Creating and promoting a culture of Diversity and Inclusion

July 2018
FIVE FOCUS AREAS
to accomplish our vision: Every Learner: Future Ready

1. FUTURE READY
2. FUTURE READY
3. FUTURE WORKFORCE
4. FUTURE READY
5. FUTURE FACILITIES

Reference: The basics you can find anywhere
5 Steps To Successful Storytelling
Published on April 5, 2014
Featured in: Marketing & Advertising
Expected Outcomes

➢ A strategy that aligns with our vision and mission for the District
➢ Improved recruitment and retention strategies with an intentional focus on diversity
➢ A process that can be measured and ability to provide progress reports
➢ Ability to attract top talent across the District
➢ Improved employee satisfaction and connection with the District
➢ Less turnover of key talent
➢ Improved decision making with diverse input and worldviews
➢ Employees feel valued, heard and respected
➢ Diversity in the workplace is embraced
Vision
Build a highly engaged workforce that embraces diversity
Our research says...

Creative Corridor Center for Equity

- Diversifying the teacher workforce is beneficial for students of color
- Teachers of color turnover is much higher, retention is at least as important as recruitment and hiring practices
- Teachers of color are often responsible for the care and advocacy for students of color
- Recommendations for recruitment:
  - Teachers of color who left the state
  - Students of color at the local universities
  - Out-of-state students who have lived predominately in rural states and colder climates
  - Current middle and high school students of color in Iowa Schools
- Recommendations for retention:
  - Improve the racial climate in schools
  - Provide additional compensation to teachers of color for additional responsibilities and value
  - Increase the numbers of administrators of color and open more pathways for advancement of teachers of color

EAB - Education Advisory Board

- Districts communicate goals for teacher diversity and promote accountability for goal achievement through diversity, equity, or strategic plans
- Most districts promote both short-term and long-term strategies to increase teacher and staff diversity
- Incorporate a diversity statement and cultural competency requirement into job descriptions and interview questions
- Create a pipeline for current students to become teachers within the District
- Utilize the same programs to increase diversity and to cultivate applicant interest in hard-to-fill positions within the district
- Publish diversity goals to communicate diversity hiring as a priority
- Designate a focal point for diversity strategy to promote continuous progress
Develop and maintain a workforce that is representative of our students.

Create a workplace where each employee is enabled to contribute their individual talents to be successful.

Develop and strengthen positive relations with our community.
Diversity and Inclusion Maturity Model

Why does Diversity & Inclusion matter

Hold the District accountable for fostering a culture of Diversity and Inclusion

Employees support and embrace culture of Diversity and Inclusion

Accountability

Establish a diversity program

Diversity is important to our success

Grow our Awareness

Diversity is important to our success

Must be part of the strategic plan
## Diversity and Inclusion Strategy Map

<table>
<thead>
<tr>
<th>Grow our Awareness Year One</th>
<th>Establish a Diversity Program Year One</th>
<th>Accountability Year Two</th>
<th>Inclusive Culture Year Three</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Identify focal point to lead program</td>
<td>• Develop D&amp;I strategies to meet current student demographics</td>
<td>• Finalize metrics and reporting</td>
<td>• Acknowledge and reward inclusive employees and managers</td>
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<tr>
<td>• Establish Recruitment Team Members</td>
<td>• Establish benchmarks and metrics</td>
<td>• Develop training and education</td>
<td>• Through EE engagement survey diagnose the level of inclusion to uncover further pain points</td>
</tr>
<tr>
<td>• Identify D&amp;I Team</td>
<td>• D&amp;I Integrated with recruitment and retention</td>
<td>• Support &amp; implement diverse mentoring</td>
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<tr>
<td>• Create Strategy initiative and areas for targeted improvement</td>
<td>• Remove process bias from recruiting and hiring</td>
<td>• Identify High-potential talent</td>
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<tr>
<td>• Establish commitment and values</td>
<td>• Establish retention strategies to meet District needs</td>
<td>• Provide support to our Administrators in developing D&amp;I strategies</td>
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<tr>
<td>• Develop purpose, roles and responsibilities</td>
<td>• Create a succession plan for underrepresented groups</td>
<td>• Hire and promote inclusive leaders, invest in culture climate survey</td>
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<tr>
<td>• Identify benchmarks and metrics</td>
<td>• Establish Diversity Branding</td>
<td>• Tell our story through communication and successes</td>
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<tr>
<td>• Submit diversity proposal for approval</td>
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Recruitment/Retention

Recruitment
- Include a general diversity statement in the application process
- Develop pipelines that deliver high-performing diverse talent
- Develop language for postings that will appeal to diverse candidates
- Identify, track & develop targeted media and posting strategies for job openings
- Building relationships and partnerships with colleges, businesses and associations
- Create a pathway for students from secondary school through placement as a teacher (grow our own)
- Continue to grow our teacher intern program

Retention
- Create mentor programs for our underrepresented staff
- Continue work with the culture climate transformation
- Develop open, effective and transparent communications
- Clear channels for feedback
- Collaborative work teams
- Equity among work groups
- Make inclusion an emphasis within the District
Measurement

➢ Assess current retention and separation reasons for diverse employees
➢ Meet with administrators of current and past diverse employees and identify barriers to retention and propose strategies to increase retention of employees
➢ Implement an exit interview process for diverse employees
➢ Evaluate candidate pool information to assist in identifying metrics by position/building
➢ Establish diversity plan by Elementary and Secondary Schools
➢ Review data sets on an annual basis with administrators and school board
➢ Monitor and evaluate annually
  • Benchmarking Progress
  • Evaluation of outcomes
  • Goals/Objectives for next year
What’s next

<table>
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<tr>
<th>The Investment</th>
<th>Actions</th>
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<tr>
<td>➢ Dedicated Diversity Resource @ 65K-75K Annually</td>
<td>➢ Approval to move forward with creating a diversity program</td>
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<tr>
<td>➢ Relocation program @ approximately 40K Annually</td>
<td>➢ Hire and Selecting a Diversity Resource</td>
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<tr>
<td>➢ Possible investment in new sourcing strategies, tools and resources - TBD</td>
<td>➢ Identifying and establishing Diversity Recruitment Committee team members</td>
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<tr>
<td>➢ Diversity Recruitment Committee - Time</td>
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