



# Diversity Council

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2019-2020



# SY19-20 Focus Area

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## Retention of Faculty of Color

- Goal: For District 97 to be a place where teachers of color thrive and grow

# SY19-20 Actions

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- Black Diversity Council members attended Black Teacher Leadership and Sustainability Institute to learn ideas for sustaining Black teachers:
  - Racial affinity groups (also with professional learning)
    - “Working in predominately white spaces is exhausting”
  - Black mentors for Black teachers
- Understanding the Research:
  - Multiple sessions reading and discussing research (understanding the issue)

# SY19-20 Actions

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- January/February:
  - Create Teachers of Color [survey](#) (to understand why Teachers of Color come to D97, reasons why they stay, what makes it challenging to stay, and ideas for better supporting Teachers of Color)
  - February/March:
    - Give survey
    - Diversity Council analyzes results; identifies patterns
  - March/April
    - Diversity Council members facilitate focus groups/empathy interviews to dig deeper into survey results

# SY19-20 Actions

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- April/May:
  - Using data from surveys, empathy interviews, and focus groups Diversity Council will make recommendations for 2-3 strategies the district should pursue to retain Teacher of Color

# Challenge Points

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- Time
- Attendance

# Alignment to District Goals

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## Workforce Equity (Pillar 3)

**District 97 shall take appropriate action in the area of workforce equity:**

- Recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional and support personnel.
- Develop retention plans to retain talent in the District.

Staff Affinity Group Support