



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-12 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

