

Brighton Central School District

What questions do you have regarding the district's work in the Diversity and Equity area and what feedback in this area would you like to provide?

Q1 What questions do you have regarding the district's work in the Diversity and Equity area and what feedback in this area would you like to provide?

I'm glad the district is pro-actively surveying minority students and families to gather first-person perceptions and experiences in the district. As hard as it may be for some to hear, we as a community need to understand the REALITY of each other's experiences. Even good policies can fall short

4.1  (34 )
Ranked #1 of 143



It was wonderful to see BHS students there to lend their voice to the process. These are the young people living in the building each day, and to hear their perspectives was extremely valuable.

4.0  (47 )
Ranked #2 of 143



Teachers in Brighton Care About All Students
My experience has been that teachers care about all of their students and want to do the very best by them. Teachers are open and willing to grow.

4.0  (43 )
Ranked #3 of 143



Having open and honest conversations across groups in the interest of learning from each other to create the schools we envision is critical. When listening with understanding and empathy, we hear stories that challenge our assumptions and open us to change.

4.0  (36 )
Ranked #4 of 143



Celebrating the Achievements of Non-White Citizens. Help our teachers feature biographies of people of color and other unsung heroes. Children need to recognize the contributions of all. Composers, lawmakers, educators, inventors etc.



Yes, Brighton is more diverse than many other Rochester suburbs. This is a strength and something we value. But diversity is not itself the goal. Our goal is EQUITY -- for ALL Brighton students and families to be equally welcomed, supported, educated, and respected. We're not there yet.



Need to be willing to take chances When addressing diversity issues, there can be missteps. If people get punished for risk-taking in good faith, they fall back to older safer habits



Modernize the curriculum to reflect our diverse community Include authors, musicians, athletes, heros, biographies, book characters , etc that reflect people of color, minority groups,LGBT, etc- this matters!



We are the sum of our parts. We should always explore other thinking and perspectives from a positive mindset.



I'd love to know how teachers can both support their students & be taught more culturally responsive practices. To best serve, WE need education, too Without proper education around race and culture, we often feel scared to try new things, ask Qs, etc. HELP!



How are you educating students on diversity/equity/acceptance? How can we empower students to have an open dialogue about diversity/equity? Not only do we want to heal in the present moment, we want to prevent further inequity & be a part of stopping the "hamster wheel."

3.9 ★★★★★ (29)
 Ranked #11 of 143



Are we looking for ways to fund professional development for teachers? An ongoing process of baby steps is the only way to make progress. A one-off training doesn't accomplish much.

3.8 ★★★★★ (45)
 Ranked #12 of 143



Especially appreciate variety of songs taught in music class. Feels inclusive of our culture. We have Irish heritage and nice to know so many cultures are celebrated.

3.8 ★★★★★ (36)
 Ranked #13 of 143



What work is being done at the primary and elementary levels to promote ideas of social justice and equity? By the time students reach middle school, they've inherited notions of entitlement and privilege that prevent their creating an inclusive environment.

3.8 ★★★★★ (27)
 Ranked #14 of 143



How will primary, elementary, middle, and secondary-level teachers be trained to better understand implicit bias & what equity looks like in school? Teachers (and admin) will need training to help them understand how biases can affect the way they treat students and address their needs.

3.8 ★★★★★ (26)
 Ranked #15 of 143



Recognize implicit bias/institutional racism/related areas as opportunities for personal growth amongst staff who work w/ a diverse student population The more I learn about these topics as the white mother of a child of color, the more I implore staff to do honest self-reflection & the needed work

3.8 ★★★★★ (24)
 Ranked #16 of 143



Aside from restorative justice, what steps is the district taking to reduce suspensions and intolerance of challenging behavior? It's important to understand the context of behavior and address the underlying needs driving the behavior versus responding with punishment.

3.8  (18 )
Ranked #17 of 143



How are you creating more diversity in hiring staff? A diverse student body needs a diverse staff in order to for students to have positive role models.

3.8  (16 )
Ranked #18 of 143



Revise curriculum to provide more diverse perspectives. Recognize traditional curriculum can alienate, ignore or oppress certain community members Inequities in society can be both propagated and perpetuated by curriculum that does not include perspectives of all members of a community /district.

