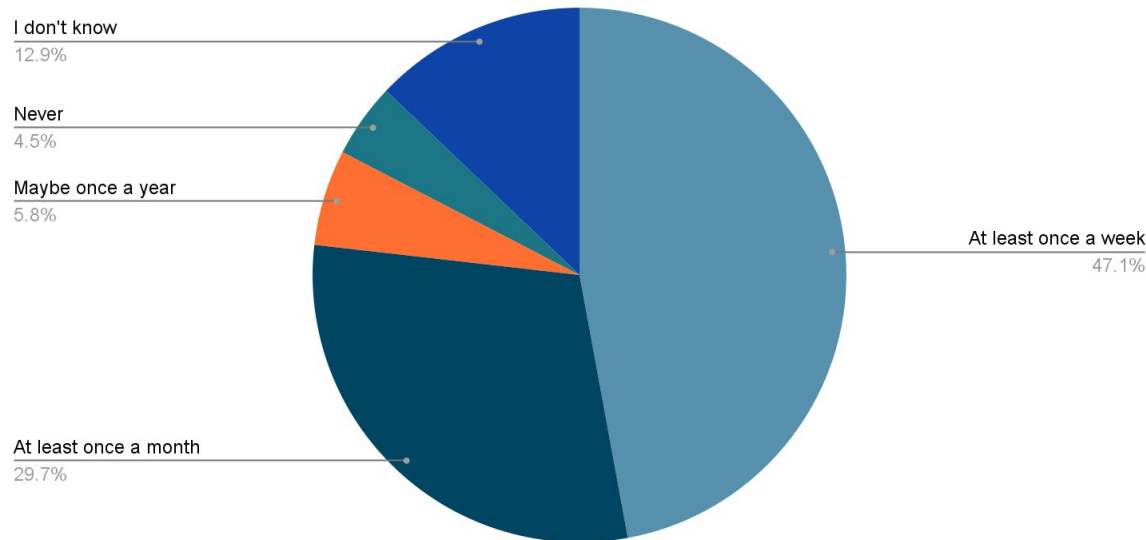
- Students at Beecher work on listening to others to understand what they are trying to say.



Results of Recent DEI Survey: *Students*

How often does each of the following occur?

- Students at Beecher try to work out their disagreements with other students by talking to them.

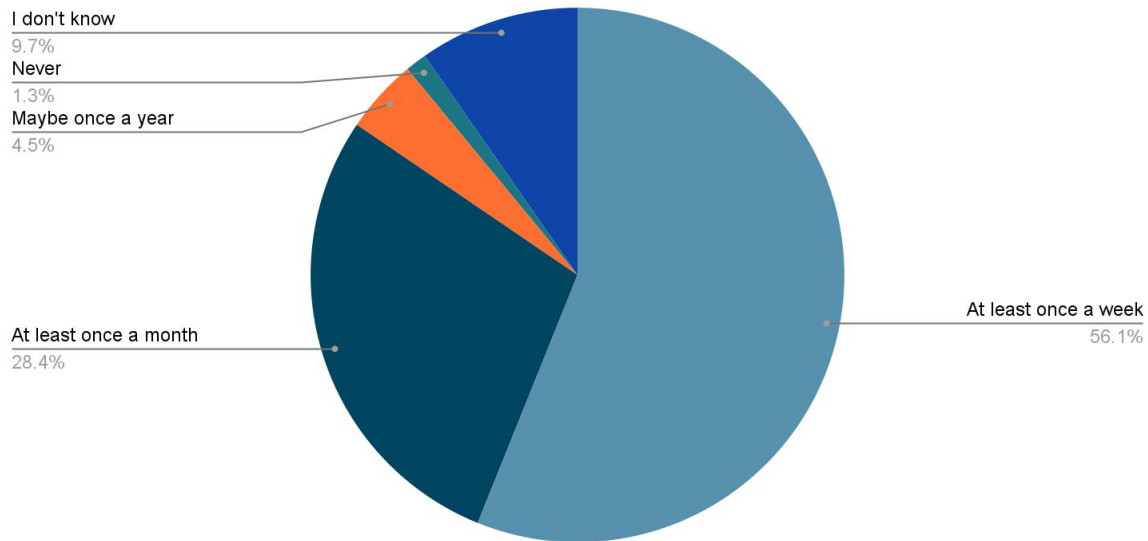


Many BRS students report talking and listening to each other to work out disagreements.

Results of Recent DEI Survey: *Students*

How often does each of the following occur?

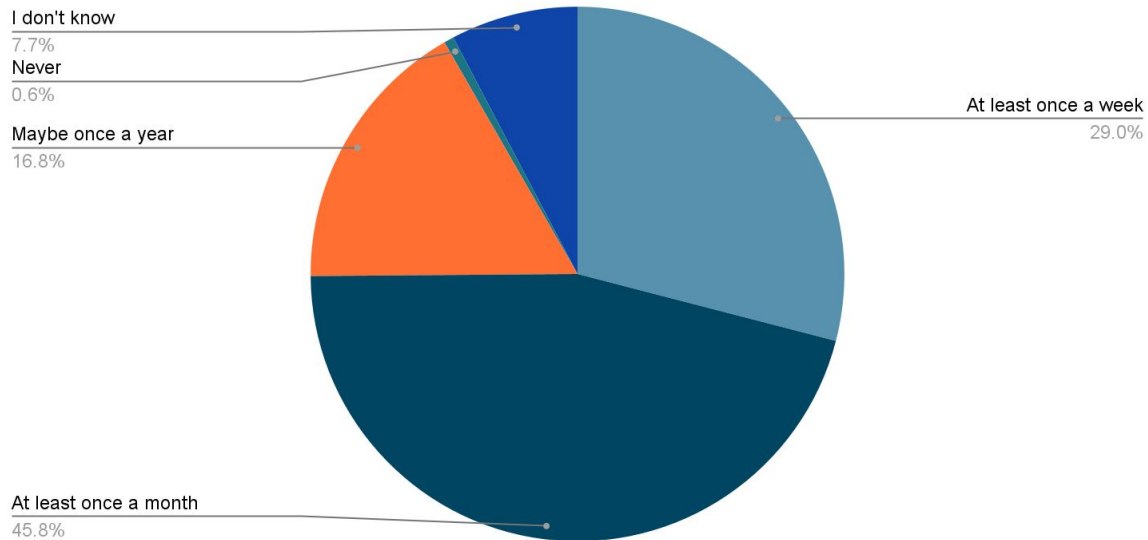
- Teachers at Beecher help students resolve disagreements with each other by talking to them.



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

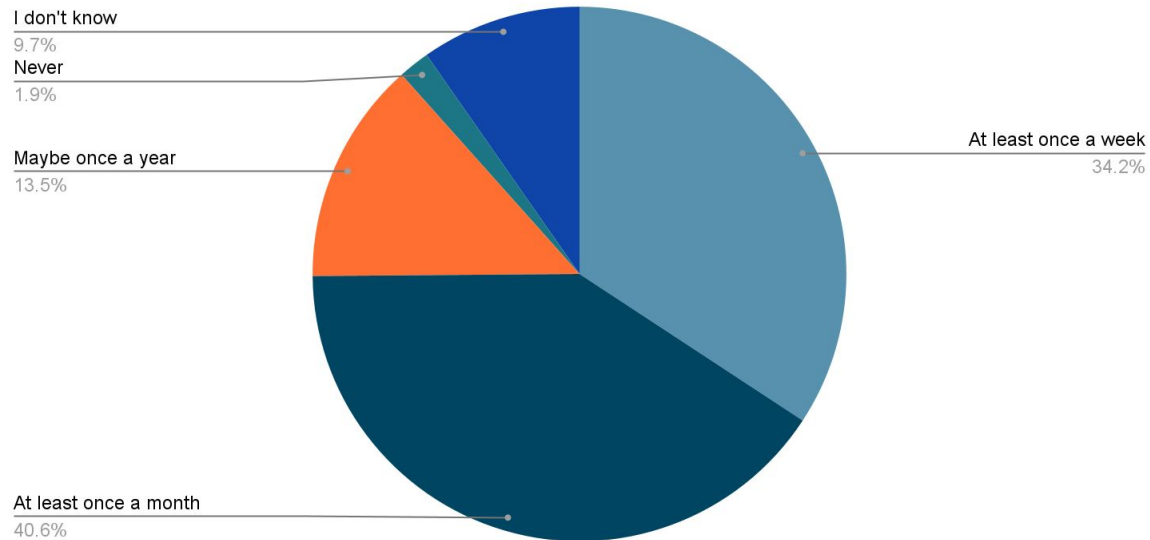
- People of different races, ethnicities, or skin colors?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

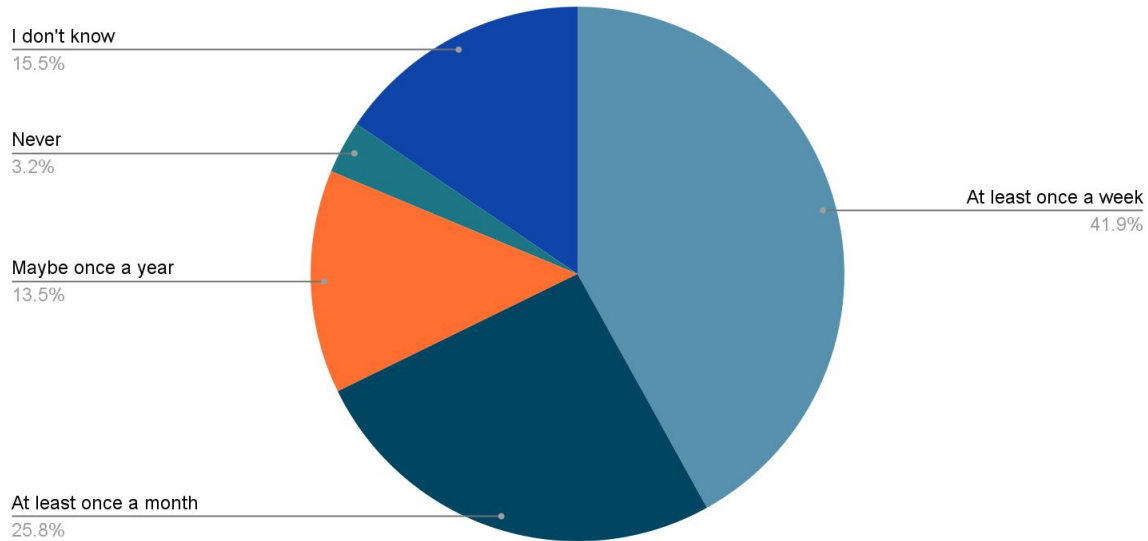
- People from different countries?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

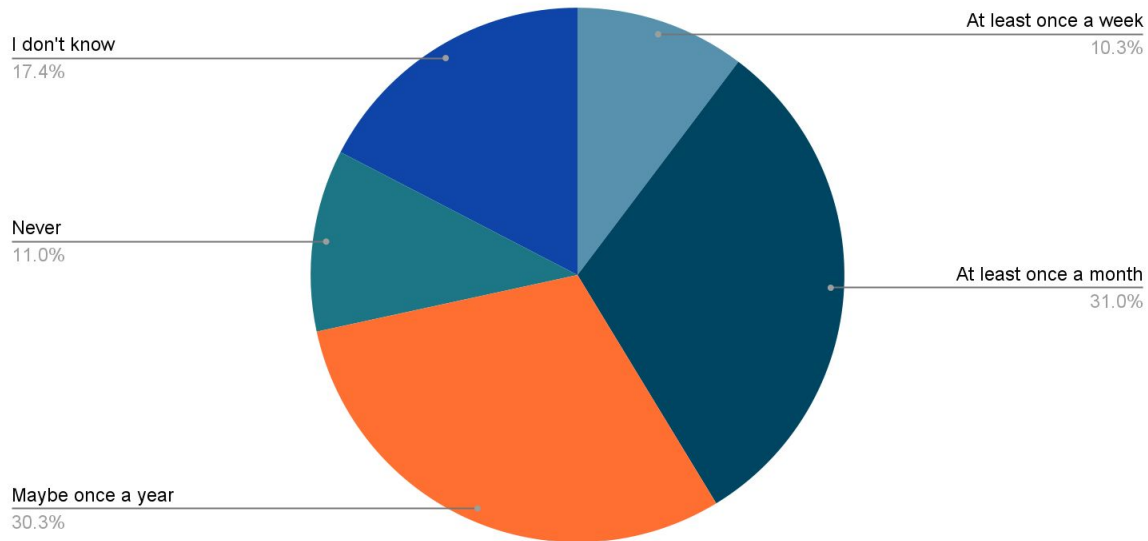
- People of different religions or faiths?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

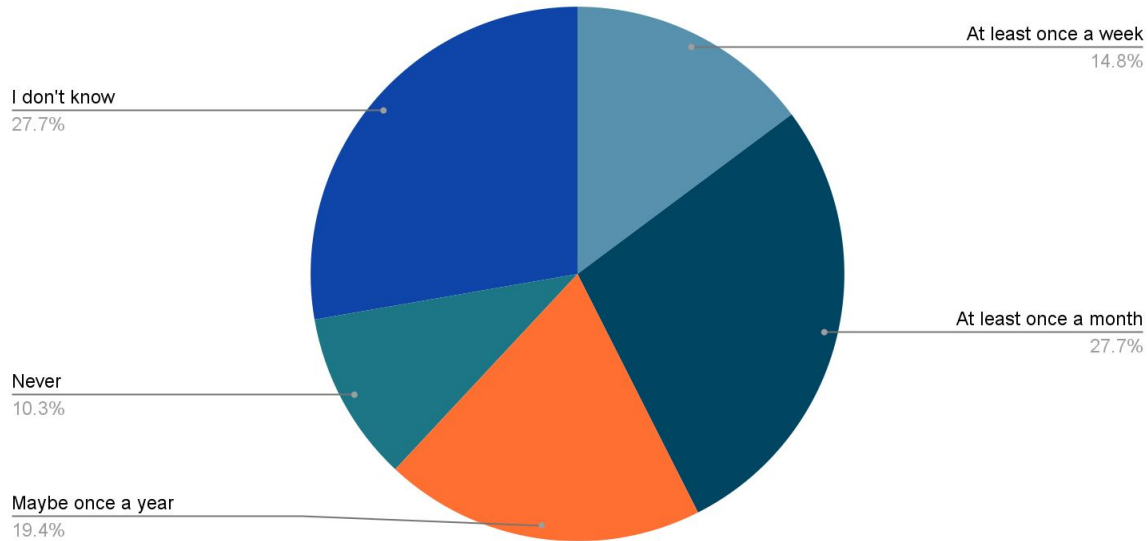
- People with learning disabilities or differences?



Results of Recent DEI Survey: *Students*

At school, how often do you learn about the experiences or achievements of each of the following:

- People who make different amounts of money?

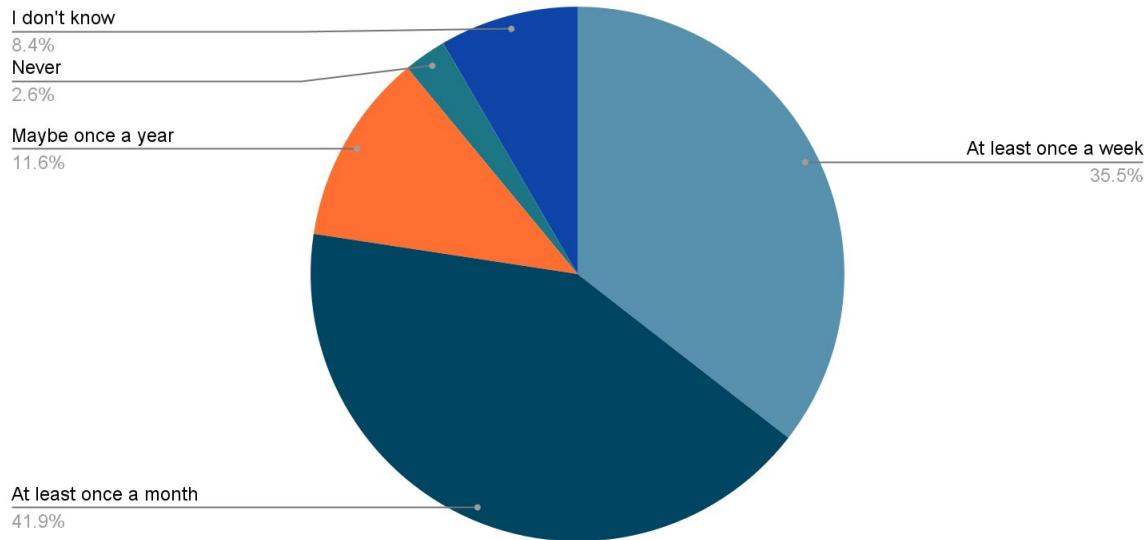


Areas of improvement would be around learning about people with learning disabilities/differences and people who make different amounts of money.

Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

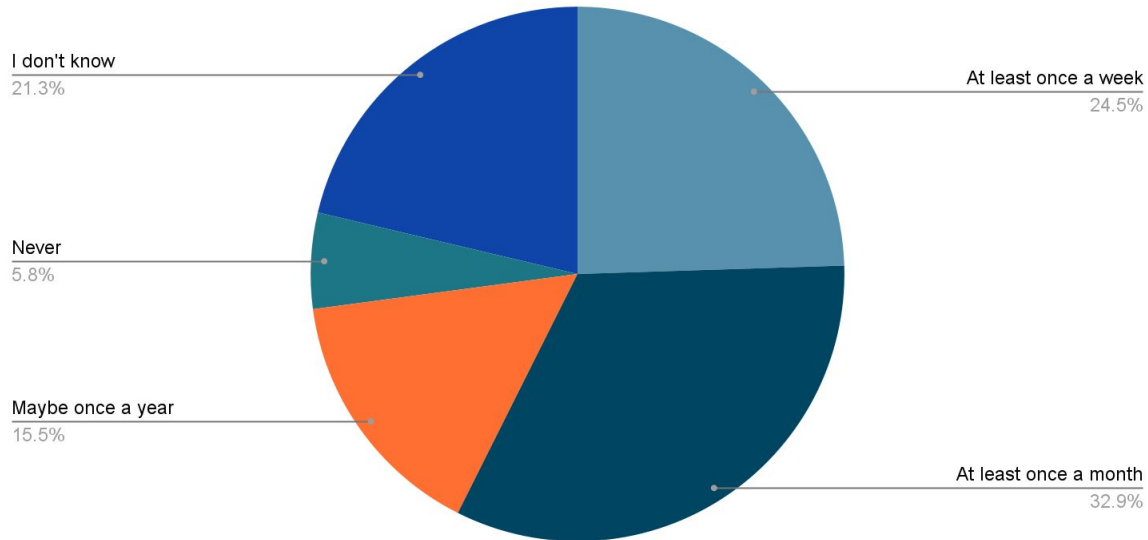
- Books?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

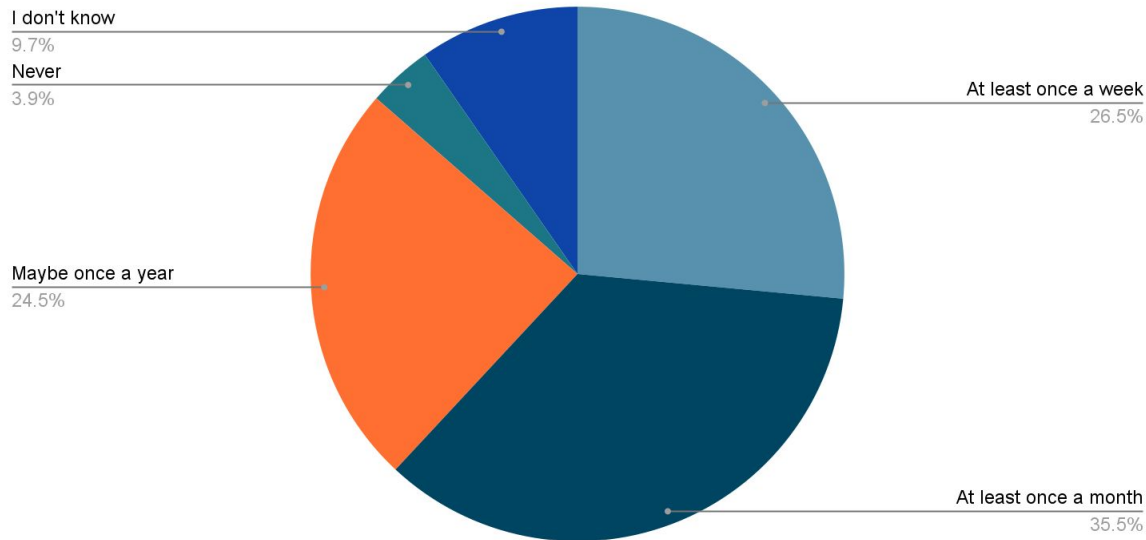
- Posters/pictures?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

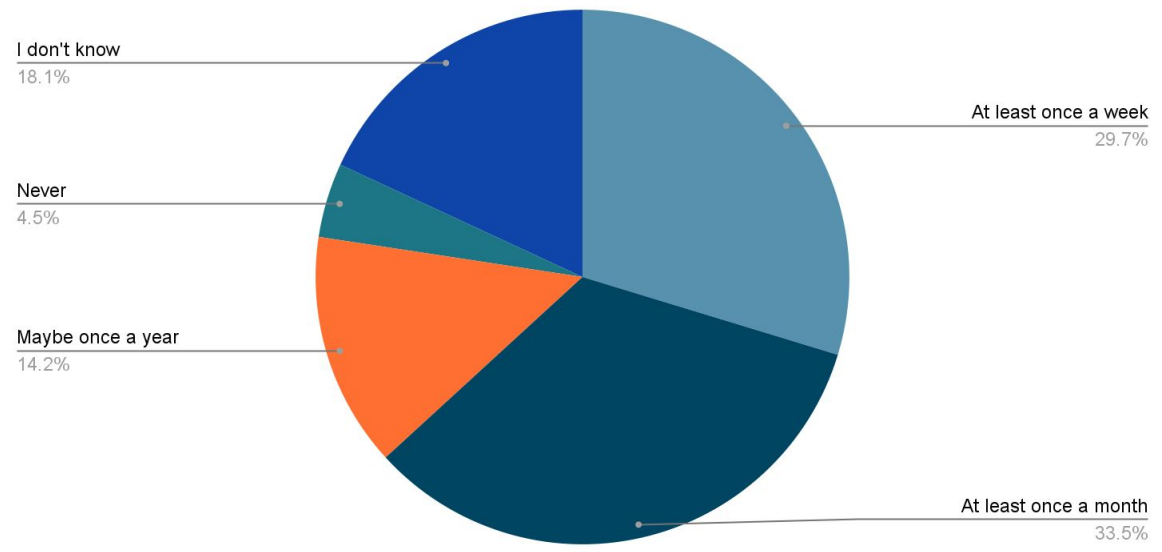
- Videos?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

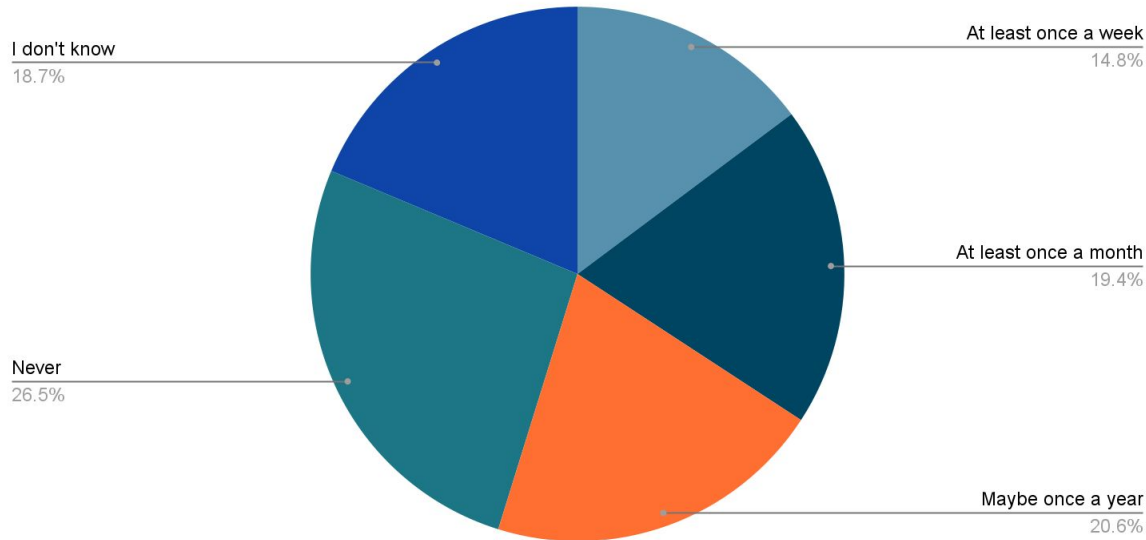
- Classwork?



Results of Recent DEI Survey: *Students*

How often do you see/hear/learn about diverse groups of people at school in each of the following:

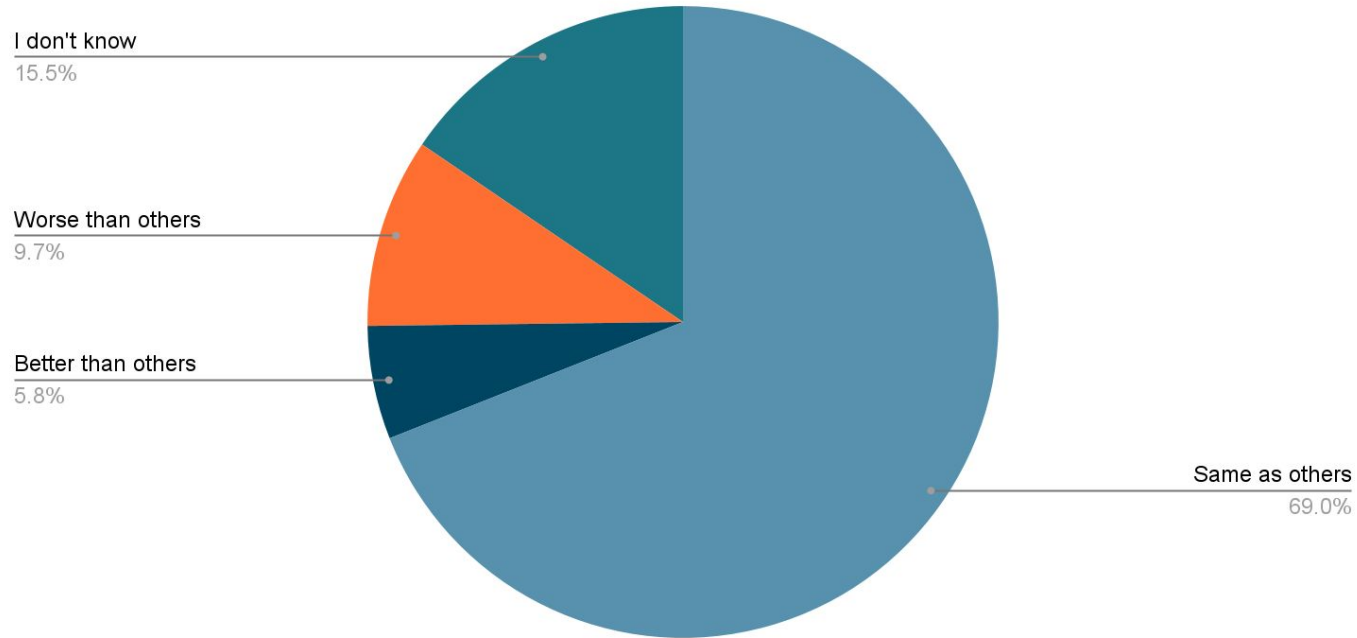
- Homework?



Building on the work accomplished in expanding diverse classroom libraries, a next area of growth is representing diversity in homework.

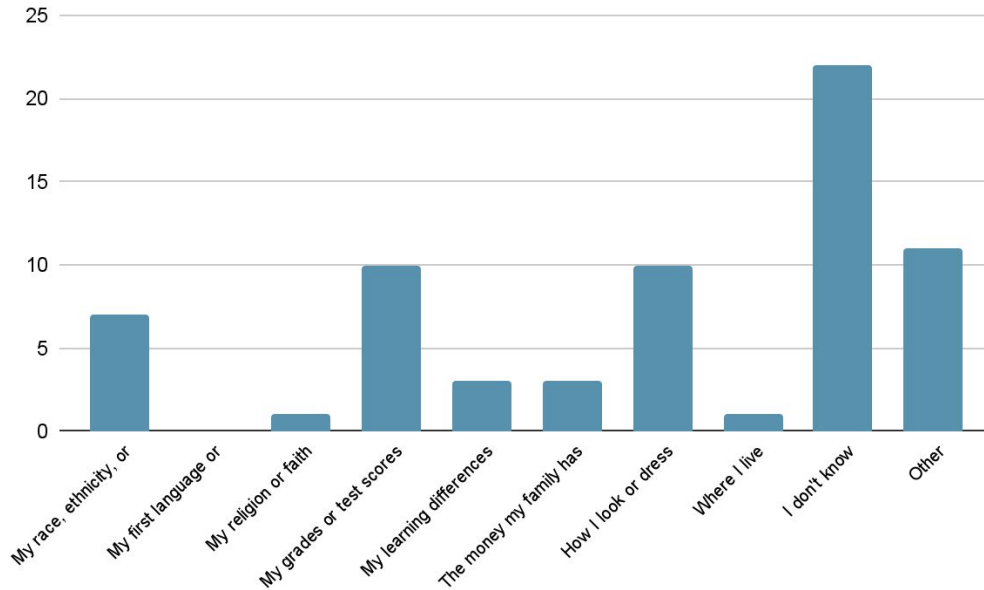
Results of Recent DEI Survey: *Students*

How do you feel you are treated by the other kids at Beecher?



Results of Recent DEI Survey: *Students*

If you feel like you are treated better or worse, do you think it is because of any of the following? Please check all items that apply to you. *[only to be answered by students who answered “Better than others” or “Worse than others” to prior question]*

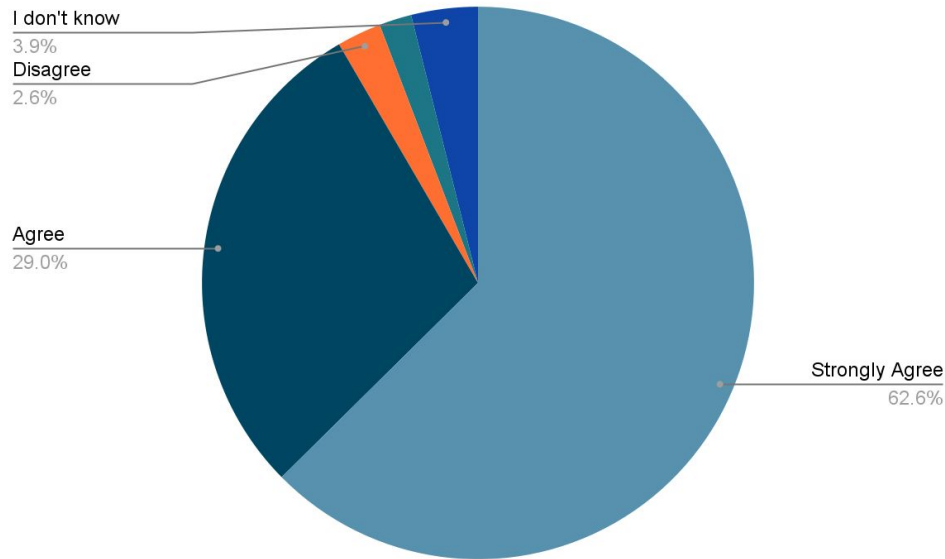


We don't want any student to feel treated worse or better because of any of these factors.

Results of Recent DEI Survey: *Students*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

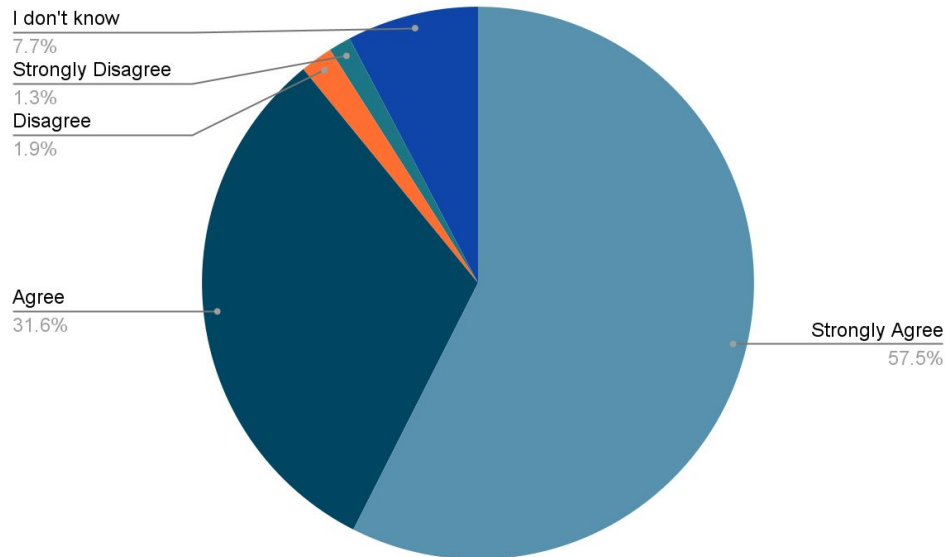
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Students*

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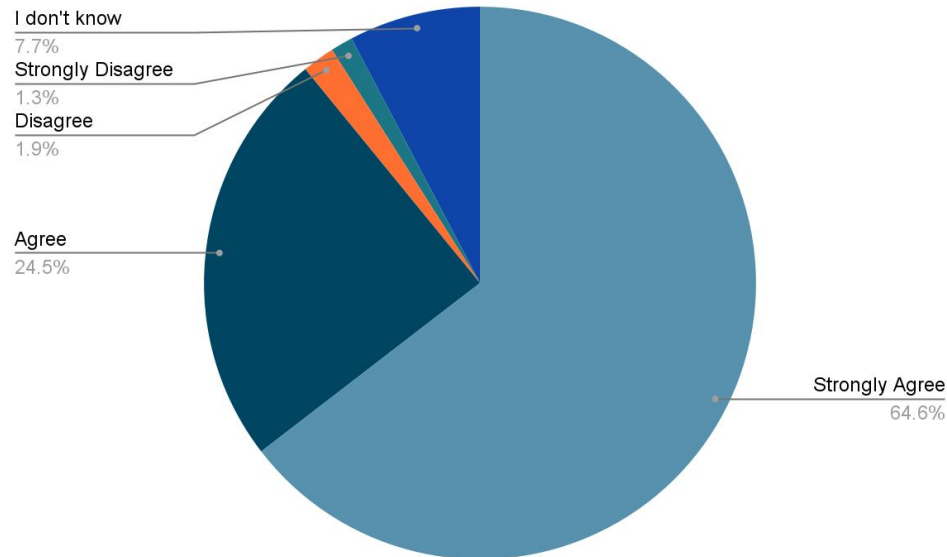
- Their first language or accent?



