“Youth! Voice! Integrates!”

Student Organizing for School Integration

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Who is IntegrateNYC?

Leadership Council

Youth Council on Integration
Why students?
“Make it real. Make it plain. Make it simple.”
–Congressman John Lewis
ORGANIZING AND GOVERNING
Youth have a central role in the organization’s structure, driving programmatic or strategic decisions. Youth are empowered to be part of shared decision-making processes and have the opportunity for youth to learn from life experiences and expertise of adults.

YOUTH-INITIATED LEADERSHIP
Youth serve as peer leaders in a paid or volunteer capacity. Youth lead activities with their peers or with adults. Adults are involved only in a supporting role.

YOUTH-INITIATED PARTNERSHIPS
Youth and adults join together as equals to accomplish programming, plan activities, operate the program, or complete specific tasks.

ADULT-INITIATED, SHARED DECISION-MAKING
Projects or programs are initiated by adults but the decision-making is shared with youth. Attempts are made to use youth-friendly procedures and language.

INFORMED DIALOGUE
Youth give ongoing advice on projects or programs designed and run by adults. Youth are informed as to how their input will be used and the outcomes of the decisions made by adults. Youth are involved in evaluation of programming.

ASSIGNED BUT INFORMED
Youth are assigned a specific role and informed as to how and why they are being involved. This includes inconsistent youth involvement or temporary consultations such as focus groups or surveys.

TOKENISM
Young people appear to be given a choice, but in fact they have little or no choice about what they do or how they participate.

DECORATION
Young people are used to bolster a cause in a relatively indirect way, although adults do not pretend that the cause is inspired by youth.

Adapted from works by J. Nowicki and R. Hart.
**Decoration**

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Why integration?

“Separate”

“How many PSAL sports teams does your school have?”

“That’s not true.”

“Unequal”
The Five R’s Framework for Integration

Who attends your school?
Who works in your school?
What is in your school?
How do people interact?
How is behavior managed?
The Five R’s Framework for Integration

Race and Enrollment
Representation of Staff
Resource Allocation
Relationships Across Group Identity
Restorative Practices
5 Committees
Policy Proposal #1

“Weighted Admissions Policy”
Race and Enrollment

What is an algorithm?

So we changed the algorithm
Policy Proposal #2

“Monitor Resource Allocation”
Policy Proposal #2

“Monitor Resource Allocation”

- 5 PSAL Sports Teams
- 5 Enriched Music and Arts Programs
- 5 AP Offerings
- Balanced Teacher Experience
- Equitable Sharing of Building Space
Resource Allocation

Do you have metal detectors in your school?

How many PSAL sports teams does your school have?

How many schools are in your building?
*Policy Proposal #3

Include us.
*Policy Proposal #3
Student Working Group on Integration
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Our Future

Equity and Excellence for All:
Diversity in New York City Public Schools
Thank you.