



HUDSON COUNTY SCHOOLS OF TECHNOLOGY

Diversity, Equity & Inclusion Committee

Hudson County Schools of Technology recognizes that supporting a diverse community of learners means navigating the turbulent waters of bias, stereotyping, and racism. We pride ourselves on the diversity of our community, while we recognize that diversity itself does not eradicate race-, gender-, religious- or ethnicity-based hatred or violence.

We acknowledge, first, that our recent silence on many of these issues, both locally and nationally, may have been perceived as complicity. As such, we want to state unequivocally that Hudson County Schools of Technology denounces all forms of intolerance directed towards people based on their differences in race, ethnicity, gender identification, religion, class or ability.

In response to recent civil and political unrest, HCST wants to assure our entire community, we stand in solidarity with you and condemn all senseless acts of violence and intolerance.

Additionally, we recognize and affirm the lives of our Black students, Indigenous students, Muslim students, Students of Color, Asian American and Pacific Islander students, Jewish students, Students with Disabilities, English language learners, immigrants and refugees, LGBTQIA+ students, and any of the other identifiable groups that create the diversity of Hudson County.

Moreover, as a staff and community, we recognize the need to work purposefully and explicitly to ensure our practices and ideals align. Currently, many members of our student body, as well as staff and administration, are actively developing ways to enhance and implement district-wide practices to support existing policies that reflect those ideals. Part of this process has culminated in a Diversity, Equity & Inclusion committee, comprising members of all schools throughout the district. Additionally, the work of this committee has led to developing a Student Diversity, Equity & Inclusion Council which strives to ensure student experiences and voices are a driving force in our work towards equity, inclusion, and anti-discrimination practices.

We stand by our statement communicated last school year:

In light of the recent unrest in our country, we want you to know we are here for you. We recognize, together, these are unsettling times disrupted by pandemic health-related conditions, social and racial injustices, political unrest and economic instability.

However, we want to remind you that as one district, we stand **HCST strong!**

These are teachable moments for us all... we remain committed to supporting opportunities for learning and expression, for understanding and inclusion. Our school counselors are available to all students, to express their thoughts or to communicate whatever else they may be feeling in these turbulent times.

Finally, we recognize that the experiences of racism, bias, and stereotyping are a form of trauma and will continue to work diligently to support our students. We pledge to continuously modify and update our practices to provide an environment that is safe and welcoming to ALL.

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Mission Statement

The Hudson County Schools of Technology is a visionary community that inspires creative independent thinking through diverse learning opportunities

"IT IS THE POLICY OF THE BOARD OF EDUCATION OF THE HUDSON COUNTY SCHOOLS OF TECHNOLOGY NOT TO DISCRIMINATE IN EMPLOYMENT OR EDUCATIONAL OPPORTUNITY AGAINST ANY PERSON BY REASON OF RACE, COLOR, NATIONAL ORIGIN, ANCESTRY, AGE, SEX, AFFECTIONAL OR SEXUAL ORIENTATION, MARITAL STATUS, LIABILITY FOR SERVICE IN THE ARMED FORCES OF THE UNITED STATES, OR ATYPICAL HEREDITARY CELLULAR OR BLOOD TRAIT OF ANY INDIVIDUAL, IN EMPLOYMENT OR IN EDUCATIONAL OPPORTUNITIES. FURTHER STATE AND FEDERAL PROTECTION IS EXTENDED ON ACCOUNT OF DISABILITIES, SOCIAL OR ECONOMIC STATUS, PREGNANCY, CHILDBIRTH, PREGNANCY RELATED DISABILITIES, ACTUAL OR POTENTIAL PARENTHOOD, OR FAMILY STATUS." Inquiries regarding affirmative action, discrimination (including Title IX requirements), sexual harassment or equity should be directed to: Alicia Abraham, Affirmative Action Officer/504 Officer/Title IX Coordinator, Hudson County Schools of Technology, Earl W. Byrd Center, Explore Middle School, Frank J. Gargiulo Campus, One High Tech Way, Secaucus, NJ 07094, 201-662-6724 or Email: aabraham@hcstonline.org