Results of Recent DEI Survey: *Students*

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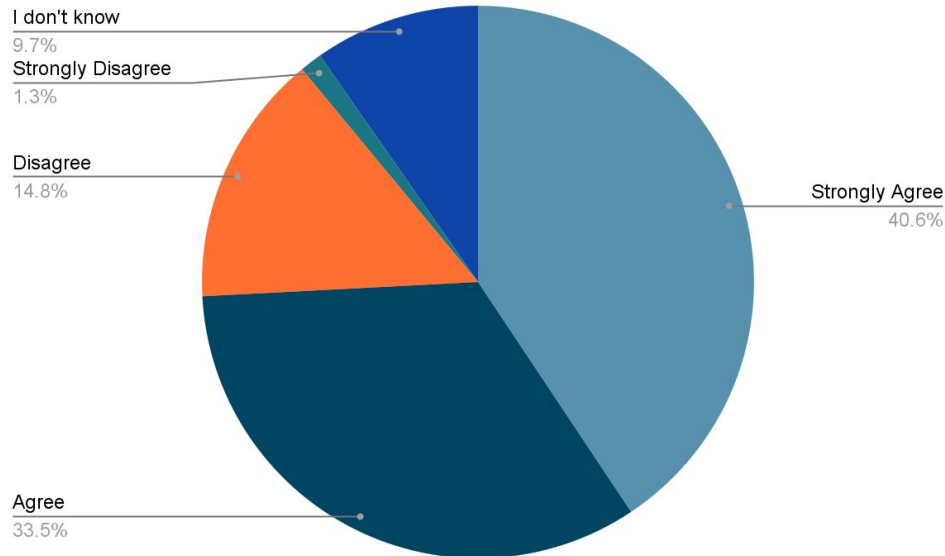
- Their religion or faith?



Results of Recent DEI Survey: *Students*

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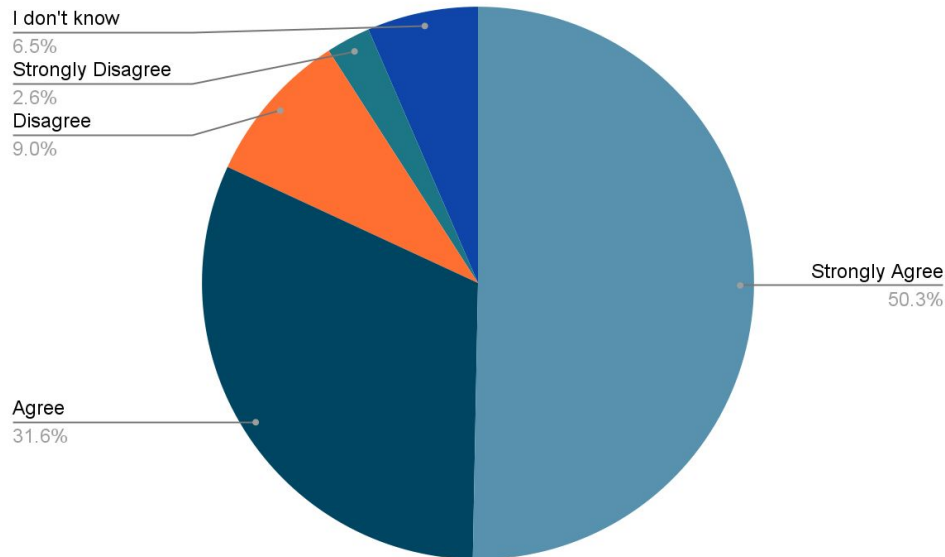
- Their grades or test scores?



Results of Recent DEI Survey: *Students*

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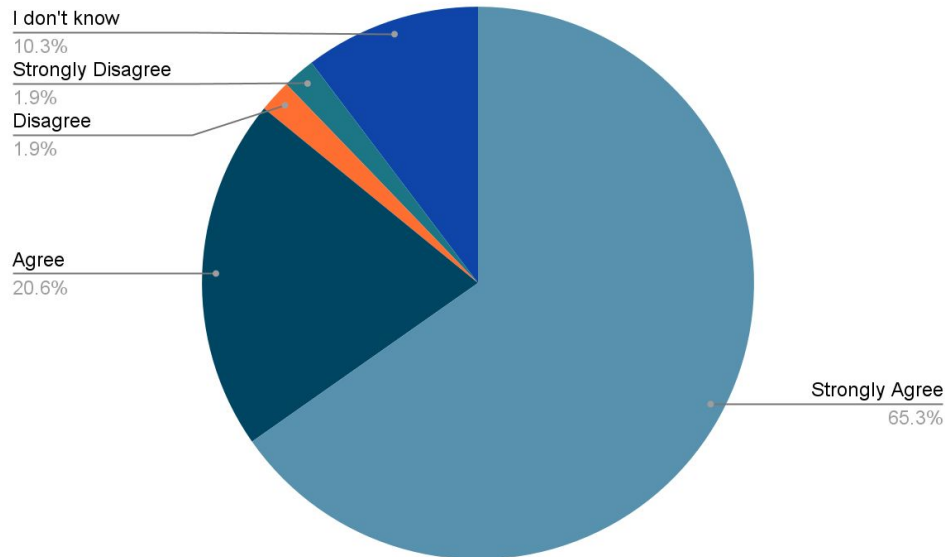
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Students*

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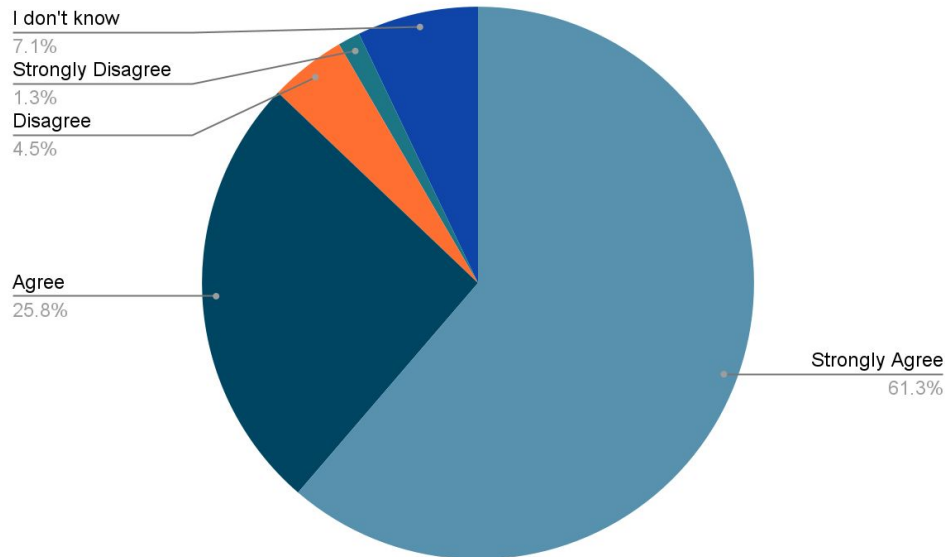
- How much money their families have?



Results of Recent DEI Survey: *Students*

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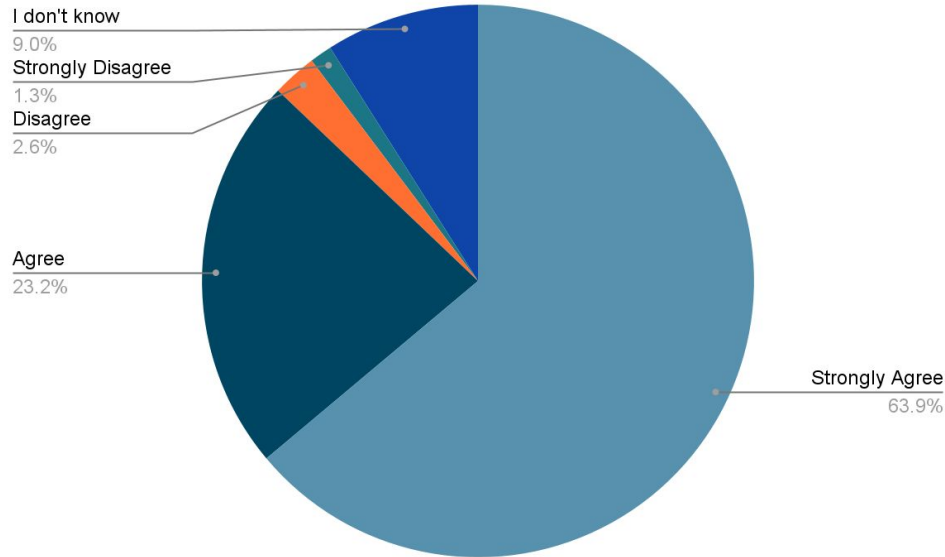
- How they look or dress?



Results of Recent DEI Survey: *Students*

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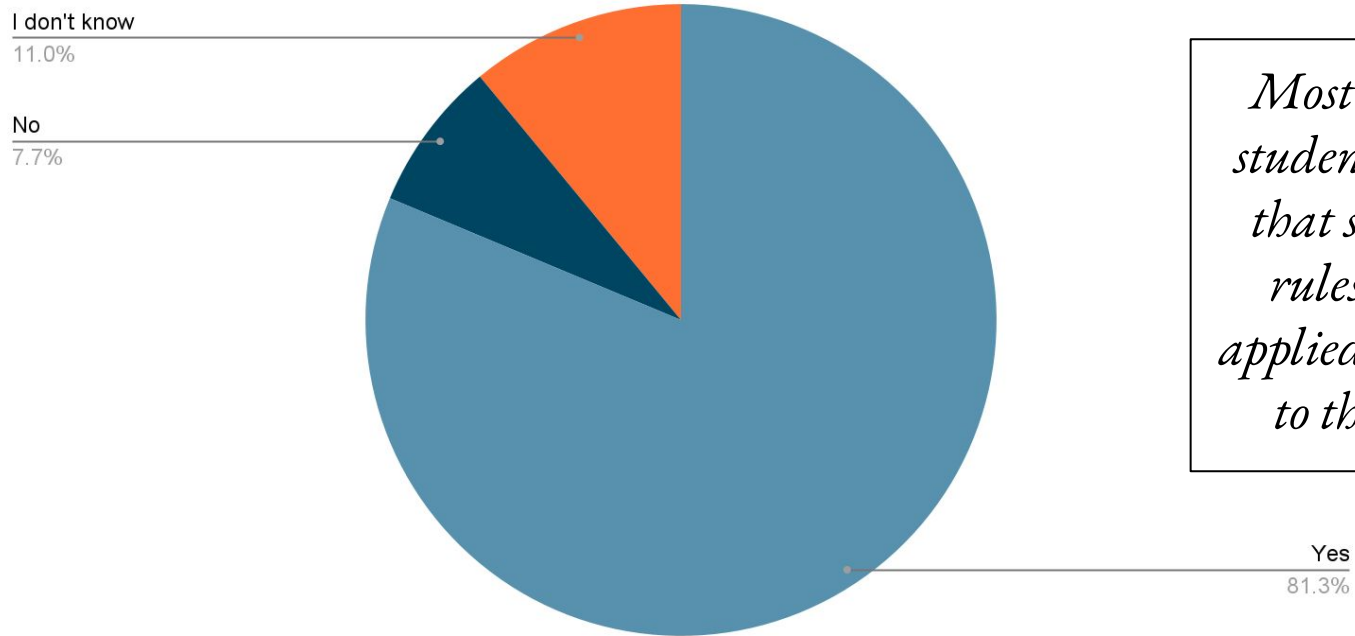
- Where they live?



Overall, most BRS students feel that adults treat students fairly.

Results of Recent DEI Survey: *Students*

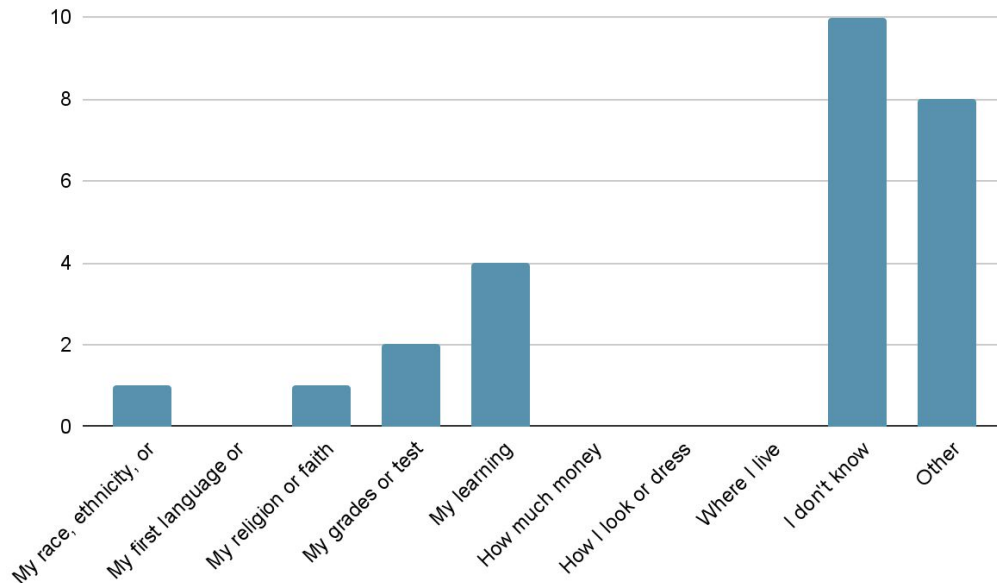
Do you feel that school rules are applied fairly to you?



Most BRS students feel that school rules are applied fairly to them.

