



Elmira City School District Express Equity Committee

Mission and Purpose: Cultivating Cultures of Equity and Excellence

The Express Equity group's mission is to design an Elmira educational system that aligns our practices in and out of school in ways that provide fairness and inclusion. The work of this group will continue with further discussion, professional development, and action as a way to support students, families, district staff and the community. The group has three working groups focused on:

1. Human Resources and Training Opportunities: From recruitment to mentoring, the Human Resources sector has a main role in the Express Equity Initiative. The District is identifying ways to diversify the workforce in a way that best represents our community. The work of this subcommittee is to develop strategies that will empower the District in creating a diverse culture and inclusive environment for all. We define an inclusive work environment as a place of respect that fosters opportunities for learning and growth.

2. Curriculum and Instruction: As a District, we recognize that equity and inclusion is key to learning. As the Express Equity initiative continues, the work of the Curriculum and Instructional subgroup is looking to improve all students' success through the inclusion of people with diverse backgrounds, ideas, and methods of teaching and learning. The goal is to create equitable opportunities for students and staff. By incorporating diversity into classrooms with appropriate training, students will gain the knowledge, attitudes, and skills necessary for participation in a diverse society.

3. Community Connections and Relationships: By connecting with community members and organizations, the Express Equity Initiative can work to improve academic achievement among diverse student populations. This group recognizes that the strength of our society largely depends on our education system. We are working with community partners to build strategies to address barriers that may limit family engagement. We are pleased to see involvement from our local community leaders in government and law, clergy, philanthropic

nonprofits, Board of Education and more. This committee champions supportive, positive relationships in our community in order to have a transformational impact on our Elmira families.

Our Focus

- Definition of Culture. Definition of Equity. What is School Culture?
- Implicit Bias and the impact on schools and students.
- Culturally Responsive Teaching Practices
- Evaluating and Changing Board Policy and Procedures
- Evaluating Instructional Practices, Curriculum, Assessment
- Recruiting and Retaining a Diverse Workforce
- Accountability Metrics
- Resource Allocation for Equity

Co-Chairs

Jarvis Marlow-McCowin (DEI Education Coordinator) and Marnie Malone (Supervisor of Academic Excellence)

District DEI Website

https://www.elmiracityschools.com/district/about_us/diversity_equity_and_inclusion