



# Diversity Recruitment & Retention

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Westchester Putnam School Boards Association  
Education Law and Negotiations Workshop  
**Diversity Recruitment and Retention**  
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## Some Forms of Racial Injustice Impacting School Communities

- ▶ Hiring Discrimination
- ▶ Pay Inequity
- ▶ Inadequate retention of minority employees
- ▶ Environmental (e.g., pollution, toxic waste sites, NIMBY)
- ▶ Inequitable Access to Health Care for some students
- ▶ Inequitable School Funding
- ▶ Inequitable Student Discipline
- ▶ Inequitable Employee Discipline

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## Reasons to Care about Diversity, Equity and Inclusion

- **Legal** (e.g., Constitution; criminal laws; civil laws; policies)
- **Economic** (e.g., reduce risk of liability; monetary damages; settlements)
- **Organizational Success** (organizations that have more diverse workforces are more successful)
- **Moral** (e.g., beliefs; ethics; moral compass)
- **Personal** (e.g., life experiences; family; friends)

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## How Does Your School District Define Diversity?

- Only 30 percent of human resources professionals say that their company has an official definition of diversity, according to a 2007 survey by the Society for Human Resources Management.
- How can an organization strive to meet a goal that it has not defined?

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## Why Is It So Difficult To Define Diversity and Inclusion?

Diversity and Inclusion may be difficult to define because we have many different perceptions of those words, but the following definitions may offer helpful guidance:

**Diversity** is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

<https://www.ferris.edu/HTMLS/administration/president/DiversityOffice/Definitions.htm>

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## Why Is It So Difficult To Define Diversity and Inclusion (cont.)?

**Inclusion** is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive environment promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

<https://www.ferris.edu/HTMLS/administration/president/DiversityOffice/Definitions.htm>

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## How Should An Organization Begin to Define Diversity ?

- ▶ Do not reinvent the wheel by starting from square one.
- ▶ Protected categories from the Human Rights Law, Title VII, the ADA, and the ADEA may be good places to begin exploring what categories will be considered for and/or included in your organization's definition of diversity.

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## Protected Categories

- ▶ Harassment / Discrimination based

- ▶ upon: race

- ♦ color
- ♦
- ♦ national origin
- ♦ religion or creed
- ♦ age
- ♦ disability



- ♦ marital status
- ♦ familial status
- ♦ sexual orientation or affiliation
- ♦ military or veteran status
- ♦ caregiver status
- ♦ status as a victim of domestic violence, sex offense or stalking
- ♦ genetic predisposition or carrier status
- ♦ or any other basis protected by law

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## Practical Considerations

- ▶ Should your school district's employee diversity reflect the community you serve?
- ▶ **What is the impact on the young scholars?**

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## 2019 CASE STUDY

- ▶ Public Schools In Long Island, New York

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## Discussion of Hofstra University Report “*Teacher Diversity in Long Island’s Public Schools*”, March 2019

- Even as the number of non-White students and residents on Long Island has surged over the past decade, the hiring of Black, Latinx and Asian teachers has failed to keep pace, leaving both minority and White students with few diverse role models.
- Research has shown that these diverse role models are important for students’ success.

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## Discussion of Hofstra University Report “*Teacher Diversity in Long Island’s Public Schools*”, March 2019 (cont.)

- 61% of Long Island’s 642 public school buildings do not have any Black teachers and 43% have no Latinx teachers.
- 49% of all students on Long Island attend schools where they never see a Black teacher; similarly, 30% of students attend schools without a single teacher of Latinx origin.

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## Does a lack of diversity in teachers/role models manifest itself in other ways in school environments ?

- Cultural insensitivity?
- Curriculum?
- Bullying/harassment?
- Student suspension/discipline rates?
- Special education classifications?
- Graduation rates?
- School funding?
- College enrollment rates?
- Scholarship opportunities?

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## Board Policies to Consider Implementing or Revising to Meet Your School District's Diversity Goals

- Equal opportunity policy
- Nondiscrimination policy
- Recruiting and Hiring policy
- Code of Conduct/Student Discipline/Restorative Justice policy

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## Implicit Bias

- ▶ How attitudes and stereotypes can affect what we say and do without a person being conscious of it.
- ▶ **May this have an impact of student interactions? Suspensions?**
- ▶ **Is this a personal journey? Or a professional one?**

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## Challenging the School to Prison Pipeline

- ▶ Think about the use of police and School Resource Officers (SROs) in the school setting  
(e.g., board member who raised question about the use of police at basketball and football games but not at tennis, lacrosse, and soccer games)
- ▶ Equitable applications of student Codes of Conduct
- ▶ Increased use of Restorative Justice practices instead of punitive measures to address certain misconduct

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## Recommended Hiring Strategies

- ▶ Recruiting at historically black colleges and universities (HBCUs)
- ▶ Partnering with minority teachers' associations and administrators' associations
- ▶ Participating in minority job fairs
- ▶ Building a pipeline for current minority students to return to your school district as educators

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## Additional Hiring Strategies

- ▶ Partnering with local teacher preparation programs, including those at minority-serving institutions, to coordinate student teaching placements and vet candidates for hire before they graduate
- ▶ Build relationships with students at institutions of higher education prior to graduation.
- ▶ Hiring earlier in the year.
- ▶
- ▶ Training staff members involved in hiring to recognize implicit bias.
- ▶ Use multiple measures to evaluate applicants –including performance-based tasks.
- ▶ Design and implement professional learning opportunities for new teachers of color, including collaboration with other educators, classroom assistance, coaching and feedback from experienced teachers, and assigned mentors.

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