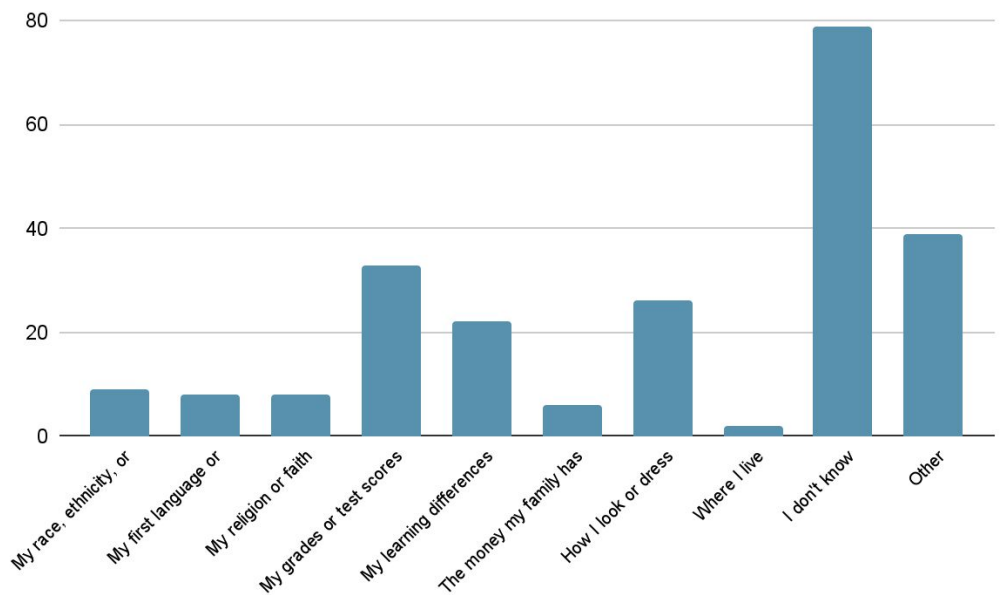
Results of Recent DEI Survey: *Students*

If you don't feel that school rules are applied fairly to you, do you think it is because of any of the following? Please check all items that apply to **you**. *[only to be answered by students who answered "No" to prior question]*



Results of Recent DEI Survey: *Students*

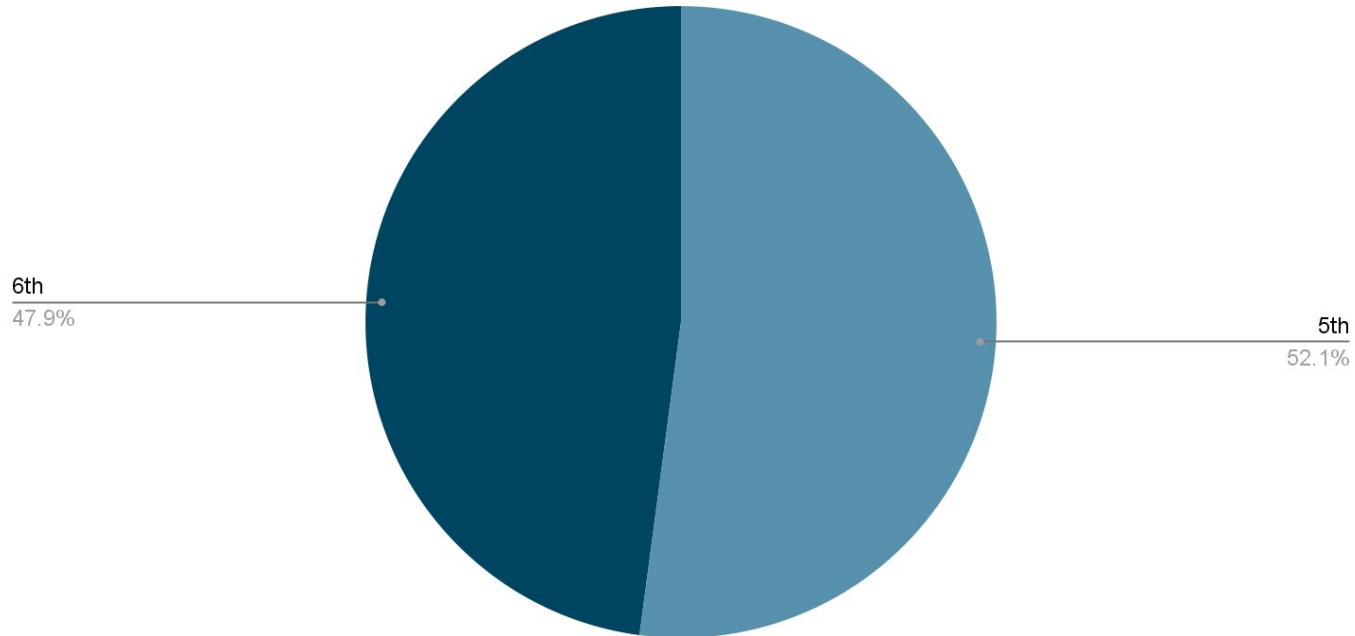
“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever observed students being bullied or harassed at Beecher because of any of the following?



We don't want any student to be bullied or harassed because of any of these factors.

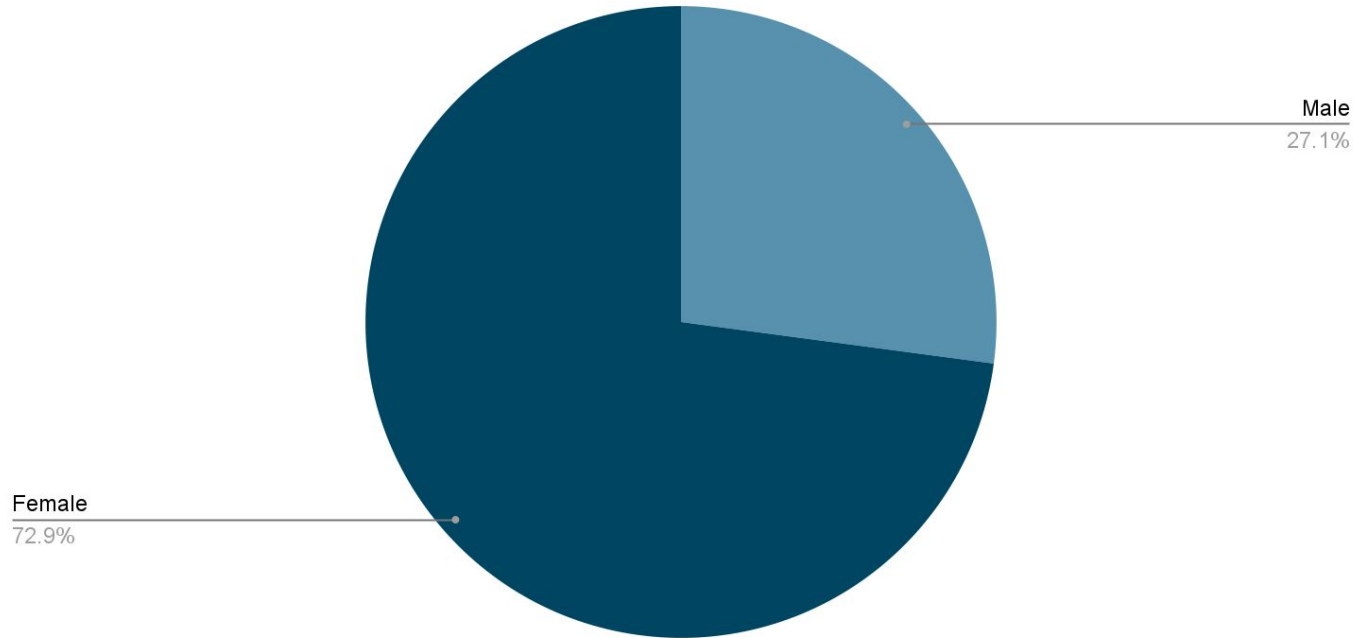
Results of Recent DEI Survey: *Parents/Guardians* (*n=119*)

What grade is your child in?



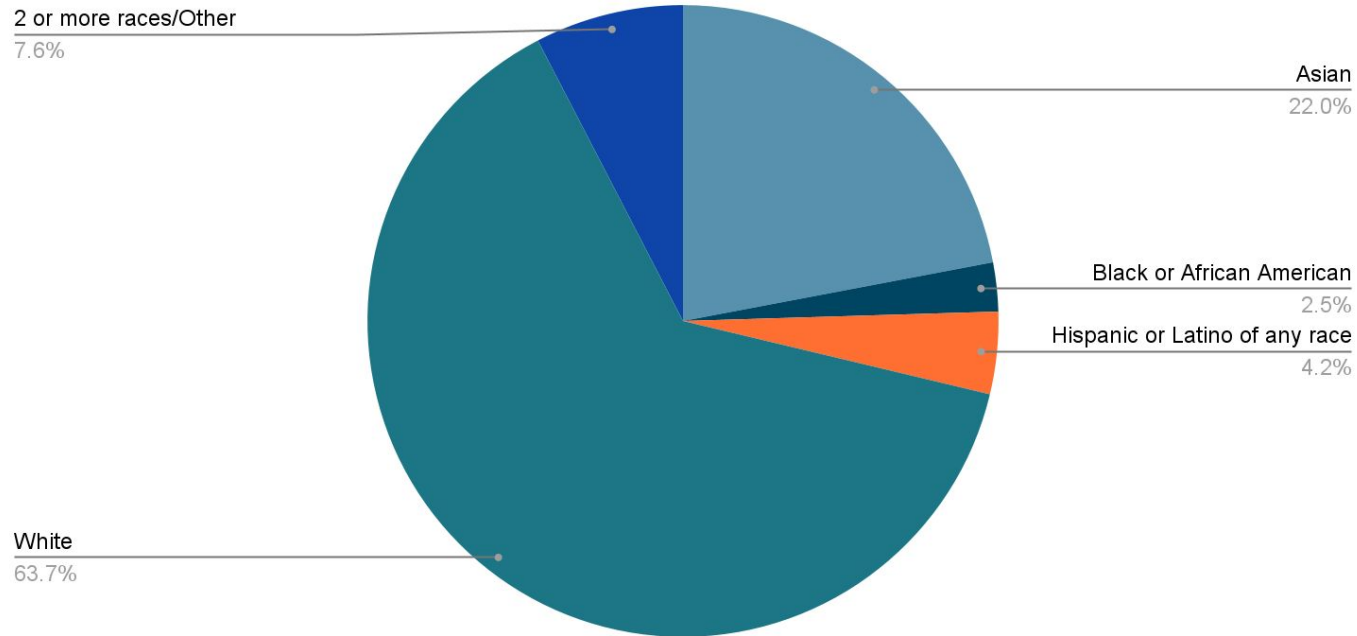
Results of Recent DEI Survey: *Parents/Guardians*

What gender are you?



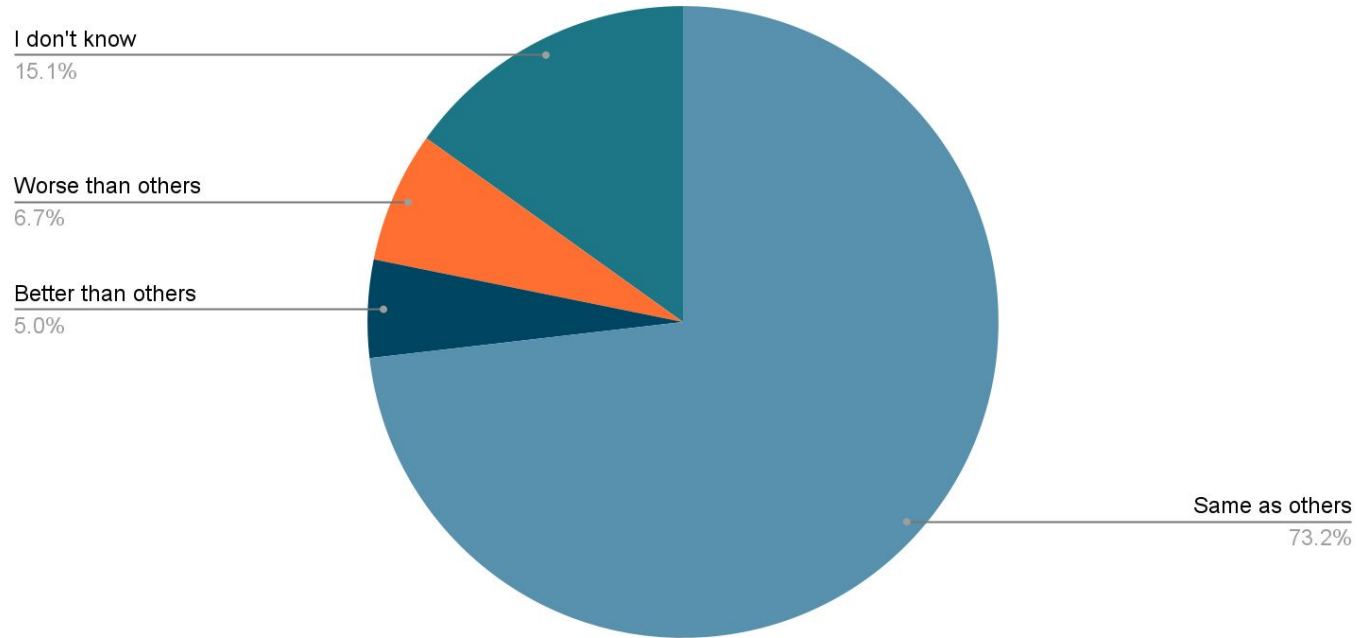
Results of Recent DEI Survey: *Parents/Guardians*

What race are you?



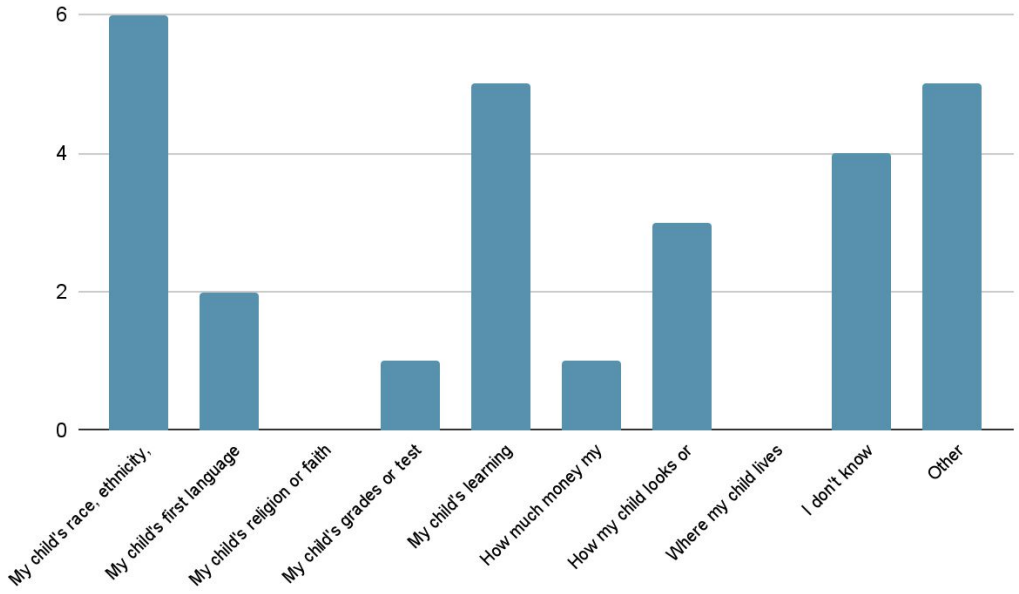
Results of Recent DEI Survey: *Parents/Guardians*

How do you feel your child is treated by the other children at Beecher?



Results of Recent DEI Survey: *Parents/Guardians*

If you feel like your child is treated better or worse, do you think it is because of any of the following? *[only to be answered by parents/guardians who answered “Better than others” or “Worse than others” to prior question]*

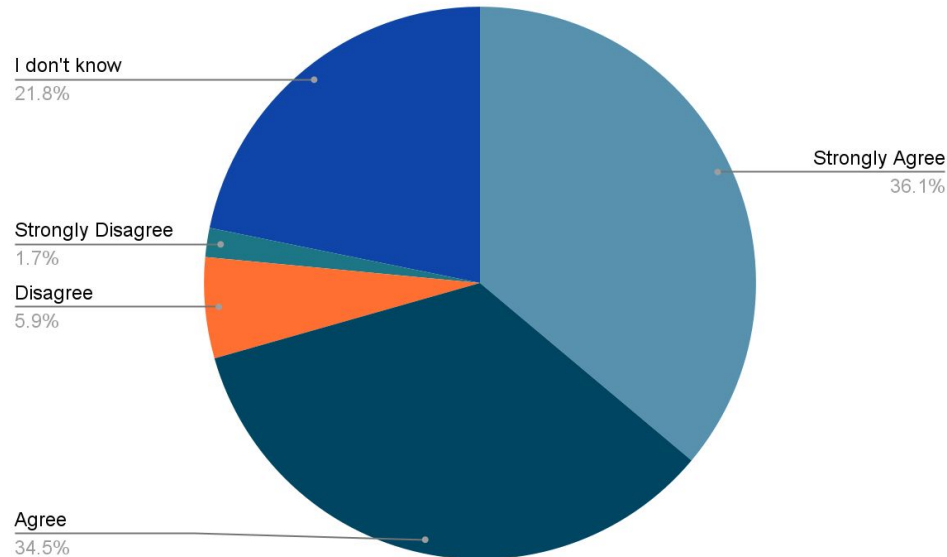


We don't want any child to feel treated worse or better because of any of these factors.

Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

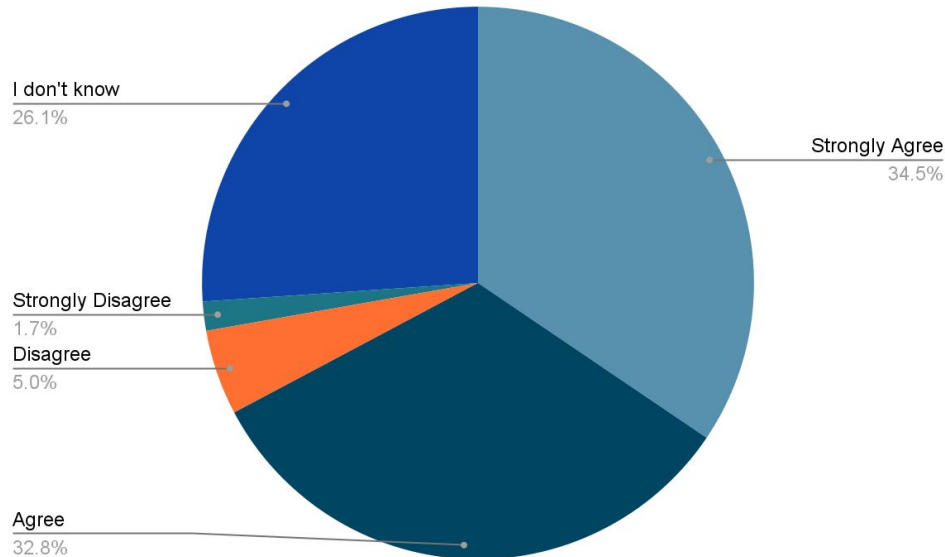
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Parents/Guardians*

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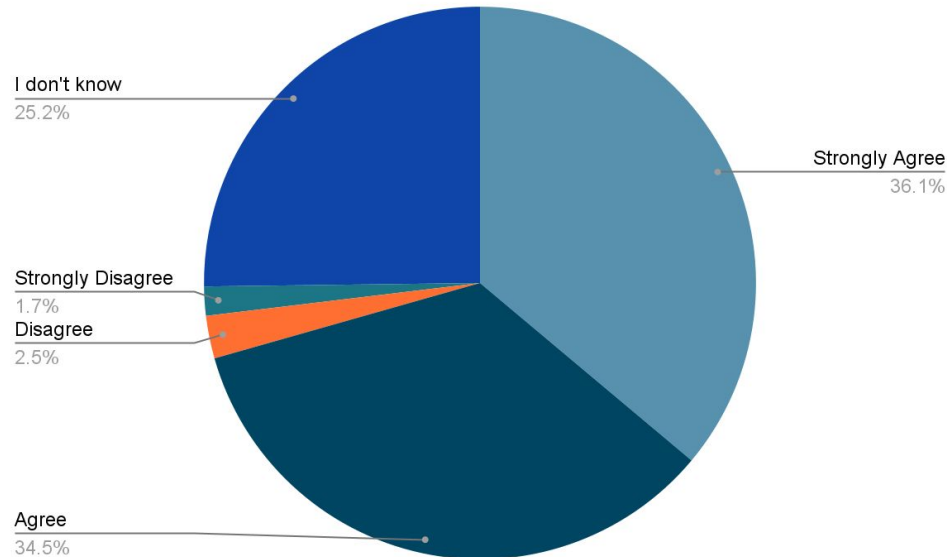
- Their first language or accent?