3.8  (16 )
Ranked #19 of 143



Why do we fear change? The ability to diversify our thinking and change is important learning for students and staff. Our world is constantly shifting and changing.

3.7  (53 )
Ranked #20 of 143



There are so many valuable voices and perspectives in the conversation. The work takes time. The district is committed to making changes.

3.7  (52 )
Ranked #21 of 143



Ultimately, I would like to see how the working group measures its success and how they will report back to the community. The need for accountability is self-evident

3.7  (48 )
Ranked #22 of 143



How can the community be involved? This will only work with broad support.

3.7  (46 )
Ranked #23 of 143



Will antibias training or proactive anti-racist training for staff be mandatory? I'd like to think all staff will be open to this.

3.7  (46 )
Ranked #24 of 143



It seems like no matter what the District does in the area of Diversity & Equity, there are community members who respond with anger, point fingers, & search for things to criticize. I fear this negativity will drain the energy & smother the efforts of the very people who are dedicated to this work.

3.7  (43 )
Ranked #25 of 143



Maybe taking into account ethnicity/background when employing teachers, but obviously not employing people solely based that. I notice that a lot of my teachers are Caucasian. This isn't a bad thing because obviously they are qualified teachers and they are exceptional.

3.7  (38 )
Ranked #26 of 143



What is the district doing to diversify curriculum? If we are going to preach diversity it has to be evident in literature that is chosen, musicals and music that shows diversity.

3.7  (36 )
Ranked #27 of 143



What steps are being taken, what is happening to make sure a diversity of voices are being heard? Its important the community is represented.

3.7  (27 )
Ranked #28 of 143



Need more diversity of teaching staff I'm glad to see this is a focus of the district. This representation will naturally bring more voices and different perspectives to address inequities

3.7  (18 )
Ranked #29 of 143



What are the future plans to engage and educate ALL faculty/staff members on CRE? Teachers and administrators aren't the only people interacting with students each day, ALL staff members need awareness training/education.

3.6  (49 )
Ranked #30 of 143



I think district leadership and some (but not all) staff are aware of and acknowledge how centuries of policy and law keep structural racism in place. Based on responses here, I think the majority of parents in the district DO NOT understand or acknowledge this.



There should be a specific focus on early grade levels with regard to making sure that student of all backgrounds are heard and treated equally. Too often problems are corrected rather than avoided. An ounce of prevention, etc.



As a student who isn't Caucasian, it is somewhat disappointing not being able to see any African Americans or Asians or Latinos teaching. Sometimes you can't help this, but I would like to see at least a little bit of progress for future students.



Brighton still has work to do, but it's important to acknowledge everything that IS being done if we truly want to work together to grow



Brighton is doing WAY more than other districts. It's easy to condemn when you haven't lived in other places where truly nothing is being done.



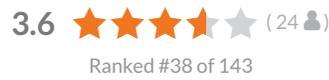
Will the district share narratives or summaries of feedback and perceptions offered by minority students and families? It would benefit non-minority community members to read first-person accounts of what it's like to be a minority member of the Brighton community.



Would like to see a team at each school able to discuss racism openly and thoughtfully with students. It's important not to dismiss discrimination, intentional or not.



Hire diverse faculty.



What is TCMS in particular doing to build students understanding of diversity, acceptance of others?



The school could focus on hiring more diverse teachers. Actively recruit for minority teachers. It is important for all students to see different diverse teachers. It allows them to be used to seeing authority figures that are diverse.



It seems to me that BCSD does more to address this topic than any school in the area. I give the school leaders credit for trying to make a difference Is the time and energy spent on this truly making a difference?



There seem to be many initiatives in the works surrounding these topics. It seems as though the district is committed to the work and time needed to make these changes.



Thank you for taking on this important work. What steps are being taken to encourage students of different colors to interact during the school day? I see segregated groups in the halls. If parents are willing to do better, it must be a priority for students to do more to become one student body.



I believe teachers and ALL staff need to hear the discrimination students are experiencing, and also the moments when issues are handled well. Teachers need to learn to address their own privilege, and become more aware of their own bias.



