



The D.E.B. Department

Doing The Heart Work

What is Working Toward Equity?

A practice that requires us to (1) acknowledge that our systems, practices and narratives are designed to perpetuate disparities in outcomes for non-dominant students; (2) deliberately identify barriers that predict success or failure and actively disrupt them (3) consistently examine personal identity, bias, and both personal and collective contributions to the creation and/or reproduction of inequitable practices; (4) (re)allocate resources (tools, time, money, people, support) to ensure every child gets what they need to succeed to thrive socially, emotionally, and intellectually; and (5) cultivate the unique gifts, talents, and interests that every person possesses.

Street Data, pg.29

D.E.B. Mission

To build, support, and sustain communities of belonging in our school, departments, and offices through intentional and sustainable efforts, policies, and practices that drive diversity, elevate equity, and build belonging.

D.E.B. Vision

The D.E.B. Department in the Syracuse City School District imagines and aspires to create a welcoming, diverse, equitable and inclusive environment where each person feels that their whole identity is known, respected, valued and experience a sense of belonging. As we actualize this vision, we remind ourselves that diversity, equity, and belonging is a process that is never truly finished.

D.E.B. Priorities

- Building a shared language and understanding about Culturally Responsive Sustaining Education (CRSE) Framework in all SCSD spaces and facilitate effective communication, collaboration, and alignment among all .
- Building and supporting the D.E.B. infrastructure including D.E.B. Leads to promote a culture of ongoing improvement, development of leadership skills, and instructional practices that create effective learning environments for diverse student needs.
- To build a strong sense of belonging that fosters an inclusive environment where diverse perspectives are valued and all members collaborate effectively, contributing to a variety of ideas and solutions that ultimately lead to increased innovation and creativity.
- Establish and support School Equity Leadership Teams that drive diversity, elevate equity, and build belonging in our district's schools.



Contact the DEB
Department!