



# “Youth! Voice! Integrates!”

## Student Organizing for School Integration

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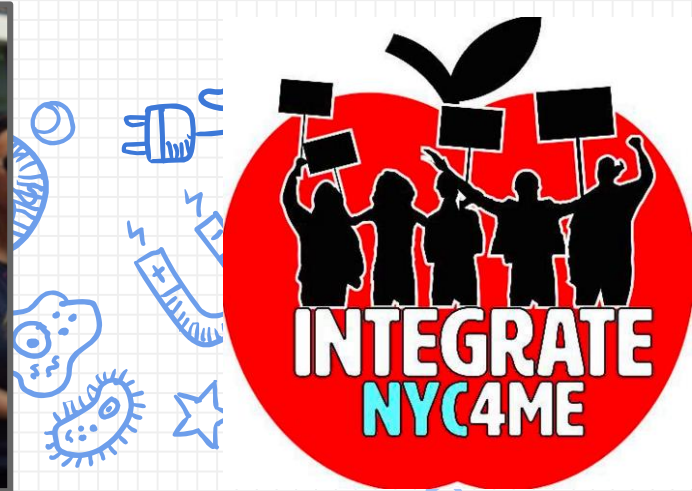
Chief Legal Analyst

Chairman of the Board

Founder, Executive Director

Policy Coach

Political Education Coach



# Who is IntegrateNYC?



Leadership Council



Youth Council on Integration



# Why students?



“Make it real. Make it plain. Make it simple.”  
—Congressman John Lewis

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### 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.

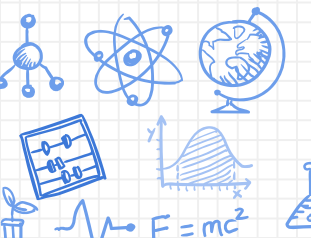
### TOKENISM

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.*

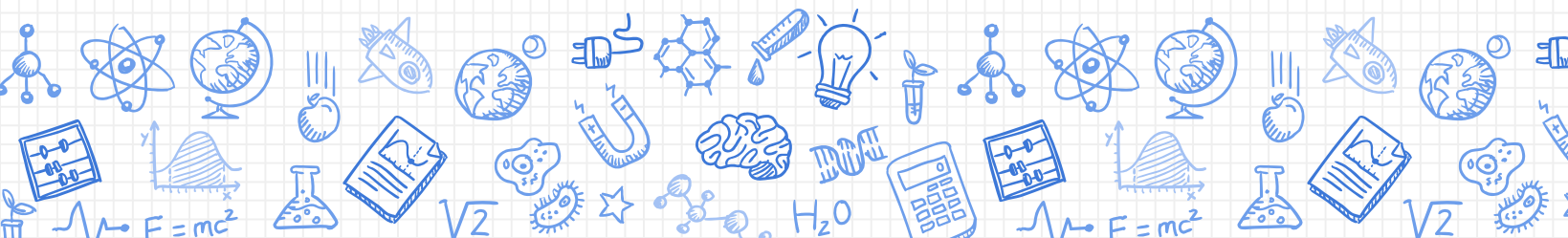


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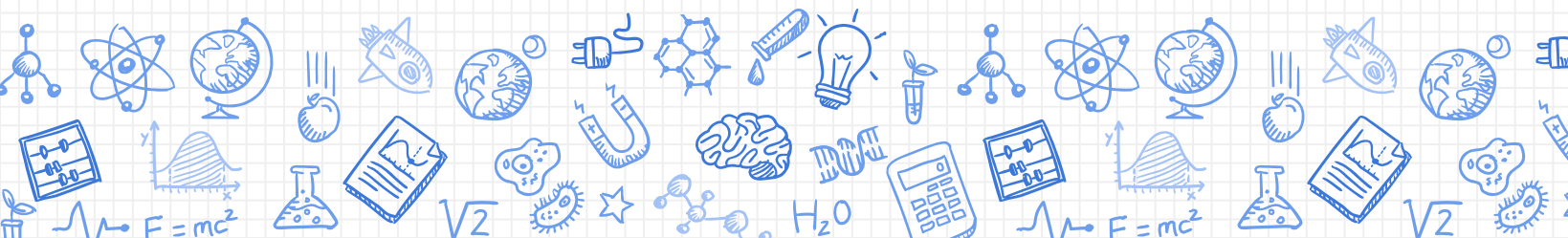