My children always thought their experience was diverse. What has changed? Attending a diverse school makes for more open minded individuals



I applaud the work the district is doing related to diversity and equity. For some it is too slow; for others not fast enough. Five years ago discussions around equity were held in pockets; there is not a teacher who would not identify it as one of the district's primary foci



I'm curious whether there's a gap between majority perception of Brighton (as being universally positive for "diverse" families) and the reality. We can't improve what we don't know to be missing or lacking. Non-minority community members need to be educated about diverse students' reality.



Is there more work to be done around inclusion for students with disabilities? Barriers exist to information and activities that prevent academic/social/community engagement.



A big problem is that there are no racial mirrors in the school If you don't see folks that look like you, then a lack of belonging sets in and confidence is squashed



Need to make sure we all assume good intent Some of the feedback I read sounded accusatory. There is a difference between having blind spots and being willfully or carelessly discriminatory.



Are you considering equity with urban suburban students in terms of special education, for example providing a 504 or IEP if needed. All students are entitled to a Free and Appropriate Public Education.



How exactly will Brighton position itself to attract and retain teachers of color?

Mentoring? Loan-forgiveness programs for recent college grads? If we're serious, we need to differentiate ourselves from every other district trying to do the same thing.



District leaders should state loudly, publicly, and clearly WHY they're prioritizing diversity and equity work. Many comments here show that so many don't get it and/or don't want to get it.



I wonder why the name of the program is "Be the Healing." Are we sick or a growing and learning community? The name implies that we are "sick" & we are not. We are an evolving & growing community that has hard conversations about difficult issues.



Let's prioritize hiring and retaining teachers of color. This improves success rates for students of color, and is good for everyone .



What is the district doing to attract and retain a diverse staff? If we are going to try to hire a diverse staff, we have to have measures in place to encourage the staff to want to stay here.



I've always thought Brighton was the MOST diverse school district. I'm concerned that a few voices are shouting that it's not. This is important because it is making me feel like I should shame my community that I love.



How do we build the capacity of educators to see through a more diverse lens? There's simply not enough time to build shared understanding outside of lived experiences.



Staff diversity (entire staff from classroom/specials teachers to support staff to leadership). New hire mailing lacked this-- disappointing. I would like my child to learn from and be exposed to individuals who look like she does- not only for varied perspectives, but for her confidence

3.4  (23 )
Ranked #59 of 143



I have had conversations with staff over the years that made me quietly question their unchecked discrimination. Recently some have become subtly defensive. As a diverse member of Brighton pointing this out is uncomfortable. How can diverse members say something and feel validated?

3.4  (15 )
Ranked #60 of 143



Admins are doing a great job of addressing these concerns

3.3  (51 )
Ranked #61 of 143



Hiring practices Do not choose new staff on the basis of race, choose based on qualifications.

3.3  (49 )
Ranked #62 of 143



How are we addressing gaps in student achievement based on race? Are we using a remediation lens or are we just focusing on advancing their course work and abilities

3.3  (48 )
Ranked #63 of 143



How can we learn more about the climate assessments and benchmarking that has been conducted, to date? Specifically, teacher and staff attitudes on D& I don't believe one can know what to do until one knows the situation on the ground one is dealing with. I also think transparency is important.

3.3  (46 )
Ranked #64 of 143



Parent volunteers should need to attend implicit bias workshops before they given clearance to work with kids in any capacity. The PTSA should also consider sponsoring anti-racism education sessions.

3.3  (45 )
Ranked #65 of 143



Does the district have a timeline for increasing Diversity and Equity and where will this be shared? If we are going to have community discussions, they should be pushing concrete change in the district

3.3  (34 )
Ranked #66 of 143



I fear that too many majority families in Brighton are complacent or in denial because they equate "diversity" with "equity".

3.3  (34 )
Ranked #67 of 143



I would like to see Brighton expand the number of students participating in the Urban-Suburban Interdistrict Transfer Program. BCSD cannot make Brighton more diverse, but it can open our school doors to a more diverse population. See <https://www.monroe.edu/urbansuburban>

3.3  (30 )
Ranked #68 of 143



Equity is not equality. I see some examples of equity but I think we could be doing better.

