

# STATE OF NEW YORK

8666

## IN SENATE

March 28, 2022

Introduced by Sen. BROOKS -- read twice and ordered printed, and when printed to be committed to the Committee on Education

AN ACT to amend the education law, in relation to school diversity officers

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The education law is amended by adding a new section 1527-b  
2 to read as follows:

3 § 1527-b. School diversity officer. 1. The trustees or board of  
4 education of every school district with twenty or more enrolled students  
5 shall designate a diversity officer. The commissioner shall supply rele-  
6 vant resources for the orientation and training of public school  
7 diversity officers under this section. The duties of a diversity officer  
8 may include developing methods to promote diversity and retention among  
9 faculty and school personnel; reviewing school district policies and  
10 practices in regards to diversity and making recommendations to improve  
11 such policies and practices; recommending policies to create and main-  
12 tain an environment that is equitable, fair, safe, diverse, and inclu-  
13 sive; recommending tailored and differentiated professional learning to  
14 build capacity for cultural responsiveness to address areas of inequity  
15 identified by the school system; curriculum, pedagogy, professional  
16 learning, instructional materials, and assessment design; ensuring that  
17 cultural responsiveness informs school policies and practices and guides  
18 interactions among all members of the school community.

19 2. The diversity officer shall prepare an annual report to be given to  
20 the school district's board of education.

21 3. The trustees or board of education of every school district with  
22 twenty or more enrolled students shall designate a committee on diversi-  
23 ty. The committee shall include the designated school diversity officer  
24 and at least one district administrator, one student, one parent, one  
25 district educator, one trustee or school board member, one resident and  
26 one district faculty member. Such committee shall examine, evaluate  
27 and make recommendations on diversity in education. Vacancies in the

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 membership of the committee shall be filled in the manner provided for  
2 original appointments.

3 4. The committee on diversity in New York state school districts  
4 shall examine and make recommendations on the following subjects,  
5 including, but not limited to:

6 (a) barriers which prevent students of color from entering the teach-  
7 ing profession, or remaining in the teaching profession;

8 (b) recruitment and retention efforts for educators of color;

9 (c) mentorship programs for current educators of color;

10 (d) initiatives aimed at encouraging students of color to enter the  
11 teaching profession, also known as "grow your own" initiatives;

12 (e) scholarship opportunities for students of color who are interested  
13 in entering the teaching profession, and other funding mechanisms to  
14 assist such students; and

15 (f) initiatives that encourage teachers of color to become school  
16 leaders and administrators, and barriers that have prevented teachers of  
17 color from becoming school leaders and administrators.

18 5. The members of the committee on diversity shall receive no compen-  
19 sation for their services, but shall be allowed their actual and neces-  
20 sary expenses incurred in the performance of their duties pursuant to  
21 this section.

22 § 2. This act shall take effect on the first of July next succeeding  
23 the date on which it shall have become a law.