

COMMITTEE FOR DIVERSITY AND INCLUSION



BOARD OF EDUCATION PRESENTATION

Committee's Purpose

Develop recommendations to address diversity and inclusion in the following areas:

- Student Voice
- Workforce Diversity
- Curriculum
- Professional Learning



Committee Members

Over 150 Statements
of Interest Submitted

33 Committee Members: Students, Staff,
Parents, Community Members



Representation from
Diverse Groups -
Policy 1010

County-wide
Geographic
Representation

All Levels (elementary, middle, high) and
Bargaining Units Represented

Balanced Representation of each
Stakeholder Group

Meeting Sessions



Meeting Structure

- Established norms for engagement and identified committee goals
- Heard overview of current practices from department specialists
- Began and ended meetings with students sharing their perspectives
- Provided feedback following sessions



Recommendations

- Committee members developed and prioritized recommendations
- Work was done in sub-committees and whole group
- Additional considerations/input was gathered to ensure that every voice was heard and ideas considered



Immediate Actions

- Student Voice Integrated into High School Advisory
- Cultural Proficiency Liaisons and Equity Specialists Support Student Voice
- Student Voice Circle Facilitation Training
- HCPSS Schools Partnering with Other Culturally Diverse Schools
 - 9th Grade English Pilot Program



Immediate Actions

- Revise Student Service Learning
- Policy 8050: Teaching Controversial Issues
Professional Learning
- Partner with HCBUs - HCPSS Career Pathways in
addition to Teaching
- Equitable and Consistent Hiring Practices



Next Steps

- Remaining Recommendations for Action
- Cultural Proficiency and Equity Advisory Committee
- Sharing Recommendations with Key Stakeholders
- Board update during 2016-17 school year



Questions
: Questions