3.3  (27 )
Ranked #69 of 143



Our community (town&school) applauds our diversity but I feel like it is more "talk the talk" than "walk the walk"- we need metrics/accomplishments For those of us who have "diverse" families living in the community, I want to know what you are actually doing to address this & how it is evaluated

3.3  (24 )
Ranked #70 of 143



Why are all the teachers hired each year a cookie cutter copy of the current staff? Actually try to hire non white teachers and then actually practice inclusiveness and support these staff in their roles.

3.3  (21 )
Ranked #71 of 143



Have found District to be open to discussing children's individual experiences and needs and working together. I approach the District as wanting to work in partnership with them. We have been able to figure things out together.

3.3  (19 )
Ranked #72 of 143



Some comments on this exchange make the FALSE assumption that staff are not already engaged in the meaningful work of self-reflection and learning about Equity & Diversity.

3.3  (15 )
Ranked #73 of 143



To the new family who is hearing concerning negative stories, please know that faculty and staff are committed to equity and diversity. We have spent, and continue to spend, an immense amount of time and energy on this issue because we want the best for ALL students.

3.3  (15 )
Ranked #74 of 143



The school should not be alone in this work. What is the Town of Brighton doing to ensure fair housing practices? School climate across the region is a symptom of segregation, not the root cause.

3.2  (48 )
Ranked #75 of 143



What has the subcommittee learned since reviewing reasons for student suspensions? The answer(s) should provide direction for useful professional development.

3.2  (46 )
Ranked #76 of 143



Why are some people making this just a people of color issue? If we are being diverse in our hiring, why wouldn't that include other races? And if we offer some incentives to people of color you must offer tmro to everyone who is being hired.

3.2  (44 )
Ranked #77 of 143



What is the district going to do to address bias in minorities and special education? There has been evidence that minorities are more likely to receive IEP and special education services.

3.2  (36 )
Ranked #78 of 143



My child is in K so we are new to the school system- I hear troubling experiences related to race/discipline from those further along in the system This is scary to me. We moved to Brighton from the City for the diversity & schools. I admit we are new to the schools, but wonder if we will be OK

3.2  (26 )
Ranked #79 of 143



Consciously diversify administration

3.2  (24 )
Ranked #80 of 143



When will BCSD address the racism in the Extended Studies program?

3.2  (16 )
Ranked #81 of 143



Diversity is not an issue Let's focus on more pressing things, like state aid. Brighton is a diverse and welcoming community.

3.1  (50 )
Ranked #82 of 143



At this point I've not received any information on the work of this group. It would be helpful to have a greater understanding of its goals. I think the statement of specific goals are important in terms of measuring the ultimate success or failure of this working group.

3.1  (48 )
Ranked #83 of 143



District leadership should spend time educating the community on equality vs. equity. Based on comments here, it's clear many don't understand the difference. You divide the community further if you proceed without explaining yourself.

3.1  (45 )
Ranked #84 of 143



I'm wondering at what point the district plans to involve students of all grade levels in anti-racist activities and discussions in the classrooms. Children as young as kindergarten are coming home with ideas about who is 'normal' and beautiful based on white norms.

3.1  (45 )
Ranked #85 of 143



If the district does not receive funding what will happen with this effort? Does it go away?

3.1  (45 
Ranked #86 of 143



"White Schools" I'm aware Fairport Schools are considered "white schools" and I hope we don't want to gain a reputation of that nature.

3.1  (36 
Ranked #87 of 143



Hope I hope this doesn't make other non-Caucasian students believe they aren't worth as much or that they need to be "white" in order to to fit in.

3.1  (36 
Ranked #88 of 143



How is the district going to improve advocacy and communication with urban/suburban families and students? We are accepting urban students into our district, but not helping urban families navigate and understand Brighton's culture.

3.1  (36 
Ranked #89 of 143



Have we gotten rid of the police patrolling the halls? Its my understanding that it was this policy that led to many students of color feeling unwelcomed and targeted.

3.1  (26 
Ranked #90 of 143



Does BCSD even care to address issues? I have been to each diversity meeting and have shared, vaguely, the discrimination my kids have experienced. No administrator has EVER followed up.

