Committee Name: **Recruiting, Hiring, Retaining a Diverse Staff**  
Goal: **Increase staff diversity by x% by 202x**

<table>
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<tr>
<th>Short Term Objectives:</th>
<th>Action Steps:</th>
<th>Projected Date of Completion?</th>
<th>Resources/Measure of Success?</th>
<th>Progress?</th>
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| 1. Hiring: Understand the current hiring practices diverse staff | a. Get data from the equity audit and data of misc group  
b. Obtain the baseline of current Rockwood Staff  
c. Identify the recruitment process for hiring practices  
d. Identify the actual recruiters in the hiring process | a. 2023  
b. Completed  
c. February 2023  
d. February 2023 | Resources: Dr. Grace Hiring panel requirements, District DEI Strategy, District Recruitment Strategy, Equity Demographics Have data in hand | a. Please clarify. Is it our current hiring practices data?  
b. **Completed** - DEED has this data currently.  
c. **In progress** - RSD has a Diversity Job Fair. DEED will be working with HR during the 2022-2023 school year to help develop a solid plan for recruitment of diverse candidates.  
d. **In progress** - RSD has a Diversity Job Fair. DEED will be working with HR to determine recruiters. |
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<tr>
<th>2. Talent Retention: Create an environment of inclusion</th>
<th>a. Support and expand affinity groups to support DEI initiatives – establish parent champion</th>
<th>a. November 2022 – Ongoing</th>
<th>a. <strong>In progress</strong> – DEED will continue to support but also expand affinity groups.</th>
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<td></td>
<td>b. Letting current staff know / update REPAC’s positive involvement in the talent retention goals</td>
<td>b.</td>
<td>b. Can you clarify?</td>
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<td>3. Recruitment Diverse Staff</td>
<td>a. Collect and obtain equity goal statistics to identify the baseline to create a quantifiable and measurable goal to meet expectations</td>
<td>a. January 2023</td>
<td>a. <strong>Not Started</strong> – The Equity Audit will support us with identifying a goal and possibly action plan for diverse staff recruitment.</td>
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Long Term Objectives: | Action Steps: | Projected Date of Completion? | Measure of Success? | Progress? |
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<td>1. Talent Retention: Improve district reputation – Improve the organizational leadership chart at the administration</td>
<td>a. Getting the message out to staff – Communication and execute plan to the public about the positive impact of a diverse staff</td>
<td>a. June 2023</td>
<td></td>
<td>a. <strong>Not Started</strong> – DEED will work with Communications to develop ways to convey the importance of a diverse staff.</td>
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<td>Level</td>
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| 2. Recruitment: Form relationships with colleges/universities that have diverse student bodies | Target diverse institutions to increase the probability for a diverse recruitment pool by:  
   a. Creating Ambassadors to join the HR contact in touring university recruitment fairs  
   b. Attend career fairs at the universities  
   c. Create literature that states our goal to recruit a diverse staff  
   d. Establish a recruitment metric system that requires a diverse panel of candidates based on DEI / REPAC | a. May 2023 - Ongoing  
   b. Second Semester 2023 - Ongoing  
   c. May 2023 - Ongoing  
   d. June 2023 - Ongoing | a. **In progress** - HR currently has diverse staff to appear at the Diversity Hiring Fair. DEED will talk to HR about how RSOC, RLGBT+, REPAC, and other staff members can serve as planners and supporters of recruitment fairs so that “tokenism” is avoided.  
   b. **In progress** - HR currently has diverse staff to appear at hiring fairs. DEED will work with HR to monitor the effectiveness related to recruitment of a diverse staff.  
   c. **Not Started** - DEED will work with HR to create literature with our goals related to recruiting a diverse staff.  
   d. **Not Started** - Discussions of this have begun. The Equity Audit
goals

should establish a system to ensure we have adequate diverse candidates during the hiring process.

| 3. | a. |