

Committee Name: Recruiting, Hiring, Retaining a Diverse Staff

Goal: Increase staff diversity by x% by 202x

| Short Term Objectives: | Action Steps: | Projected Date of Completion? | Resources/ Measure of Success? | Progress? |
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| <p>1. Hiring: Understand the current hiring practices diverse staff</p> | <p>a. Get data from the equity audit and data of misc group</p> <p>b. Obtain the baseline of current Rockwood Staff</p> <p>c. Identify the recruitment process for hiring practices</p> <p>d. Identify the actual recruiters in the hiring process</p> | <p>a. 2023</p> <p>b. Completed</p> <p>c. February 2023</p> <p>d. February 2023</p> | <p>Resources: Dr. Grace Hiring panel requirements, District DEI Strategy, District Recruitment Strategy, Equity Demographics</p> <p>Have data in hand</p> | <p>a. Please clarify. Is it our current hiring practices data?</p> <p>b. Completed - DEED has this data currently.</p> <p>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.</p> <p>d. In progress - RSD has a Diversity Job Fair. DEED will be working with HR to determine recruiters.</p> |

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| <p>2. Talent Retention: Create an environment of inclusion</p> | <p>a. Support and expand affinity groups to support DEI initiatives - establish parent champion</p> <p>b. Letting current staff know / update REPAC's positive involvement in the talent retention goals</p> | <p>a. November 2022 - Ongoing</p> <p>b.</p> | | <p>a. In progress - DEED will continue to support but also expand affinity groups.</p> <p>b. Can you clarify?</p> |
| <p>3. Recruitment Diverse Staff</p> | <p>a. Collect and obtain equity goal statistics to identify the baseline to create a quantifiable and measurable goal to meet expectations</p> | <p>a. January 2023</p> | | <p>a. Not Started - The Equity Audit will support us with identifying a goal and possibly action plan for diverse staff recruitment.</p> |

| Long Term Objectives: | Action Steps: | Projected Date of Completion? | Measure of Success? | Progress? |
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| <p>1. Talent Retention: Improve district reputation- Improve the organizational leadership chart at the administration</p> | <p>a. Getting the message out to staff- Communication and execute plan to the public about the positive impact of a diverse staff</p> | <p>a. June 2023</p> | | <p>a. Not Started - DEED will work with Communications to develop ways to convey the importance of a diverse staff.</p> |

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| <p>2. Recruitment: Form relationships with colleges/universities that have diverse student bodies</p> | <p>Target diverse institutions to increase the probability for a diverse recruitment pool by:</p> <ul style="list-style-type: none"> 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 | <p>a. May 2023 - Ongoing</p> <p>b. Second Semester 2023 - Ongoing</p> <p>c. May 2023 - Ongoing</p> <p>d. June 2023 - Ongoing</p> | | <ul style="list-style-type: none"> 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 |

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