3.1  (17 
Ranked #91 of 143



My kids have been discriminated against IN EVERY SCHOOL. CRPS< FRES< TCMS< BHS. Yet no one cares to find out HOW. How can you address an issue you refuse to even hear about.

3.1  (17 
Ranked #92 of 143



Many suggestions advocate for white members to become less biased. There needs to be acceptance that we do discriminate.

When a teacher sits with a parent who is advocating, the parent is mostly white. Teach non white, non advocating parents what they can do.



I greatly fear that this particular Thought Exchange will not reveal great things about our community.



How will this work help kids in Brighton who are often not exposed to racial and socio-economic diversity understand differences in the ways different people live



I would like to know what is actually being done to promote diversity in the schools, aside from talking about it. Discussion is the first step, but we haven't seen much action.



How is the district determining forum formats? There seems to have been a transition from seminar-style to peace circles with no stakeholder input. Peace circles have their place in restorative practices, but they may not be best for information dissemination. Discussing norms is also important.



Why can't we affirm clear, behavioral student norms (non negotiable rules) and get past issues of race or socioeconomic status? Our behavioral expectations and consequences differ significantly throughout the district. We're inconsistent with discipline and make excuses.



Does District leadership acknowledge the structural racism and the white supremacy embedded in centuries of land use zoning, public policy and law? If BCSD actively acknowledges the underpinnings of how we got to where we are today, then there's hope. If not, then there's no point to this exercise

3.0  (45 )
Ranked #99 of 143



To community members who say there is no issue. There are policies writtee to negatively impact Muslims, Jews, Black, Latino, LGBTQ etc. Please stop. These issues are real. If you feel safe, good for you. Please demand an environment for others to safely speak and be themselves.

3.0  (45 )
Ranked #100 of 143



Could we have some idea of the road map? I don't feel that I am informed.

3.0  (44 )
Ranked #101 of 143



What are the numbers of harassment, bullying and non discrimination-related DASA complaints that have been filed in BCSD? Thomas DiNapoli issued a report of NYC schools documenting underreporting under DASA.

<https://www.osc.state.ny.us/press/releases/mar19/031319.htm>

3.0  (43 )
Ranked #102 of 143



I think that the work needed for diversity lies in putting all students on an equal playing field where their own willingness to learn will guide them into where they want to be

3.0  (20 )
Ranked #103 of 143



Public forums and this online tool are HORRENDOUS mechanisms for this topic. Why don't you offer "diverse" families the common decency of talking to them directly and ACTUALLY finding out about their experiences?

3.0  (19 )
Ranked #104 of 143



Why would any discriminated party share on this forum? Where they can be voted DOWN by the majority population already responsible for the oppression? THOUGHT EXCHANGE is problematic.

3.0  (18 )
Ranked #105 of 143



How are you including urban suburban students into the district? Right now it seems as if they are separated, pointed out, and possibly excluded from students who live within district.

3.0  (17 )
Ranked #106 of 143



How can you address an issue you won't name? I have never heard the administration even acknowledge that discrimination affects BCSD students.

3.0  (17 )
Ranked #107 of 143



I don't believe that we have the capacity to even understand what equity is until we have people of color in leadership positions. That includes the school board.

2.9  (50 )
Ranked #108 of 143



It feels like it will never be enough for some parties. When admin listens, you want a response. When you get a response, you want them to listen. You want restorative practices, but when they're used you dislike it. You want admin to listen to people of color, but you insist on speaking for them

2.9  (48 )
Ranked #109 of 143



My children like having Brighton PD involved in the schools and at sporting events.

2.9  (48 )
Ranked #110 of 143



Saying that a shakeup needs to be made in Admin/ Board of Ed is bias in and of itself. This is a hypocritical conversation.

2.9  (48 )
Ranked #111 of 143



What evidence is there that institutional racism exists in each of the four buildings?

2.9  (45 
Ranked #112 of 143



What different areas are considered? Make certain that we don't overlook something important.

2.9  (43 
Ranked #113 of 143



What percentage of BCSD staff, faculty, and administrators are members of URM? No true diversity when most teacher dna administrators are white.