Results of Recent DEI Survey: *Parents/Guardians*

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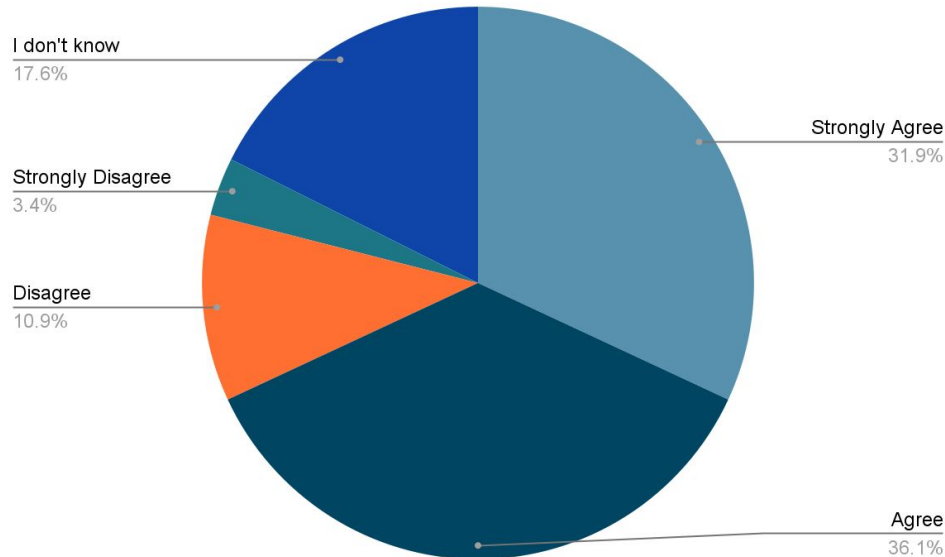
- Their religion or faith?



Results of Recent DEI Survey: *Parents/Guardians*

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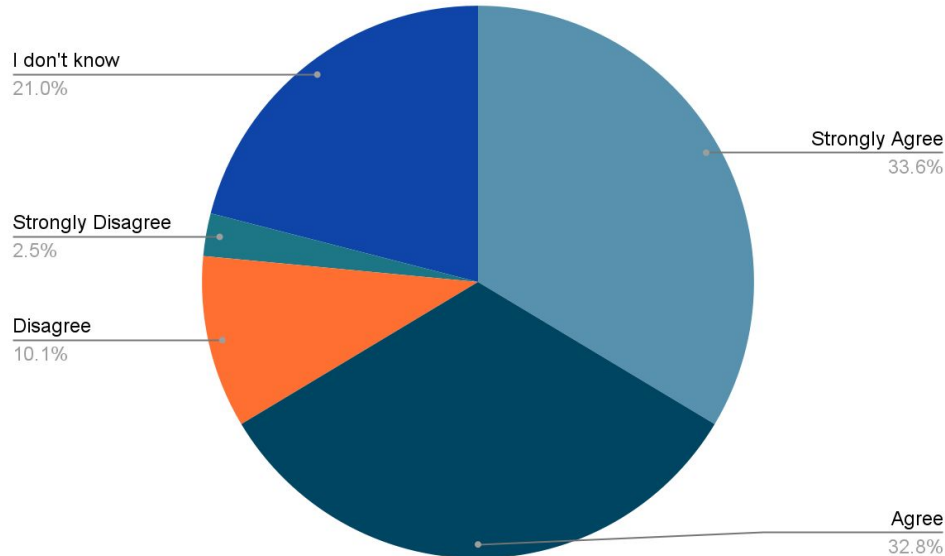
- Their grades or test scores?



Results of Recent DEI Survey: *Parents/Guardians*

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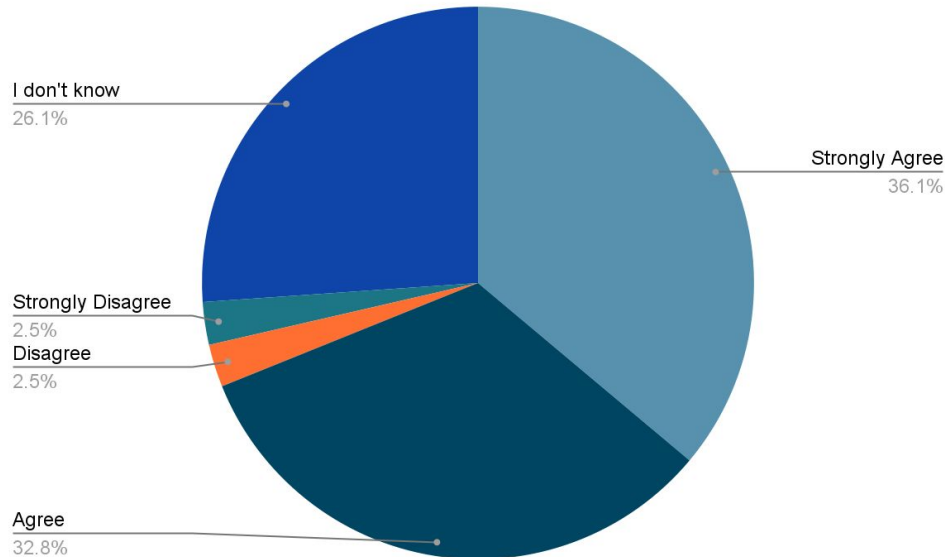
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Parents/Guardians*

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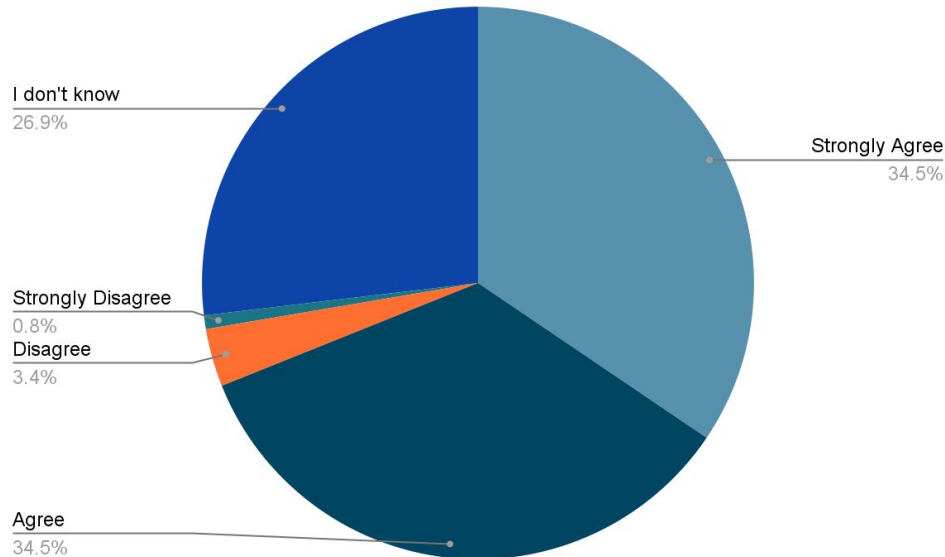
- How much money their families have?



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following?

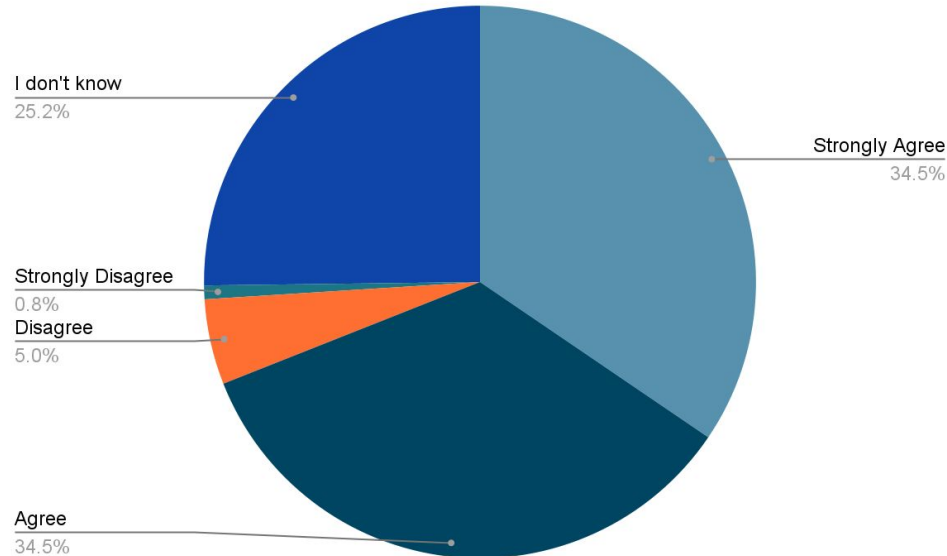
- How they look or dress



Results of Recent DEI Survey: *Parents/Guardians*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

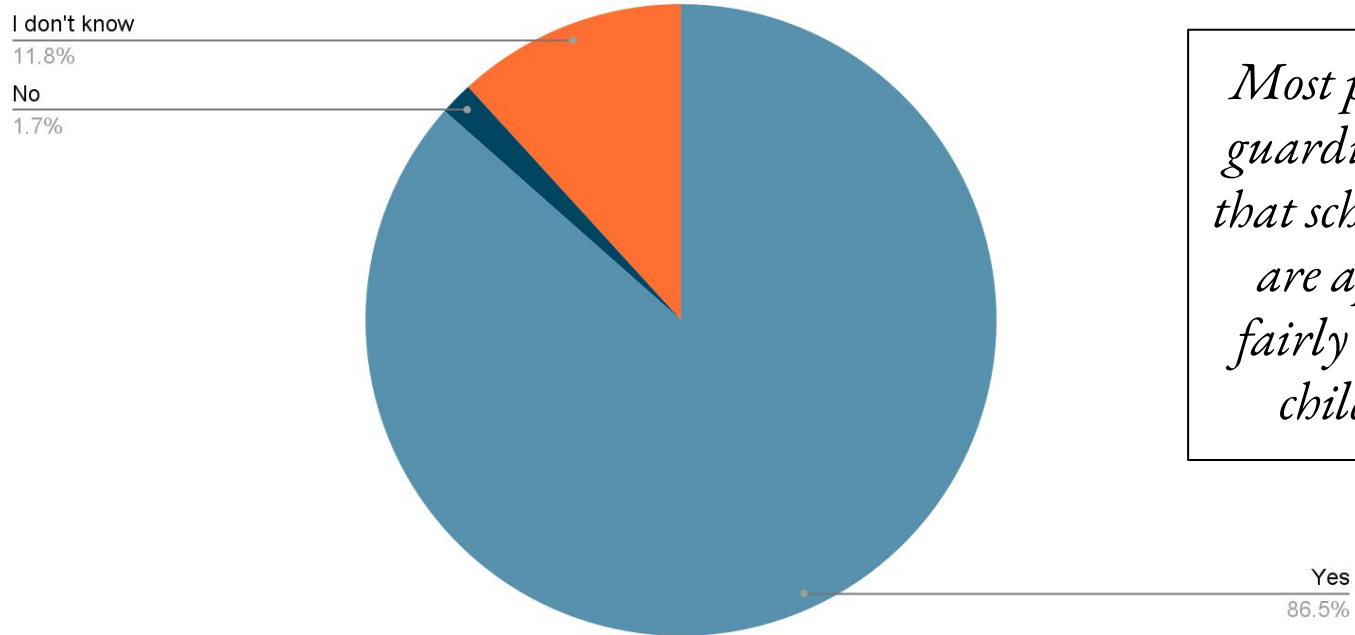
- Where they live?



Most parents/guardians feel that adults treat students fairly, acknowledging the much higher "I don't know."

Results of Recent DEI Survey: *Parents/Guardians*

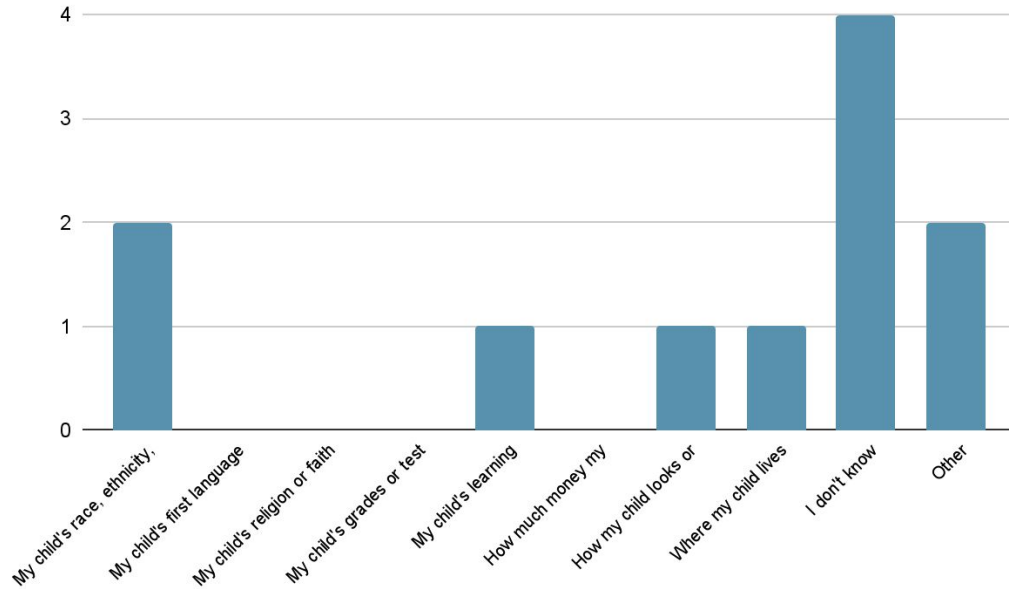
Do you feel that school rules are applied fairly to your child?



Most parents/guardians feel that school rules are applied fairly to their children.

