

## **Paul Forbes**

Paul Forbes is an anti-bias and educational equity consultant. A native New Yorker who was born, raised, and still lives in Brooklyn, he has dedicated his professional life to working with students and families from historically underrepresented neighborhoods and communities. After three years in East Harlem as a Dean of Discipline, Paul spent 17 years as a central administrator in various roles; Community Based Organization (CBO) Coordinator, Youth Development Director, Safety Director, Suspension Director and the Senior Director of the Expanded Success Initiative.

In his last role as Executive Director for Educational Equity, Anti-Bias and Diversity, in the DOE's Office of Equity and Access, Paul provided oversight and support for the effective implementation and continuous development of the Implicit Bias/CRE initiative. He also helped develop a strategic vision to guide the implementation of trainings and professional development to schools, after-school providers, districts and central offices on equity topics within education that included implicit bias, culturally responsive education and discussions around systemic and structural racism.

### **Education**

BA, Hunter College (City University of New York), NYC, 1999

Majors: Philosophy and Special Honors

Minor: Urban Studies

GPA: 3.85

### **Experience**

#### **New York Department of Education – Office of Equity and Access**

Executive Director of Educational Equity, Anti-Bias and Diversity (2018 – 2021)

- Provided oversight and support for the effective implementation and continuous development of the Anti-Bias, Equity, Diversity, and Inclusion Initiative, which serves NYCDOE employees across all five boroughs.
- Developed a strategic vision to guide the implementation of trainings, workshops and professional development to schools, afterschool providers, district and central staff on equity topics within education that include, but are not limited to, anti-bias education, implicit bias, cultural responsiveness, race, class, privilege, power, systemic and structural racism.
- Engaged with superintendents, principals, teachers, students/families and Community Education Councils (CECs) to develop policy at the local level that supports the implementation and expansion of culturally responsive practices in schools.
- Developed Implicit Bias Awareness Workshop presentation and curriculum.
- Maintained a stance and willingness to confront issues of equity that impede student learning and academic outcomes.
- Created a communication and branding strategy that engages a broad audience of stakeholders around the work of implicit bias and CRE.
- Evaluated significant communication issues to determine optimal and strategic responses to internal and external partners.
- Presented at various local and national conferences.

#### **New York Department of Education – Office of Postsecondary Readiness/Office of Equity and Access**

Senior Director of the Expanded Success Initiative (2012 – 2018)

- Developed and maintained relationship with the Open Society Foundations (OSF) by reporting quarterly on progress and impact of the selected strategies for young men of color. Implement systematic feedback system to ensure that OSF and DOE are engaged in feedback loop on resources, professional learning opportunities and implementation.

- Managed ESI Intensive professional learning, which targets both network staff and school leaders. This could include developing liaison structure, regular meetings and direct facilitation.
- Provided oversight, guidance and support to the ESI Liaisons.
- Collaborated with other DOE offices, e.g., Achievement Resources and Children First Intensive (CFI), Assessment, School Partnerships and Programs, School Performance, Research and Policy Support Group, and Postsecondary Readiness to surface and vet additional instructional and academic resources for schools, aligned to the Common Core.
- Presented ESI findings and best practices at local and national conferences

### **New York City Department of Education – Children First Network (CFN)**

Director of Safety, Suspensions and Youth Development (2009 – 2012)

- Worked closely with school-based personnel in two capacities: (1) to provide comprehensive and/or specialized support for the provision of student services, such as safety, compliance, or suspensions; and (2) to build capacity at the school level for the provision of student services.
- Worked with the Division of School Support (DSS) and central leadership to ensure that each network school is receiving high-quality, targeted support and guidance.
- Provided overall directions and resources to Student Services Specialists, principals, school administrators, and school-based personnel within their network to increase capacity and autonomy of each school. Make school visits to trouble-shoot and provide one-on-one support as necessary.
- Directed the implementation of policies advancing a service-oriented culture designed to attain high levels of principal satisfaction with the services and support that the network provides.
- Provided professional development and guidance to principals on safety and suspension related concerns and issues and best practices for dealing with disruptive students in order to improve student achievement and accelerate student learning.
- Provided professional development to administrators, school based support team and staff to help improve the culture, climate and tone of their school.

### **New York City Department of Education – Office of Youth Development**

Youth Development Manager (2006 – 2009)

- Served as a member of the leadership team in order to engage schools proactively and provide them with information to problem solve, address factors associated with risk and resiliency and integrate youth development strategies.
- Supervised Youth Development support team that assists principals in identifying areas in need of improvement, gathering information, analyzing data, developing programs and implementing effective, viable solutions.
- Supervised the Youth Development Grants Team and use of funding (\$8 million) for 80 schools. Monitor the programmatic and fiscal aspect of the grants.
- Strategized with other team members about how to respond to service requests from schools and how to deliver services that strengthen student achievement and promote a safe and supportive environment for students.
- Served as a key point person for a subset of schools on all content areas covered by the Office of Youth Development, which includes the areas of guidance, attendance, students in temporary housing, drug and alcohol prevention and intervention, health, and community-based organization partnerships.
- Served as a leader for cross-functional work across all youth development teams and across other teams within the Department of Education to help school access all available support.

### **New York City Department of Education – Region 9 (Manhattan)**

Coordinator of External Programs (2003 – 2006)

- Created partnerships and collaborations between schools and businesses/organizations.
- Assessed existing and potential services provided by Community Based Organizations (CBOs), agencies and organizations.

- Oversaw and managed various contracts and grants that have school and youth development components. (over \$2 million in contracts and grants)
- Met with service providers for the purpose of sharing information and networking.
- Provided training on navigating the system at a school level and at a regional level.
- Maintained a database of the existing partnerships and collaborations.

### **Public School 7 / District 4 (Manhattan)**

Conflict Resolution Facilitator / Dean (2000 - 2003)

- Mediated and resolved conflicts between and among students, staff and parents.
- Created and implemented a character education program.
- Coordinated and supervised after-school clubs.
- Trainer of *Second Step* Violence Prevention Program.
- Supervisor of aides.
- Chairperson of School Leadership Team (SLT).
- Member of Safety Committee.
- Member of School Intervention Team (SIT).

### **New York City Board of Education Central Offices (Brooklyn)**

Consultant in Office of Community Relations (1997 - 2000)

- Organized Citywide Shadow Day program.
- Made presentations to PTAs, parents and school staff regarding Mandatory Uniform Policy.
- Recruited minorities for Principal For A Day program.
- Coordinator for Parents Brown Bag Informational Lunches.
- Coordinator for Farms for City Kids program.
- Facilitated in meetings bringing schools and community based organizations together.
- Maintained the office's website.

### **Awards**

- Mellon-Carnegie Minority Scholarship
- Hunter Public Service Scholarship
- Dean's List (Fall 1994, Fall 1995, Spring 1996, Fall 1996, Spring 1997, Spring 1998)
- Summa Cum Laude