2.9  (35 
Ranked #114 of 143



When will you change the mascot? The Baron disenfranchises non-white, non-male, non-rich students. It's an easy change to make and would demonstrate a tiny bit of listening.

2.9  (18 
Ranked #115 of 143



Why are we wasting our time on this nonsense? The schools are fine

2.8  (49 
Ranked #116 of 143



I'd like to see a dashboard that shows baseline and progress on decreasing racism and increasing diversity and inclusion, shown in infographics like Need to Know e-mails that are sent out. Metrics should incl: 1) # & % of teachers of color in each school; 2) # & % of students of color in AP classes

2.8  (47 
Ranked #117 of 143



Maybe facilitators could ask attendees at the next forum how they would like the event structured. People want real, substantive information, AND they want to be heard. Be flexible and ready for both scenarios.

2.8  (45 
Ranked #118 of 143



Don't make issues when there are none When there is an issue there should be consequences.

2.8  (36 )
Ranked #119 of 143



If BCSD is truly interested in diversity, why hire so many family members? The siblings, spouses, and parent-child hiring is pretty clearly nepotism. That's the opposite of diversity.

2.8  (18 )
Ranked #120 of 143



Top 3 thoughts are about congratulating the district. We get it, the community thinks the district is doing a great job. The aggravation is that it is an effort to silence equity. The district asked this so they can keep doing better. What's wrong with that? Why be so dismissive?

2.8  (11 )
Ranked #121 of 143



Admin seems to have an answer for everything. It's frustrating to be asked to participate and then be told everything is fine. That is not the way to make families feel heard. If someone tells you they were treated poorly, you need to own that.

2.7  (50 )
Ranked #122 of 143



Go Barons! There is no issue at BCSD!

2.7  (50 )
Ranked #123 of 143



Why are the minutes focused on U-S students. The flags at TCMS reflect our diverse make up. Shouldn't the Diversity Comm represent these groups too

2.7  (45 )
Ranked #124 of 143



I don't like this conversation very much We should focus on money issues

2.6  (50 )
Ranked #125 of 143



Divisions in BCSD are based off of money, not race

2.6  (49 
Ranked #126 of 143



Can we explore music and authors from American authors and composers

2.6  (47 
Ranked #127 of 143



Dashboard metrics continued: 3) # & % of parents of color on each BCSD Committee; 4) # & % of siblings in Urban-Suburban program; 5) how much \$ & % of budget spent on D&I work

2.6  (47 
Ranked #128 of 143



What is the cost of this program and how does it affect the budget? Budgets are tight and I worry about what has been given up or need to be given up so that taxes are not increased.

2.6  (28 
Ranked #129 of 143



PUT THE POLICE BACK IN SCHOOL
prioritize the safety of our children

2.5  (50 
Ranked #130 of 143



What does the Brighton district think about joining/creating a county wide school district?
This is a broader look at educational equity.

2.5  (47 
Ranked #131 of 143



Dashboard metrics continued: 6) # & types of Diversity & Inclusion trainings teachers have participated in; 7) # & % of students by race disciplined by detention/suspension

2.5  (46 
Ranked #132 of 143

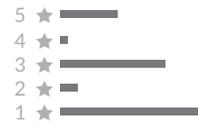


We need more discipline I'm out schools. Kids are growing up disrespecting adults, themselves and each other.

2.5  (37 
Ranked #133 of 143



Teachers in Brighton need to do a much better job of allowing kids to express different political views. The teachers force their personal opinions on the kids and get angry or discourage other views which is unacceptable in a school setting.



If your anti-racism work prioritizes the "safety" of white staff over the safety, dignity and humanity of students of color, then it's not anti-racism work. It's more white supremacy.



Why are we even doing this? How much does this cost?



There is a bias against political conservatives at school



Time for county wide schools! would include urban suburban and rural students



Students drive, walk, bike and take the bus to school. Why does how we get there matter?



I feel targeted at school... By the self righteous liberal mob.



Is the district putting equity above education?



It's a vicious system. It's a backwards system.
Stokely had it somewhat right.

2.0  (45 )
Ranked #142 of 143



Implicit Bias is a Hoax

1.9  (51 )
Ranked #143 of 143

