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:

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

§ 1527-b. School diversity officer. 1. The trustees or board of education of every school district with twenty or more enrolled students shall designate a diversity officer. The commissioner shall supply relevant resources for the orientation and training of public school diversity officers under this section. The duties of a diversity officer may include developing methods to promote diversity and retention among faculty and school personnel; reviewing school district policies and practices in regards to diversity and making recommendations to improve such policies and practices; recommending policies to create and maintain an environment that is equitable, fair, safe, diverse, and inclusive; recommending tailored and differentiated professional learning to build capacity for cultural responsiveness to address areas of inequity identified by the school system; curriculum, pedagogy, professional learning, instructional materials, and assessment design; ensuring that cultural responsiveness informs school policies and practices and guides interactions among all members of the school community.

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

3. The trustees or board of education of every school district with twenty or more enrolled students shall designate a committee on diversity. The committee shall include the designated school diversity officer and at least one district administrator, one student, one parent, one district educator, one trustee or school board member, one resident and one district faculty member. Such committee shall examine, evaluate 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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membership of the committee shall be filled in the manner provided for original appointments.

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

(a) barriers which prevent students of color from entering the teaching profession, or remaining in the teaching profession;

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

(c) mentorship programs for current educators of color;

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

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

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

5. The members of the committee on diversity shall receive no compensation for their services, but shall be allowed their actual and necessary expenses incurred in the performance of their duties pursuant to this section.

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