

Regents Research Workgroup Integration, Diversity, and Equity

Working Copy Organizing Document

The sections of this organizing document are:

- I. Priorities of the Regents Research Workgroup on Integration, Diversity, and Equity
- II. Draft High-Level Timeline
- III. Draft Desired Outcomes

I. Priorities of the Regents Research Workgroup on Integration, Diversity, and Equity

The seven current areas of priority that have been identified by the workgroup are:

- Culturally responsive school environments
- Racial achievement gap
- Pathways to high school graduation
- Opportunities to create integrated school settings
- Resource and fiscal equity
- Teacher recruitment and training
- Constitutional rights and civil rights law

II. Draft High-Level Timeline

Date	Activities / Outcome
1943	Thurgood Marshall argued successfully for the elimination of segregated elementary schools in Hillburn, NY. Education Commissioner Allen directed the Board of Education to immediately desegregate to two elementary schools.
Jan 1960	Regents issued a statement on intercultural relations in education and charged the Advisory Council on Intercultural Relations in Education to assist the Department in seeking solutions to segregation in education. Released a position paper on "Urban Education."
1960-1975	Regents integration plan
1965	<i>Vetere v. Allen</i> (Hempstead) - New York Court of Appeals held that the Commissioner of Education properly exercised his discretion in ordering the rezoning of certain Hempstead-area elementary schools in order to desegregate them.
Jan 1968	Reaffirmed the determination to see that segregation in education is eliminated, and the conditions under which each individual may grow in self-respect, respect for others and the attainment of his/ her full potential, shall exist everywhere in the State. Released a position paper on "Integration and the Schools."
Dec 1969	A restatement of the Regents 1968 position and affirmation that the efforts to eliminate segregation and speed integration must be increased; pledged efforts to greater vigilance.

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March 1972	Regents stated that localities should not be prohibited from using buses to achieve desirable social and education objectives.
May 1974	Regents commented on a report on integration in NYC public schools, stating there was not sufficient evidence to conclude whether or not NYC was “continuing positive and comprehensive efforts” to implement integration policies.
June 1974	Regents reaffirmed policies and appointed a committee to review and make recommendations regarding the March 1972 statement on busing.
Oct 1974	Regents approved a new statement on integration calling on “those having powers to eliminate discrimination and segregation in areas related to education” to use them and called on the legislature, governor, and all New Yorkers to make the commitments necessary to achieve integration.
Jan 1975	Regents approved a statement adding to the Oct 1974 statement that integration does not require that racial quotas be used to determine the proper or desirable composition of a population within a school.
Feb 1975	Regents approved a statement that quantitative measures are not the sole nor principal method for determining and maintaining school integration or for detecting and correcting school segregation. The Regents affirmed a set of principles.
1978	<i>Arthur v. Nyquist</i> (Buffalo) - NYCLA represented plaintiffs challenging segregation in Buffalo public schools. The federal district court found (and was affirmed on appeal) that the school district had created and maintained policies that increased racial segregation in the city’s schools. The case resulted in a court-mandated desegregation plan. Court monitoring ended in 1987.
1987	<i>U.S. v. Yonkers Board of Education</i> – District court held that the school board’s neighborhood-school policy constituted intentional racial segregation in the city’s schools. Various remedies continued to be litigated through the early 2000s.
2005	Regents Strategic Plan identifies achievement gap as its highest priority.
June 7, 2017	Draft policy statement on promoting diversity and integration in NYS was presented to the P-12 Education Committee of the Board of Regents for consideration and discussion: https://www.regents.nysed.gov/common/regents/files/617p12d5.pdf
July 2017	Workgroup Meeting: Presentation on promoting diversity: integration in NYS: http://www.p12.nysed.gov/accountability-cops/documents/717PromotingDiversitySlidedeck.pdf
Oct 12, 2017	Preparation: Workgroup co-chairs convened thought leaders to discuss challenges to work on integration, diversity, and equity.
Nov 14, 2017	Workgroup Meeting: Co-chairs shared feedback from thought leaders with the workgroup to inform discussion; workgroup continued developing plan. Staff presented an update on the Socioeconomic Integration Pilot Program: https://www.regents.nysed.gov/common/regents/files/2015-18%20Socioeconomic%20Integration%20Pilot%20Program%20-%20SIPP.pdf