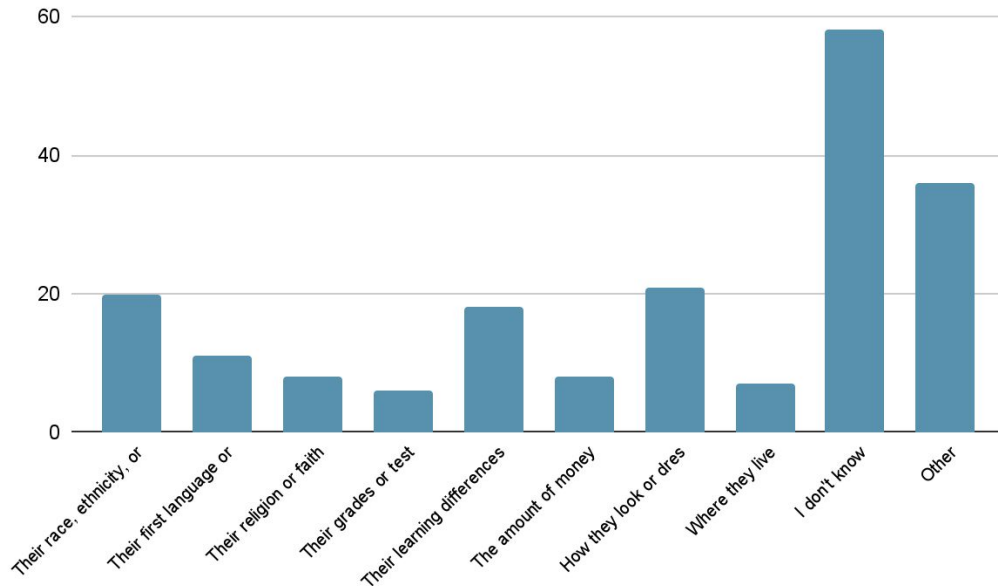
Results of Recent DEI Survey: *Parents/Guardians*

If you don't feel that school rules are applied fairly to your child, do you think it is because of any of the following? *[only to be answered by parents/guardians who answered "No" to prior question]*



Results of Recent DEI Survey: *Parents/Guardians*

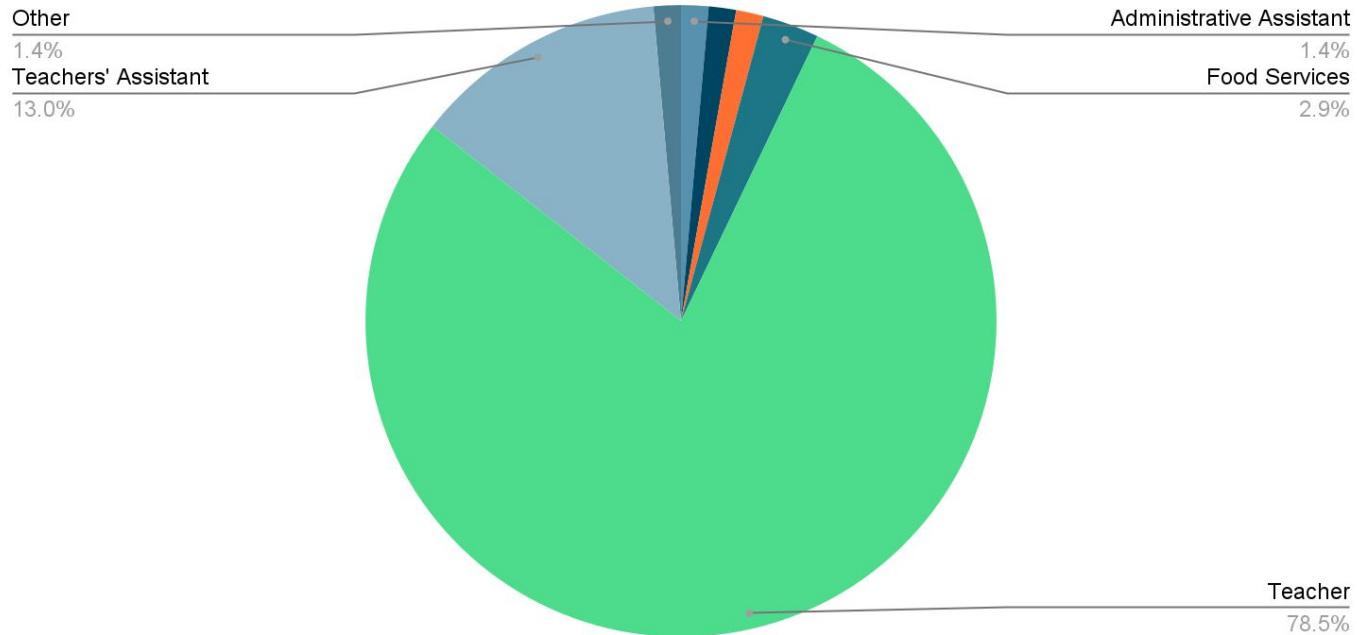
“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever heard of students being bullied or harassed at Beecher because of any of the following?



Compared to the student responses, more concern from parents/guardians was expressed related to bullying around race, ethnicity, or skin color.

Results of Recent DEI Survey: *Staff* (n=69)

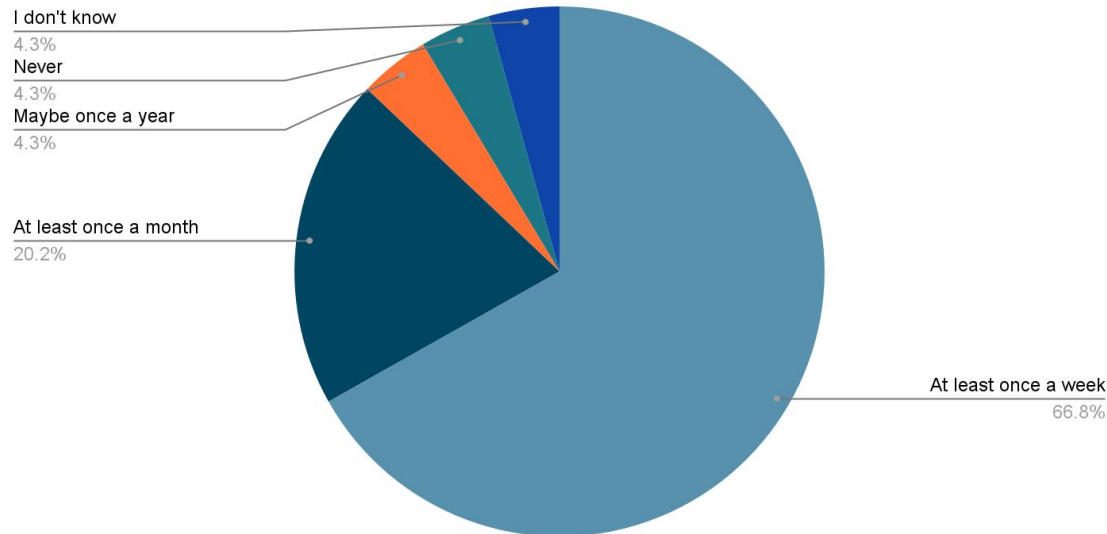
What category best describes your staff role at Beecher?



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

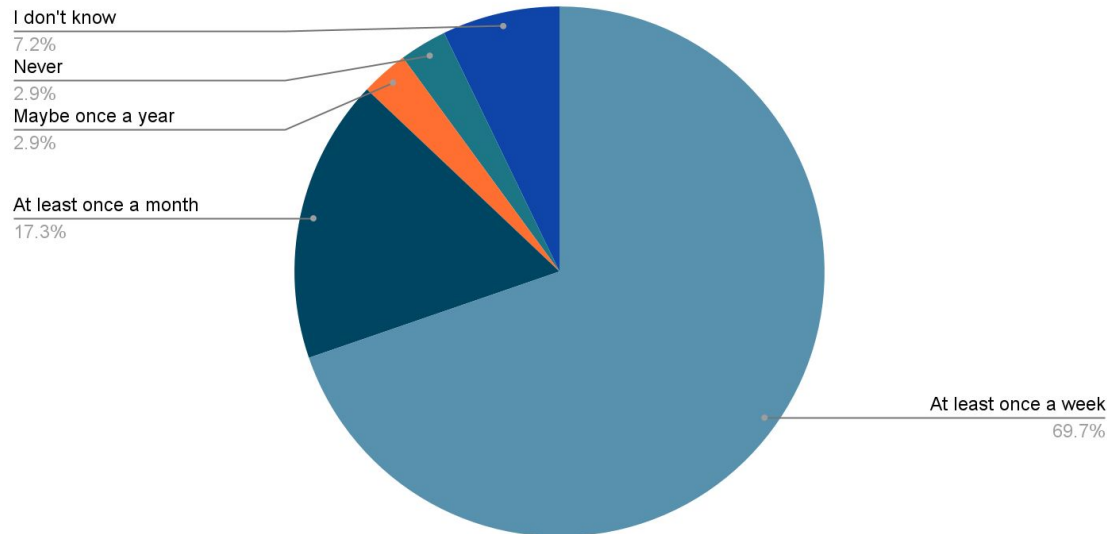
- Students at Beecher talk about the importance of understanding their own feelings and the feelings of others.



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

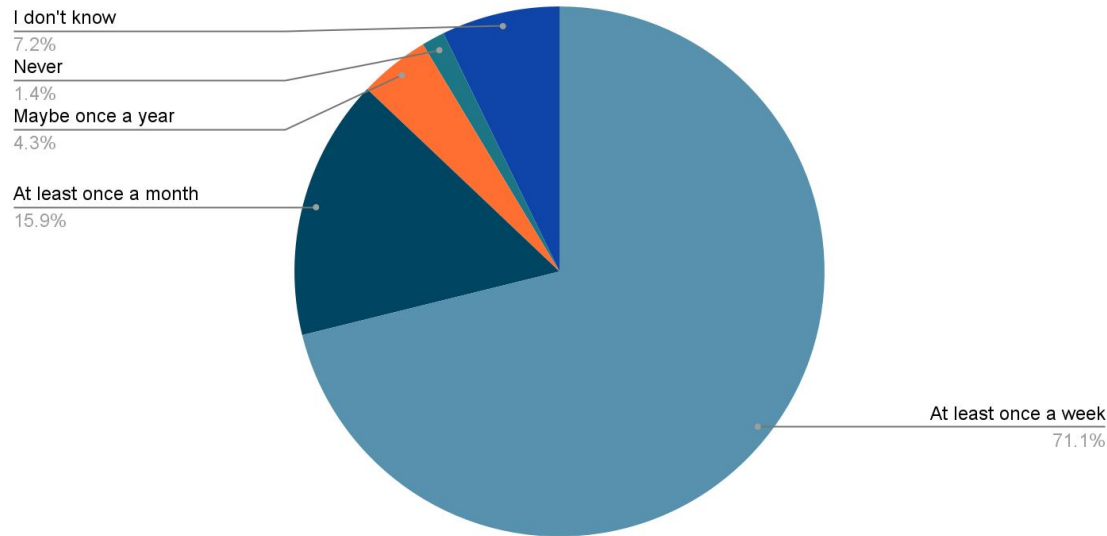
- Students at Beecher work on listening to others to understand what they are trying to say.



Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

- Students at Beecher try to work out their disagreements with other students by talking to them.

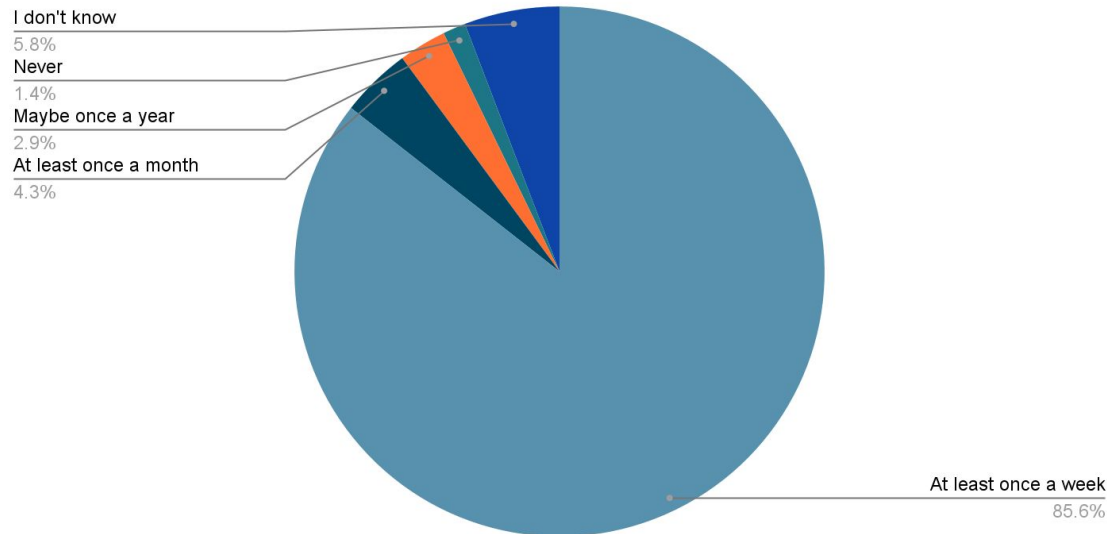


Staff report even higher frequencies of students talking and listening to each other to work out disagreements.

Results of Recent DEI Survey: *Staff*

How often does each of the following occur?

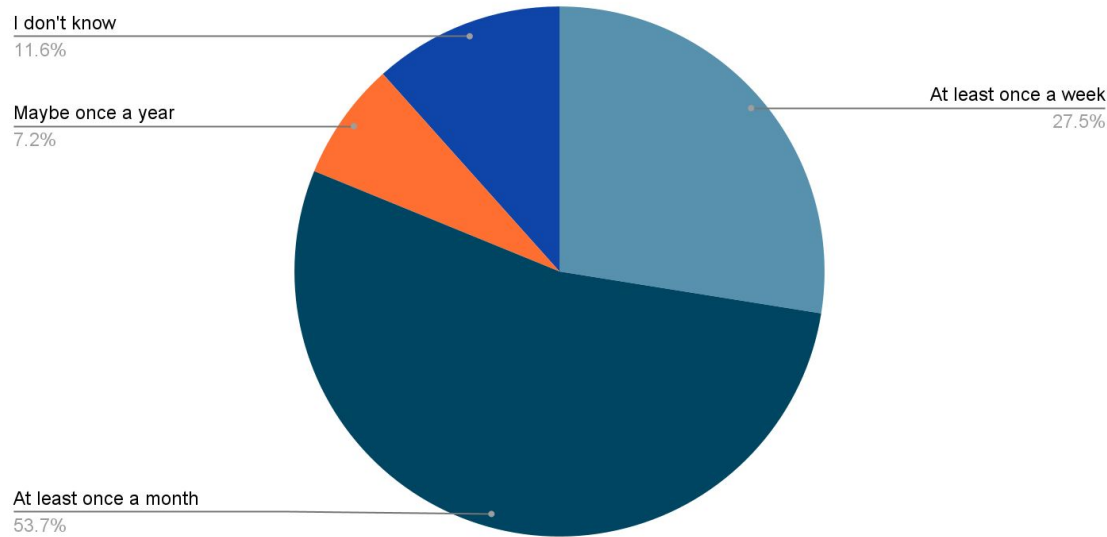
- Teachers at Beecher help students resolve disagreements with each other by talking to them.



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

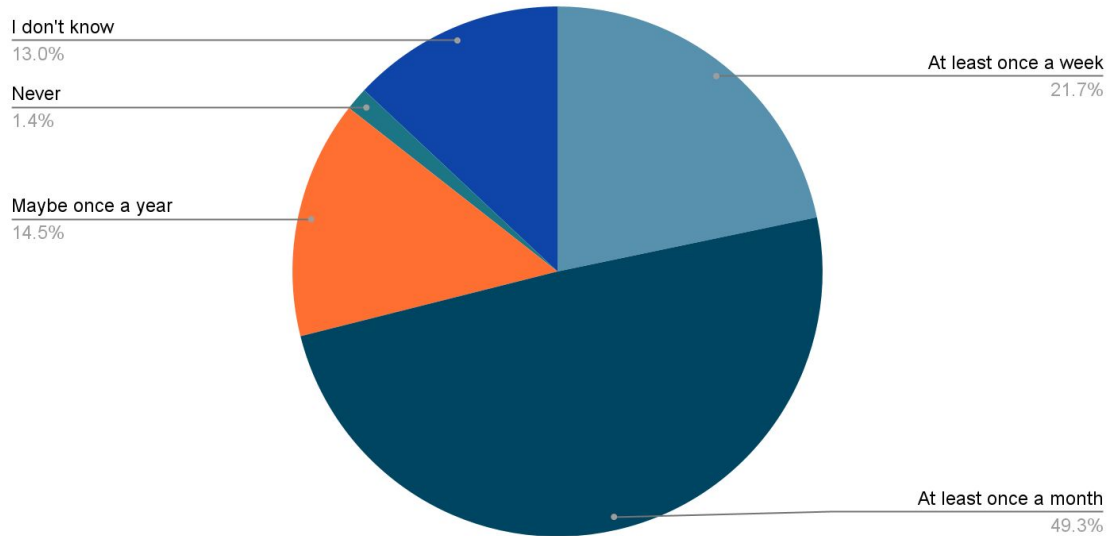
- People of different races, ethnicities, or skin colors?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

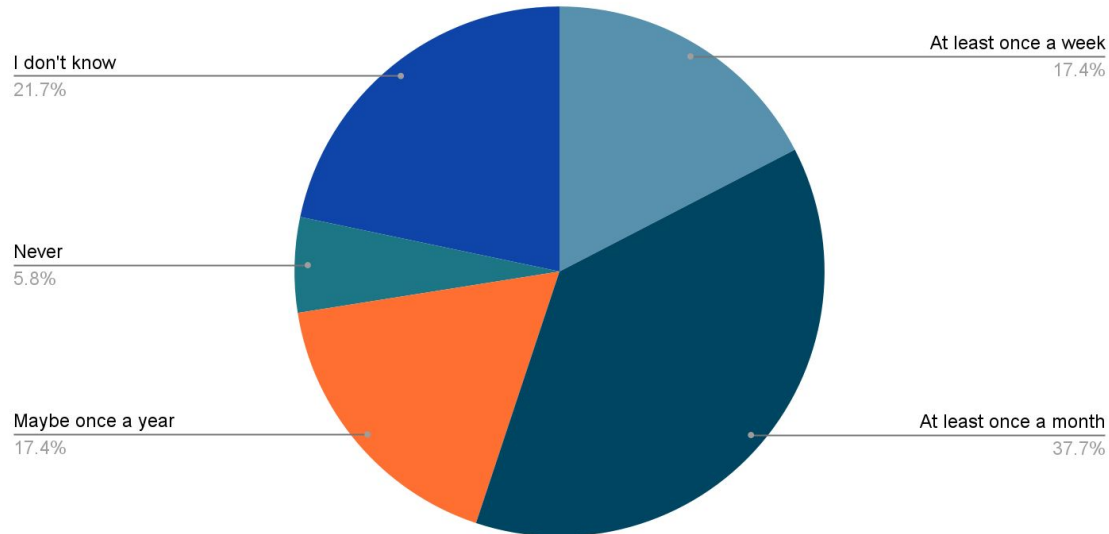
- People from different countries?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

