

Diversity Recruitment & Retention



Westchester Putnam School Boards Association Education Law and Negotiations Workshop Diversity Recruitment and Retention

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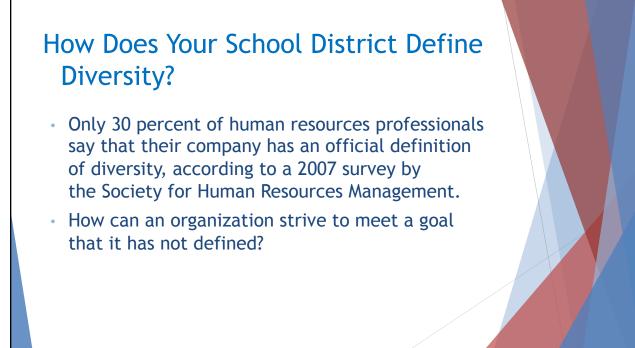
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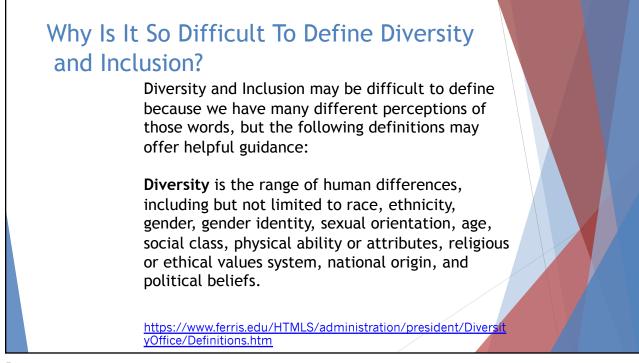
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Reasons to Care about Diversity, Equity and Inclusion

- 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)







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

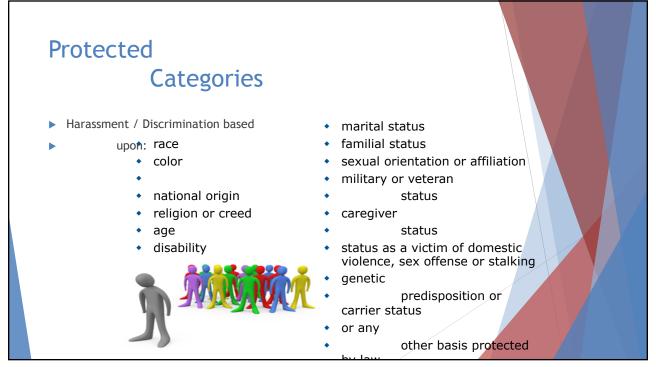
Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive environment promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

https://www.ferris.edu/HTMLS/administration/president/Diversit yOffice/Definitions.htm

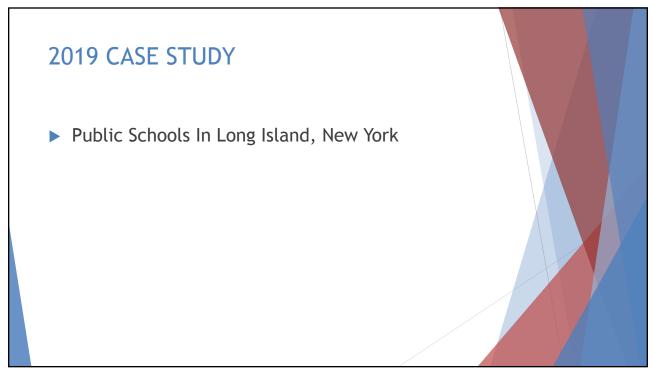
How Should An Organization Begin to Define Diversity ?

> 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.



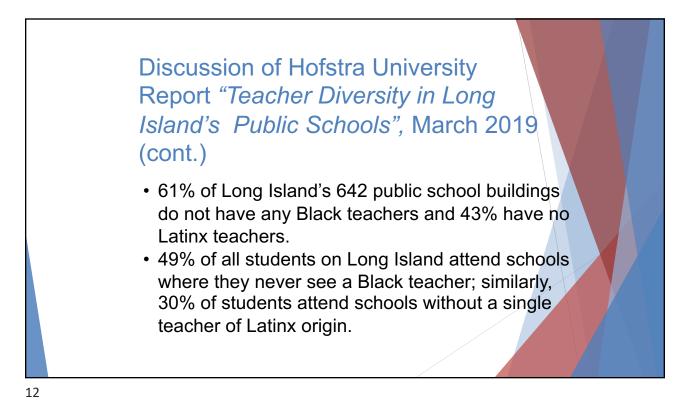




Discussion of Hofstra University Report *"Teacher Diversity in Long Island's Public Schools",* March 2019

- 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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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