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Nov-Dec 2017	Preparation: Reviewed existing studies and literature, prepared a glossary of terms and list of relevant resources / existing research.
Jan 2018	Workgroup Meeting: Finalized question to guide the group’s work and reviewed intended outcomes.
Jan-Feb 2018	Preparation: Developed draft purposes of the workgroup document and began goalsetting conversations.
Feb 13, 2018	Workgroup Meeting: Reviewed draft purposes of the workgroup and discussed short- and long-term goals.
Feb 2018	Preparation: Began a series of author / research / practitioner meetings and presentations to better understand ongoing work related to the workgroup’s charge.
March 12, 2018	Workgroup Meeting: Presentation from Hispanic Federation’s Latino Advocacy Coalition: https://www.regents.nysed.gov/common/regents/files/Research%20Work%20Group%20-%20LEAD%20Coalition%20Education%20Priorities.pdf
March 2018	Preparation: Continued to invite presentations related to the workgroup’s charge
April 9, 2018	Workgroup Meeting: Presentation from the Alliance for Quality Education on their Equity Index: https://www.regents.nysed.gov/common/regents/files/Equity%20Index%20presentation.pdf
May-June 2018	Preparation: Review the June 2017 Draft Policy Statement on Promoting Diversity: Integration in NYS and update work plan.
June 12, 2018	Workgroup Meeting: Reach agreement on the draft policy statement and timeline / intended outcomes document.
July 16, 2018	Full Board Recommendation: Seek vote of full Board to approve the policy statement for public comment.
July 2018	Preparation: Begin the process of identifying and inviting individuals who could serve on a commission or council to broaden input and to identify the goals for each of the priority areas outlined above
Aug-Sept 2018	During public comment period: Invite commission / council member recommendations from stakeholders
Sept-Oct 2018	Convene commissioner / council and host regional meetings.

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The following timeline is contingent upon funding and staff support:

July-Sept 2018	Preparation: Begin analysis of existing state education data related to equity, including suspension rates, chronic absenteeism, college and career readiness, postsecondary access, extended year graduation rates, and school climate and other opportunity-to-learn indicators.
Sept 17, 2018	Workgroup Meeting: Review data analyses and reconcile with existing research and prior presentations to determine next steps.
Sept-Oct 2018	Preparation: Configure data into accessible formats and communicate with partners and stakeholders, using data to refine areas of priority and determine how to measure equity (equity indicator).
Oct 15, 2018	Workgroup Meeting: Finalize equity indicator and review preliminary status of equity in NYS based on the application of the equity indicator methodology. Finalize priority areas based on data.
Oct 2018	Preparation: Based on equity indicator results, formulate Regents budget request to support the convening of a Commission on Integration, Diversity, and Equity.
Nov 5, 2018	Workgroup Meeting: Discuss potential budget and legislative requests related to the workgroup's charge.
Dec 2018	SED releases culturally responsive framework.
Dec 11, 2018	Regents advance budget and legislative priorities and state aid request for the 2018-19 school year.
April 2019	Commission: Pending funding, convene Commission on Integration, Diversity, and Equity.
May-Oct 2019	Commission meets three times, reviews SED data and existing evidence base to develop and refine recommendations for policies and programs to advance in the identified priority areas.
Nov 2019	Workgroup Meeting: The final recommendations of the Commission are presented to the Regents for consideration to inform the 2020 budget and legislative priorities.

III. Draft Desired Outcomes

Desired Outcomes:

- Identify the opportunity-to-learn disparities many students face that appear to be based on race, ethnicity, sexual orientation, sexual identity, special learning needs, family income, home zip code, language barriers, and citizenship status.
- Identify the social, political, policy, and legal obstacles the NYS Board of Regents must confront to address these disparities and ensure all students have equitable opportunities to prepare for college, careers, and civic engagement.
- Utilize published and ongoing research studies to present research-based policies and best practices regarding economic and racial/ethnic integration.
- Recommend to the Board of Regents how it can best prioritize racial and economic integration and create a vision for school districts and individual schools and encourage both schools and school districts to work together to create inter-school and inter-district solutions.
- Recommend to the Board of Regents and to elected officials at all governmental levels policies, legislation, and budgetary priorities to engage educational institutions as well as other city and state agencies in promoting integration, equity, and diversity.

Criteria for Inviting Individuals to Serve on our Commission:

- Published author or co-author of peer-reviewed research study/studies
- Author or institutional leader (CEO/President, etc.) of policy brief or research report released by reputable research institution (IHE, non-profit, foundation, etc.)
- Professional judgment of Members of the Board of Regents Workgroup and other Members

Develop a work plan that includes

- Review research studies and literature;
- Author/ researcher/ practitioner presentations;
- Listening tours;
- Identify site visit opportunities -prepare a framework, guiding questions and a coding system to ensure the visits offer reliable comparisons;
- Collect Data and Analyze;
- Create an advisory board of external stakeholders with diverse views on the nature, scope and content of our work;
- Review and understand the statutory authority the state constitution gives the Board of Regents; and
- Prepare a set of recommendations for board consideration -offer advantages and disadvantages of each.