SWOT Analysis by the Diversity and Inclusivity Task Force

**Strengths**
Successfully bring students together from all different districts
Agency focus on student strengths, preferences, and interests
Size/Resources
We embrace teamwork
Willingness to do the work
Recognition of the strength of diverse teams
Size of the task force
Regional diversity
Willing to accept, even if we do not agree- Safe place
Focus on student outcomes
Leadership recognizes the need for the work
Having a common cause and ideology
Proactive responsiveness to change
The Task Force has representatives from a wide range of roles within the agency
The power of privilege
Collaboration and connectedness (Business Industry, K-12, Institutes of Higher Education, etc.)
Historical experience of the agency
Social Media

**Weaknesses**
Lack of resources for some districts compared to others (Low wealth vs. high wealth)
Lack of awareness of the issues- “Why is it important to us?”
Lack of awareness of the history of Long Island- why we are so segregated
Lack of understanding of privilege and equity
Lack of understanding Equity vs entitlement
Lack of student voice related to this issue
Lack of awareness/Ignorance
Lack of follow through
Lack of system to identify structural bias
Lack of opportunities to bring the conversation to students
Not being open to or aware of different points of view
Implicit bias in hiring practices
Lack of listening skills/open mindedness
Lack of action based on what we hear
Lack of diverse instructional materials and practices
Lack of knowledge of what actions to take
Lack of professional learning resources AND TIME
The Agency lacks cultural/socio-economic diversity
Districts and communities tend to have a limited and narrow outlook or scope
BOEs and municipal governments lack cultural diversity
Geographic differences (East end vs. western Suffolk, Nassau vs. Suffolk, etc.)
Lack of respect, professionalism, awareness amongst employees regarding cultural responsiveness
Misunderstanding of what it means to be culturally competent/responsive/proficient

Social Media

Opportunities
Regional Diversity and Inclusivity Symposium
Working on initiative for Linguistic Diversity vs. Disability
Long Island Consortium for Equity and Excellence- a partnership of regional district teams
Regional leadership and influence
Regional provider for professional learning opportunities
We provide opportunities for student success- academic, social
ESBOCES Diversity and Inclusivity Task Force
Provide opportunities to learn the true definition of culturally competent/responsive/proficient

Social Media

Threats
Fear of judgement
Too few people need to recognize the importance of the work- (heads in the sand)
“Doesn’t apply to me/Not my problem” attitude
Long Island is demographically diverse BUT it is also segregated

Historical fear of this conversation

The attitudes and beliefs of people - especially those with power or privilege

Lack of communication about and the understanding of culture and language

Forces that influence our students that are outside our control

Color Blindness

Lack of Trust in the accuracy of Information Sources and the intent of Authority Figures, etc.

Deep rooted bias/beliefs

Lack of hope/being overwhelmed by the negative

Civil Services rules/Labor Laws

Lack of sensitivity and awareness at all levels of the organization (Diversity is beyond race)

The challenge of productively confronting attitude, beliefs, ignorance

Complacency and geographic arrogance

Social Media

Even “diverse” communities struggle with segregation