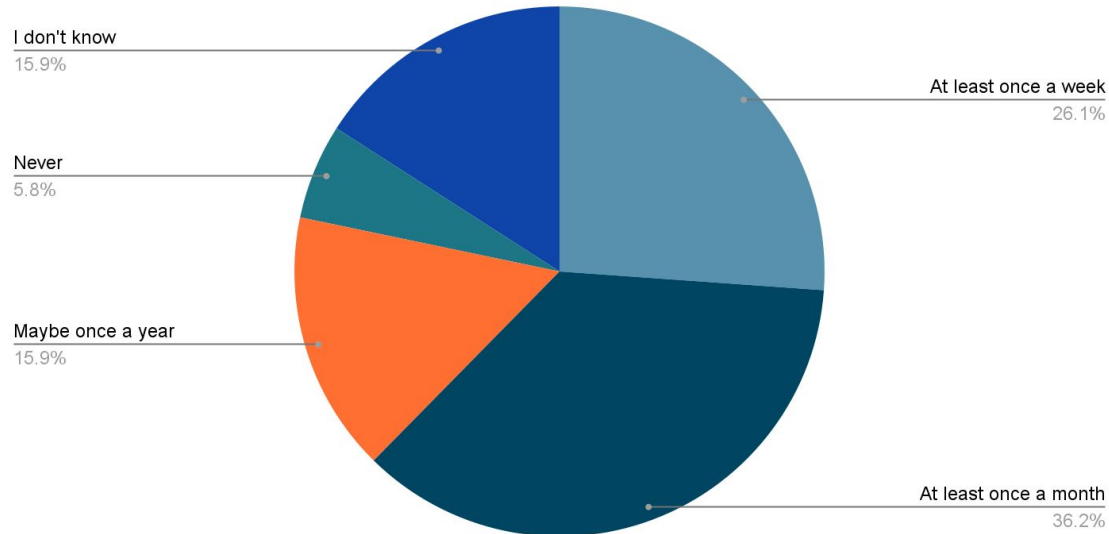
- People of different religions or faiths?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

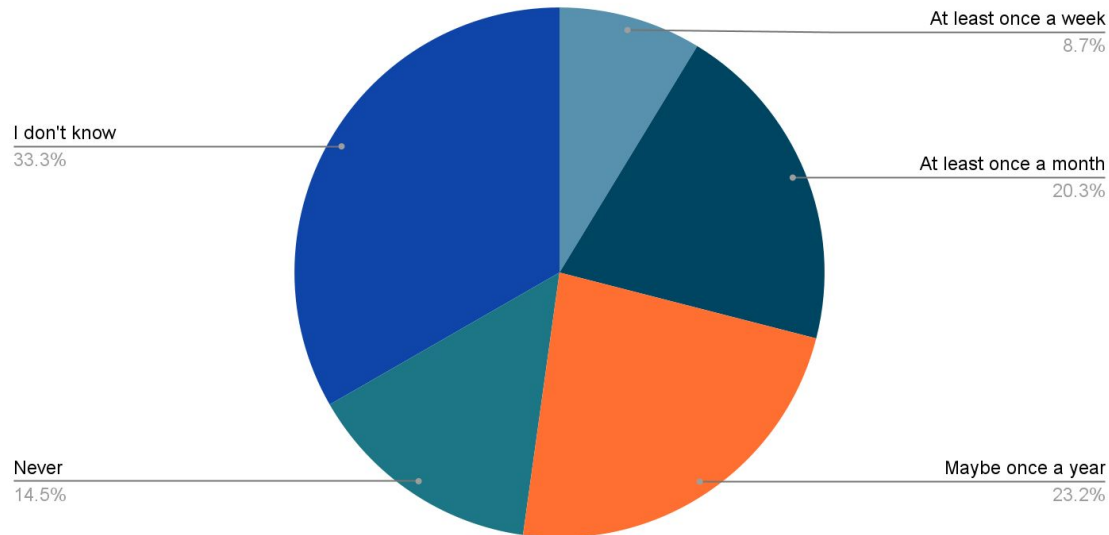
- People with learning differences or disabilities?



Results of Recent DEI Survey: *Staff*

At school, how often do students learn about the experiences or achievements of each of the following:

- People who make different amounts of money?

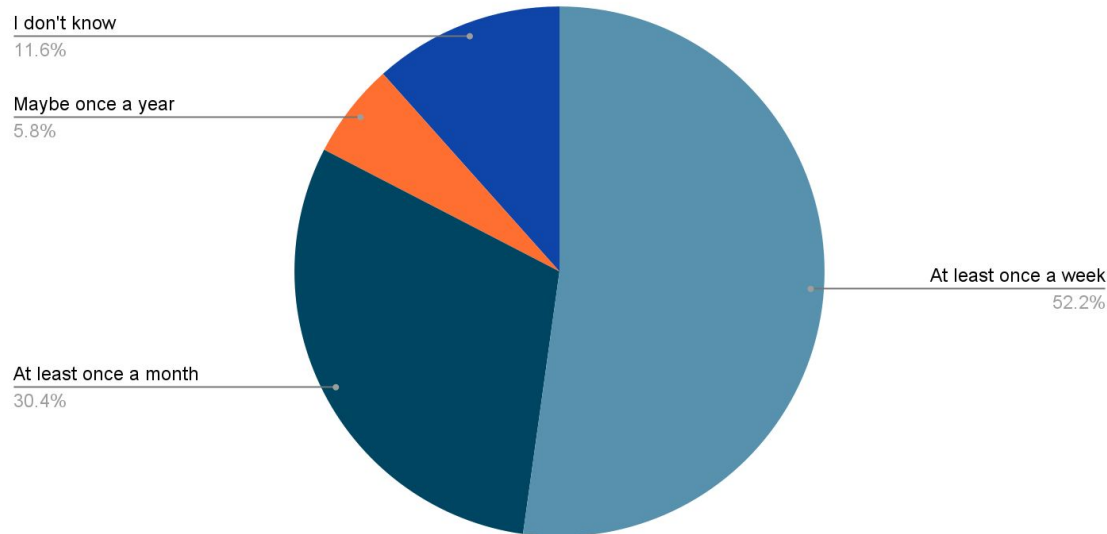


The staff responses confirm the student responses on this set of questions.

Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

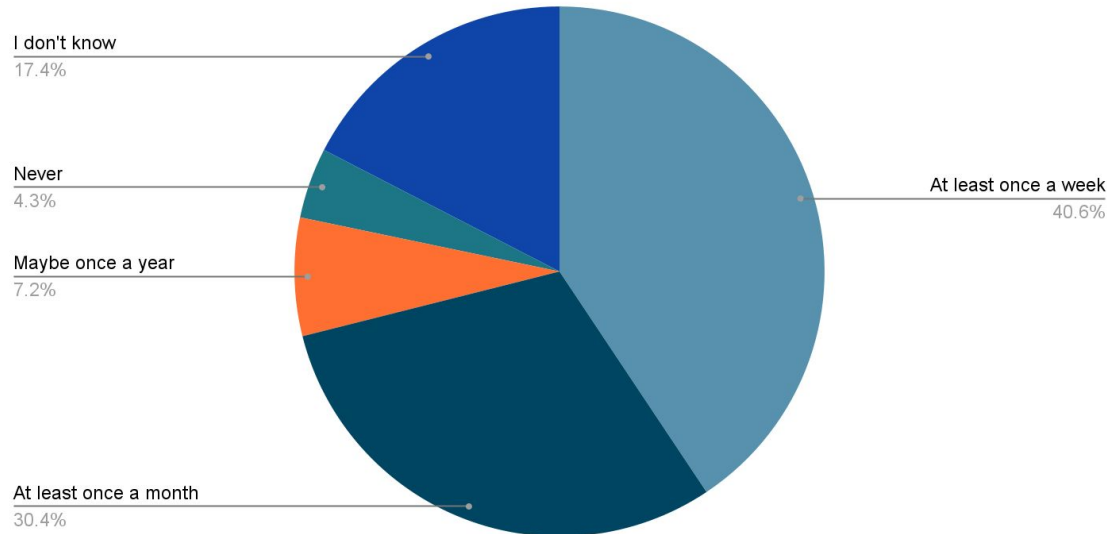
- Books?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

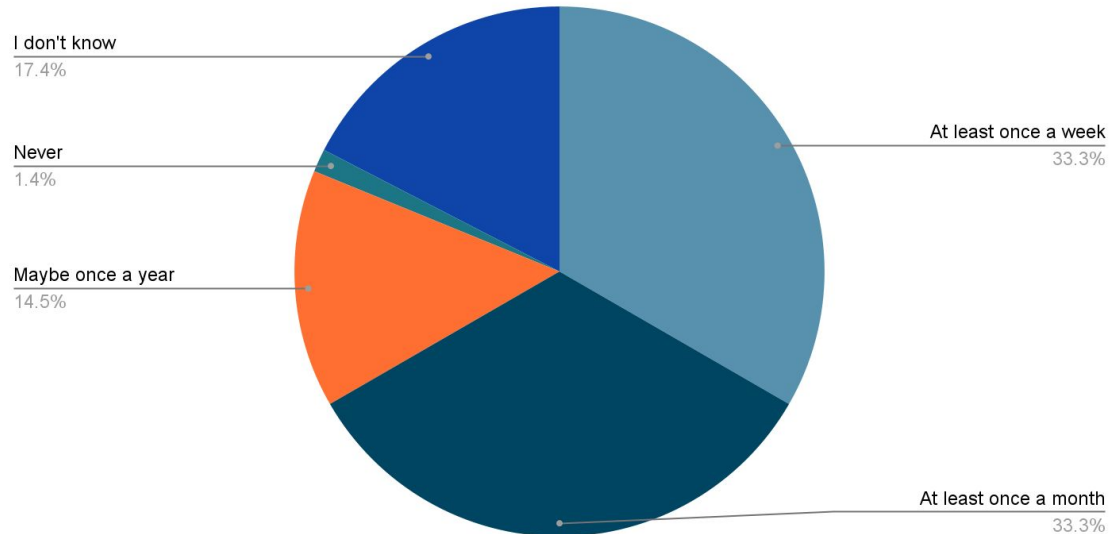
- Posters/pictures?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

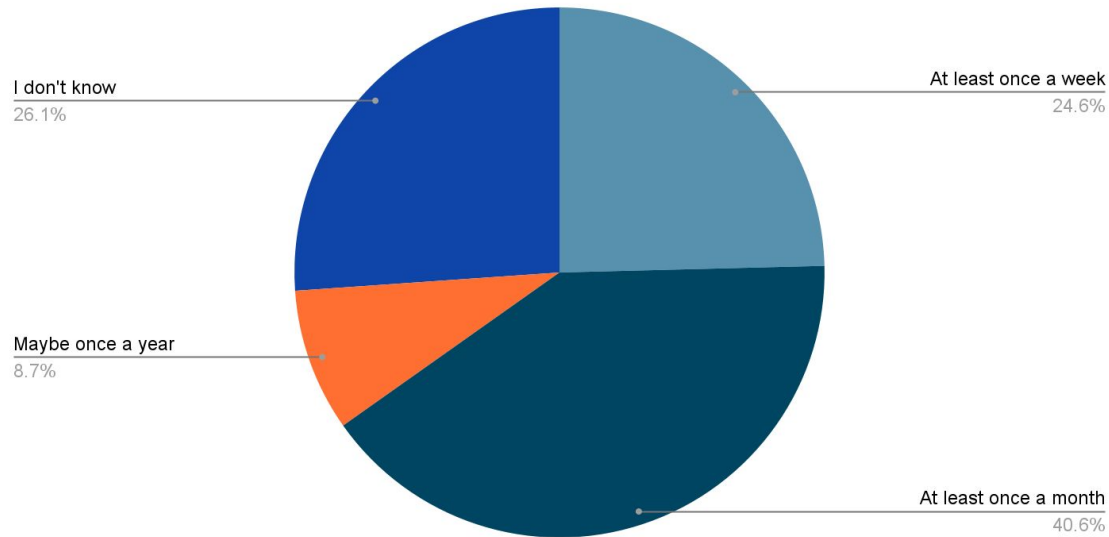
- Videos?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

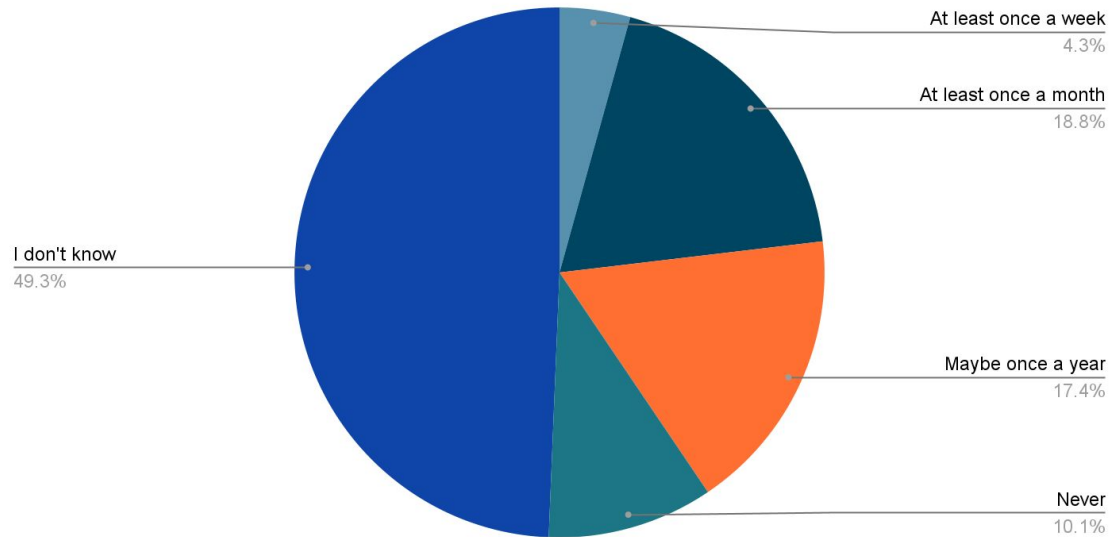
- Classwork?



Results of Recent DEI Survey: *Staff*

How often do students see/hear/learn about diverse groups of people at school in each of the following:

- Homework?

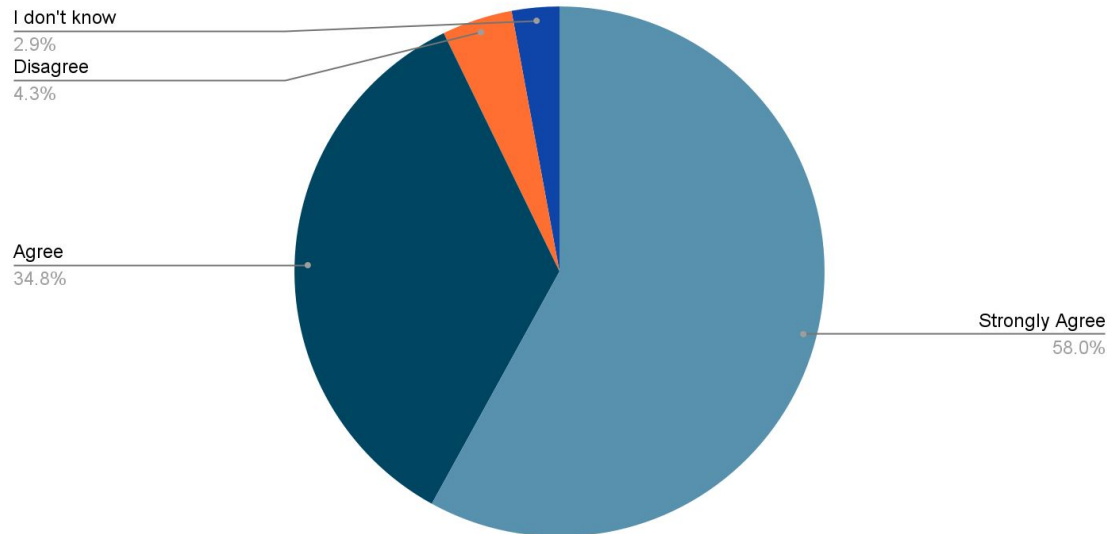


The staff responses confirm the student responses on this set of questions.

Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

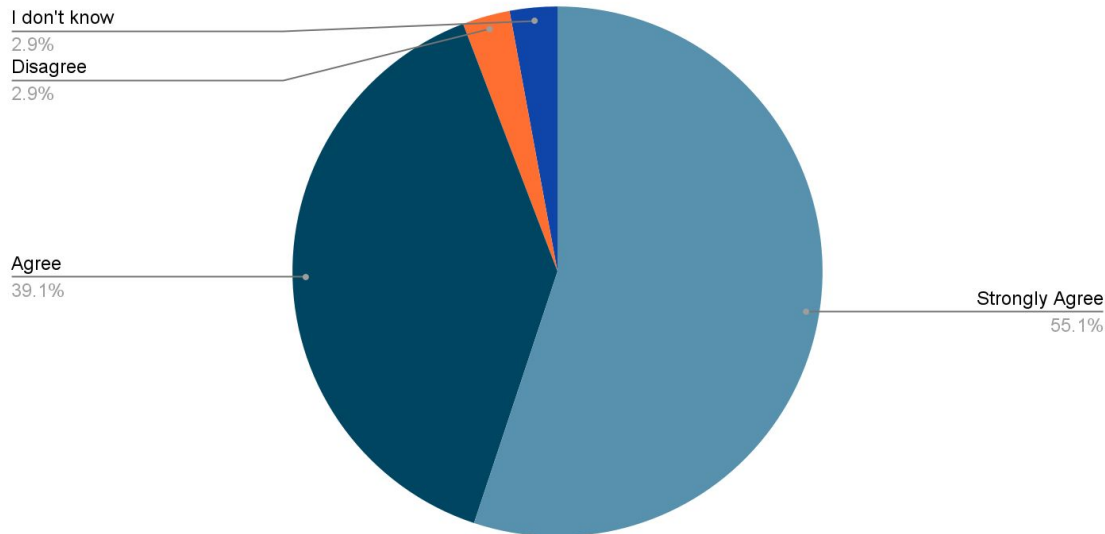
- Their race, ethnicity, or skin color?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

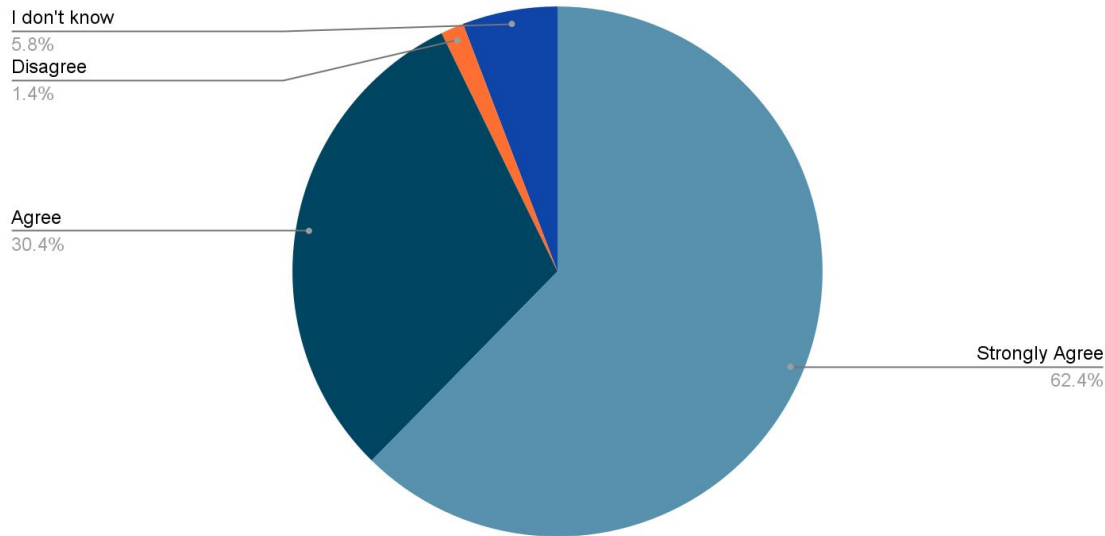
- Their first language or accent?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

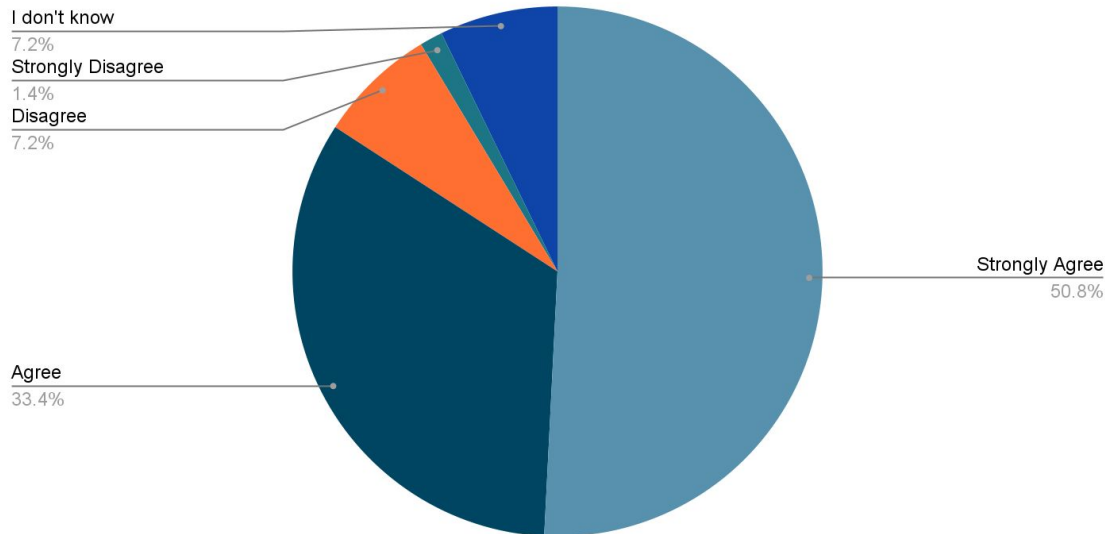
- Their religion or faith?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

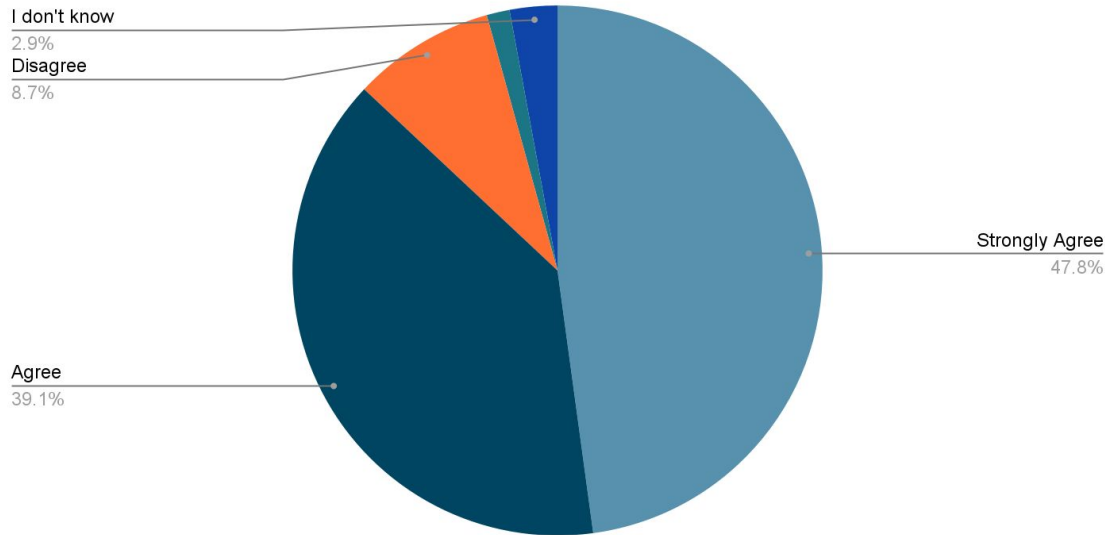
- Their grades or test scores?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

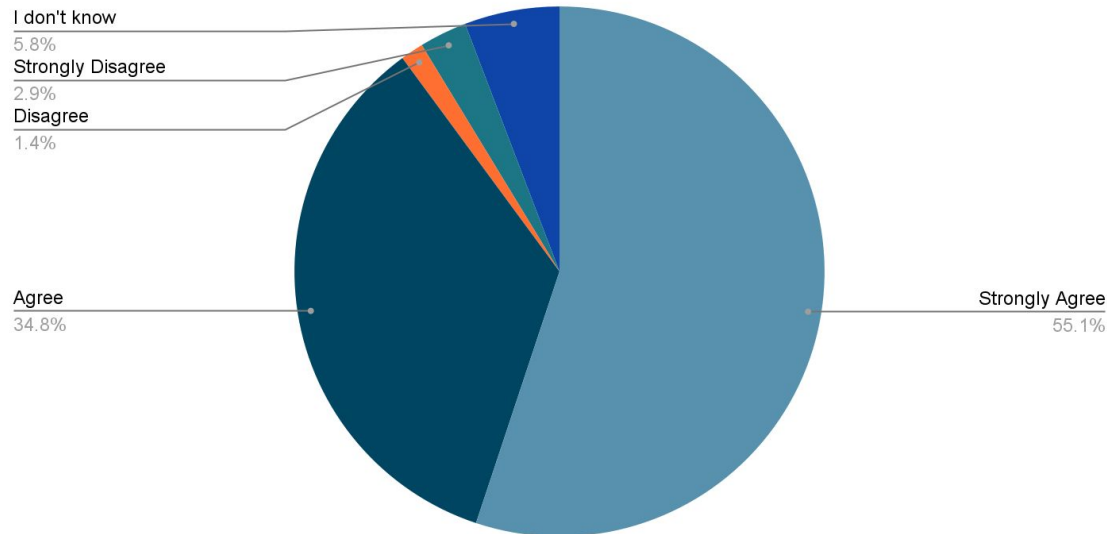
- Whether or not they have learning differences or disabilities?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

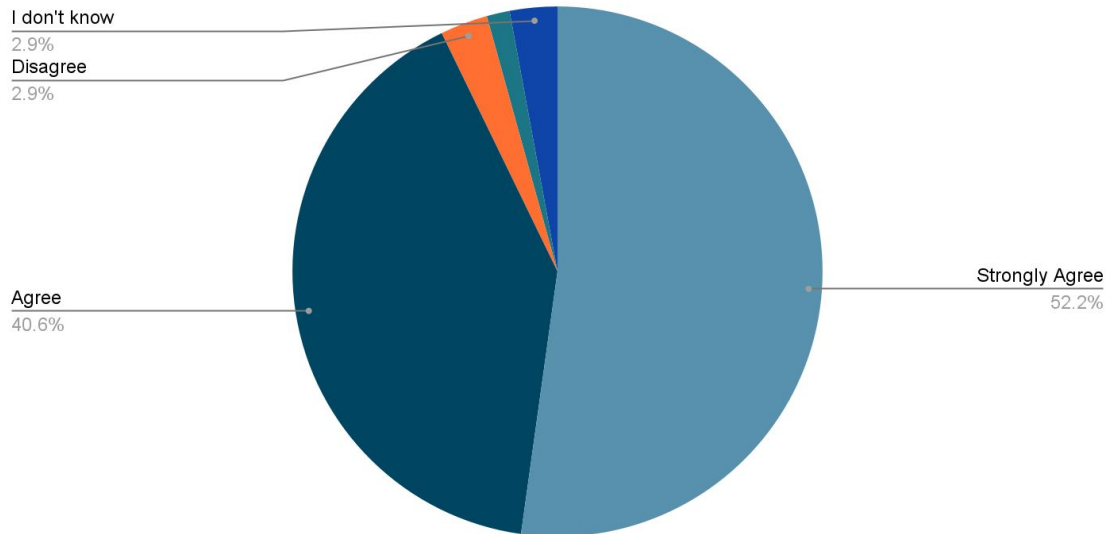
- How much money their families have?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

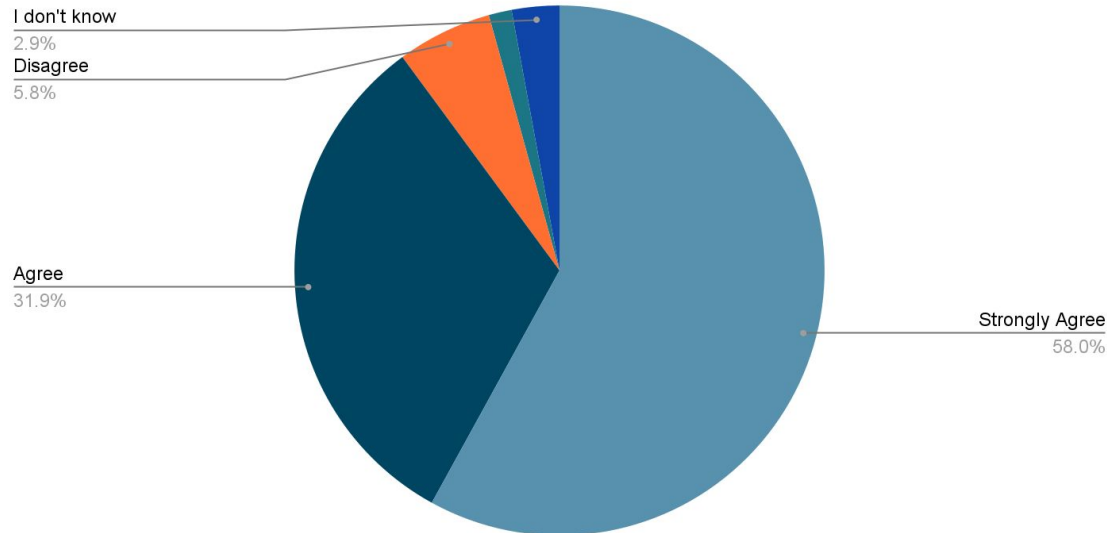
- How they look or dress?



Results of Recent DEI Survey: *Staff*

How much do you agree that adults at Beecher treat students fairly regardless of each of the following:

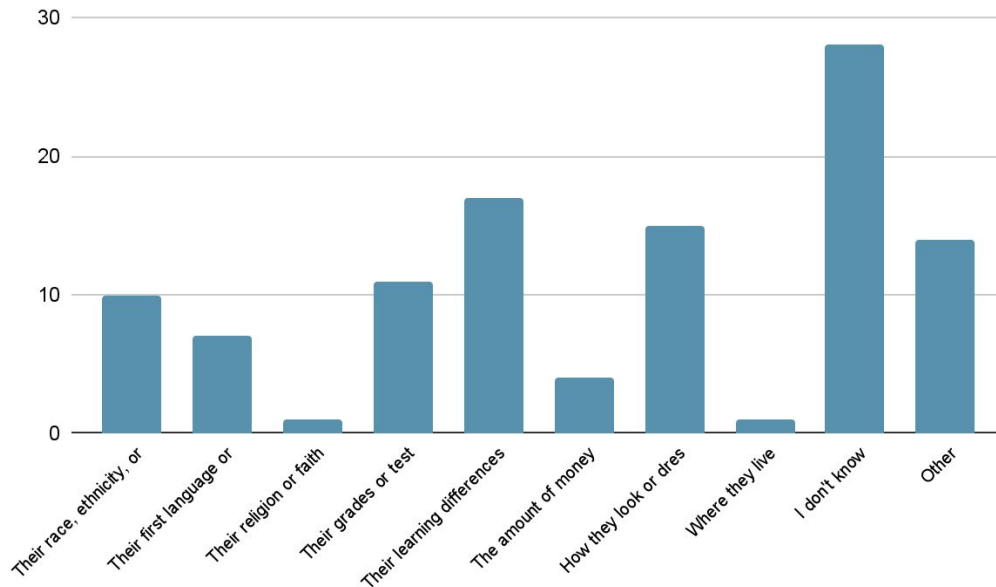
- Where they live?



Most staff feel that adults treat students fairly, similar to the student and parent/guardian responses.

Results of Recent DEI Survey: *Staff*

“Bullying” means picking on someone in a constant, harmful, or repeated way. Have you ever observed students being bullied or harassed at Beecher because of any of the following?



More concern from staff was expressed related to bullying around learning differences or disabilities, and how students look or dress.

Segment 6:
Links to the Town's Work with DEI

Town Ad Hoc Committee on Diversity, Equity, & Inclusion

- Woodbridge Like Me Day:
BRS Community
Diversity Committee
provided a reading corner
with diverse books along
with an engaging craft
celebrating our
uniqueness



Town Ad Hoc Committee on Diversity, Equity, & Inclusion

- Mosaic: Woodbridge Reading in Community Series
- Upcoming “Experiencing Woodbridge Survey”

Segment 7:
Thoughts for Ongoing Work

Future Anticipated Focus Areas

- Increased attention to groups represented disproportionately in student attendance statistics and special education statistics
- Continued schoolwide lessons and activities (Black History Month, Women's History Month, etc.)
- Continued ongoing curriculum work (Social Studies and ELA)
- Continued professional development based on March 2022 staff feedback
- Ongoing collaboration with Town DEI Committee
- Pursuing the needs of each and every BRS community member who does not yet feel they belong
- Development of BOE policy related to DEI
- Continued website development related to DEI

Questions?