DIVERSITY, INCLUSION, AND EQUITY COMMITTEE

MARCH 4, 2021

Dr. Carter Davidson, Chief Personnel Officer

Ms. Danielle Williams, Classified Team Member and Student Advocate





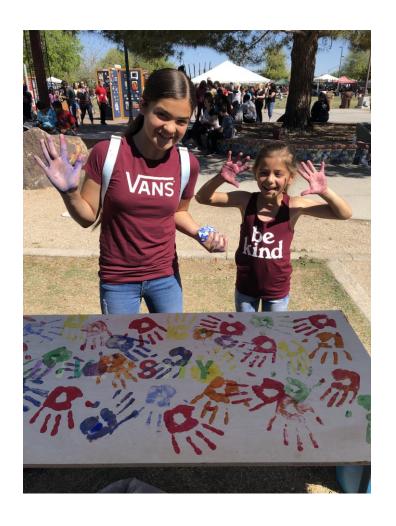


PAST

- SY 06-07 Multi-Cultural Committee
- Governing Board Policy: Affirmative Action
- ASBA Equity Challenge = SY 17-18
- Creation of a Team
- Deep Data Dig (Employee/Student/Club Offerings/Qualitative)
- Provide leadership opportunity for staff



PRESENT







EDUCATE, CELEBRATE, ADVOCATE

- Policy A: District Mission, Vision, and Value Statements (Equity)
- Branding and Marketing
- Attract and Retain
- Professional Development
- Community Outreach
- Engage Students



BRANDING AND MARKETING



Visibility & Recognition



ATTRACT AND RETAIN

Focused interview questions

Updated website for hiring: "Career"

Improved methodology for recruitment of diverse staff



PROFESSIONAL DEVELOPMENT

Create and hire for Lead Social Worker with focus on D/I/E

Training on social emotional needs of student body

Resource sharing

Educate staff and celebrate diversity



COMMUNITY OUTREACH

Diversity and Inclusion committee present at local events: Peoria Arts Festival

Partner with our Family Resource Center(s)

■ Learn community needs — how can we help and gain support?



FUTURE

Build and Increase opportunities for K-I2 students: clubs (Diversity)

Provide opportunities to capture the voice of the students (Inclusion)

Data Digs with site administrators: student achievement, discipline data, surveys, etc

Ensure that Peoria Unified is a welcoming and supportive place for all



VISION / VALUES

Vision: Every student, every day, prepared to shape tomorrow

 Values (Equity): Our behaviors are informed through opportunities that ensure equitable access for all staff and students to be successful

P in PEORIA: All people are our people!



QUESTIONS