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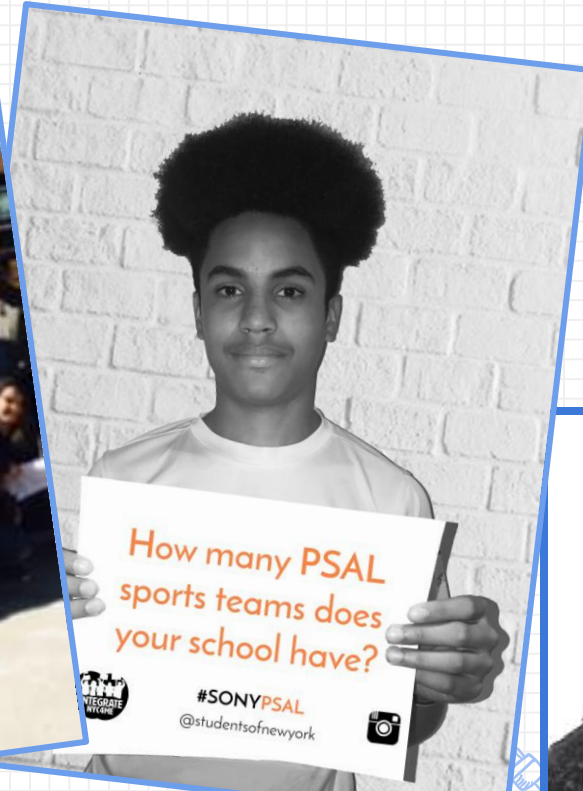


# Why integration?

“Separate”



“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

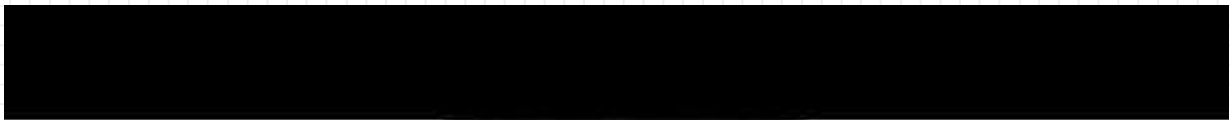
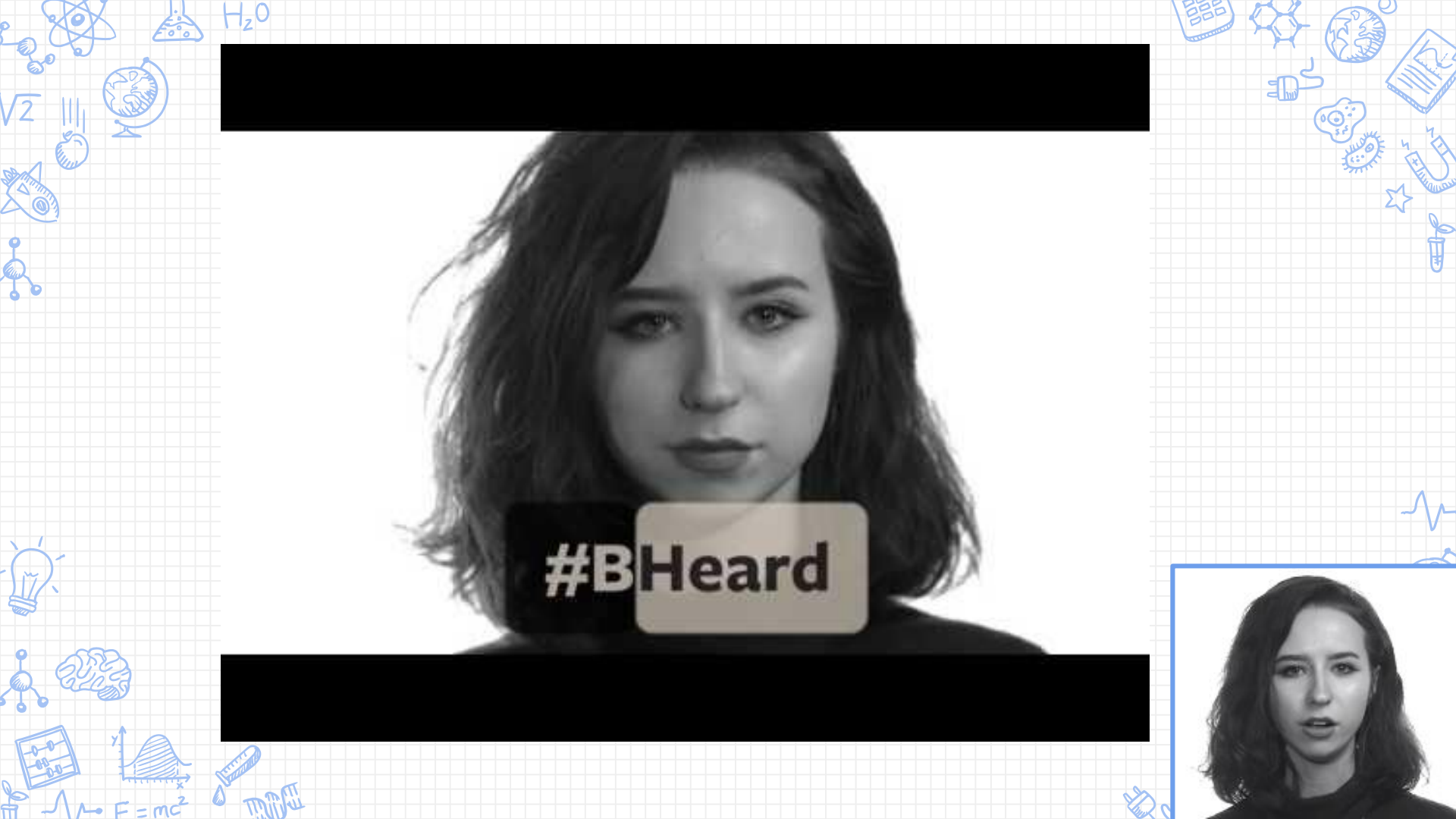
Restorative Practices





# 5 Committees





#BHeard





# CONCRETE **POLICY** PROPOSALS

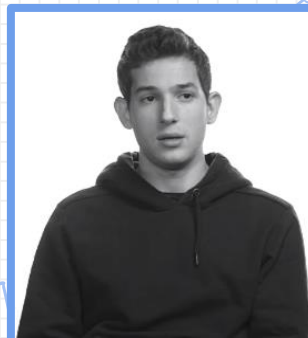


# Policy Proposal #1

## “Weighted Admissions Policy”



# “Weighted Admissions Policy”





# Race and Enrollment



What is an algorithm?



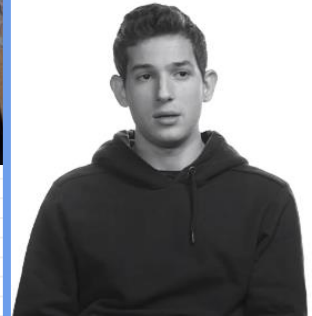
The Schools

gold

prep

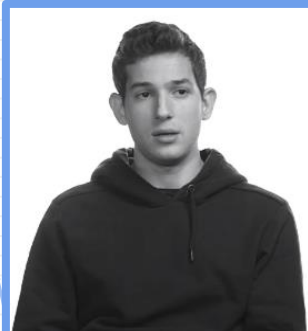
light

So we changed  
the algorithm



# Policy Proposal #2

## “Monitor Resource Allocation”

A young man with dark hair, wearing a black hoodie, is shown from the chest up. He is holding a microphone in his right hand and appears to be speaking. The background behind him is a solid light blue color. The entire presentation is set against a white background with a light blue grid pattern and various blue hand-drawn icons related to science and technology.

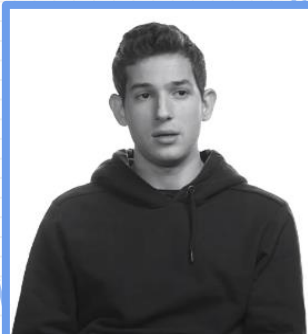
# “Monitor Resource Allocation”



# 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

A small, square, black and white portrait of a young man with dark hair, wearing a dark hoodie, positioned in the bottom right corner of the slide. The portrait is framed by a thin blue border.

# “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





# \*Policy Proposal #3

## Include us.

# Include us.



# \*Policy Proposal #3

## Student Working Group on Integration

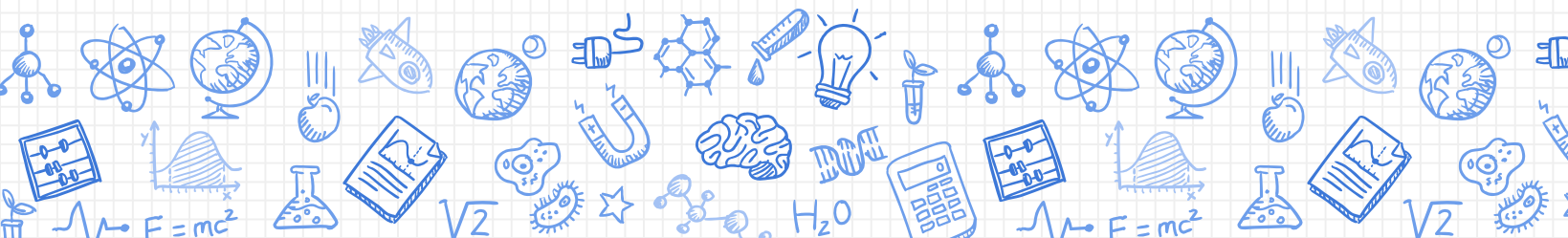
A young man with dark hair, wearing a black hoodie, is shown from the chest up. He is looking slightly to his right and appears to be speaking into a microphone. The background behind him is a light blue grid pattern, matching the overall theme of the presentation.

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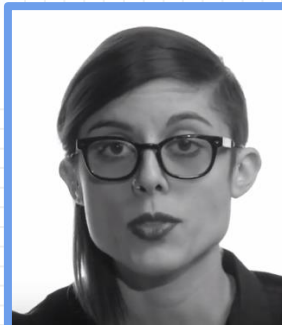
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# Our Future



Equity and Excellence for All:  
**Diversity in  
New York City  
Public Schools**





Thank you.

