



BERKELEY COUNTY  
SCHOOL DISTRICT

# **Focusing on Diversity and Inclusion in Berkeley County School District**

School Board Presentation

Dr. Glenda Levine, Chief Diversity Officer

June 12, 2018

Dr. Eddie Ingram, Superintendent

# BCSD Office of Diversity Facts

- Chief Diversity Officer position approved November 2017
- Two staff members
  - Chief Diversity Officer
  - Administrative Assistant

# Defining Diversity

Workplace diversity refers to the variety of differences between people in an organization. That sounds simple, but diversity encompasses race, gender, ethnic group, age, personality, cognitive style, tenure, organizational function, education, background and more.

<http://www.multiculturaladvantage.com/recruit/diversity/diversity-in-the-workplace-benefits-challenges-solutions.asp>

# Dimensions of Diversity

*Work Experience*

*GENDER*

*Race*

*Ethnicity*

*Learning Style*

*Work Background*

*Geographic Location*

*Education*

*LANGUAGE*

*Ability*

*Appearance*

*Class: Socio-economic*

*-Dimensions of Diversity as depicted in an adaptation of the Loden Model Diversity Wheel*

# Inclusion as a Vital Component of Diversity

Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and perspectives are harnessed to create business value. Organizations need both diversity and inclusion to be successful.

**-T. Hudson Jordan**

*Director, Global Diversity & Talent Strategies  
Pitney Bowes, Inc.*

# Why the focus on Diversity?

*“We’re extremely diverse in Berkeley County. Our differences make us stronger.”*

*- BCSD Superintendent Eddie Ingram*

*The Summerville Journal Scene*

*November 28, 2017*

# Why the focus on Diversity? (continued)

*We need to understand diversity and how it is inherently linked to inclusion.*

Workplace diversity refers to the variety of differences between people in an organization. That sounds simple, but diversity encompasses race, gender, ethnic group, age, personality, cognitive style, tenure, organizational function, education, background and more.

-<http://www.multiculturaladvantage.com/recruit/diversity/diversity-in-the-workplace-benefits-challenges-solutions.asp>

# Why the focus on Diversity? (continued)

*“When a teacher is prepared to include differing viewpoints and philosophy in the curriculum, her students can experience place and perspective at the same time, giving them a broader view of the world, in terms that make sense to them locally.”*

-University of Hawaii at Manoa, College of Education, **3 Reasons Multicultural Education Makes a Better Classroom**, KC Coburn, Oct. 23, 2014



# Diversity Office Activities

- Researching what diversity and inclusion look like in BCSD (students, teachers, staff, programs, etc.)
- Learning what other school districts, companies, groups and organizations are doing to focus on diversity and inclusion
- Determining the challenges and opportunities that lie ahead based on research about the district and information learned thus far
- Addressing Title IX concerns

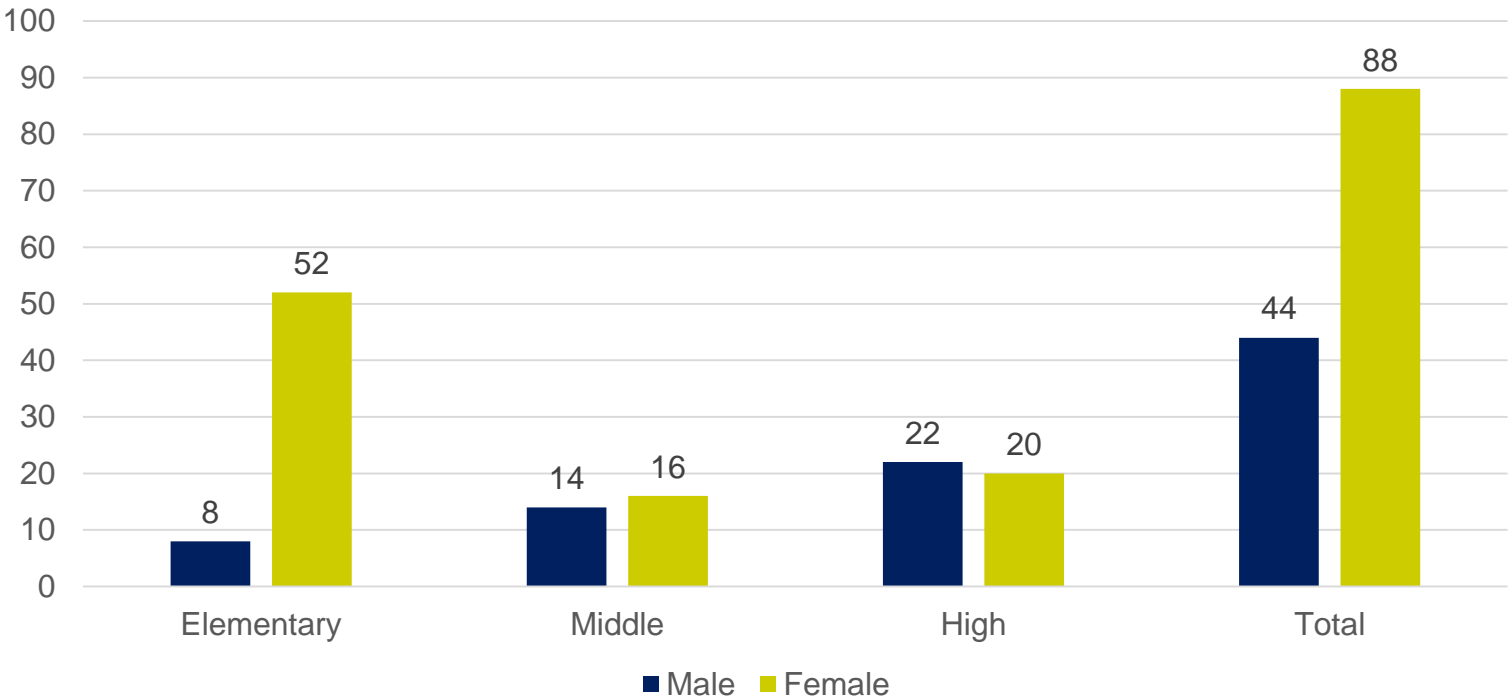
# Diversity Office Activities (continued)

- Assessing and Shaping Workforce Culture (College of Charleston)
- College Visits and Presentations
- Communicating with Call Me Mister Programs
- 2018 Workforce Summit (Berkeley Chamber of Commerce)
- Center for the Education and Equity of African American Students (USC)
- Men of Color National Summit (sponsored by Clemson University)
- Creating Thriving Schools During a Teacher Shortage (AASPA webinar)
- Leading for Racial Equity (Seminar)
- Attracting Teachers to Fill Positions in High-need, High-poverty districts: Recruitment Tips and Strategies (SC Association of School Administrators)
- Equity in Education (USC)
- 2018 BCSD Parent Engagement Conference – Appreciating Diversity, Multiculturalism, and Inclusion
- Diversity & Inclusion Alliance Event (Charleston County Diversity Committee)
- Furman University's Riley Institute's Diversity Leaders Initiative (2018-19)

# **Administrator Snapshot**

## **BCSD Administrator Snapshot 2017-18**

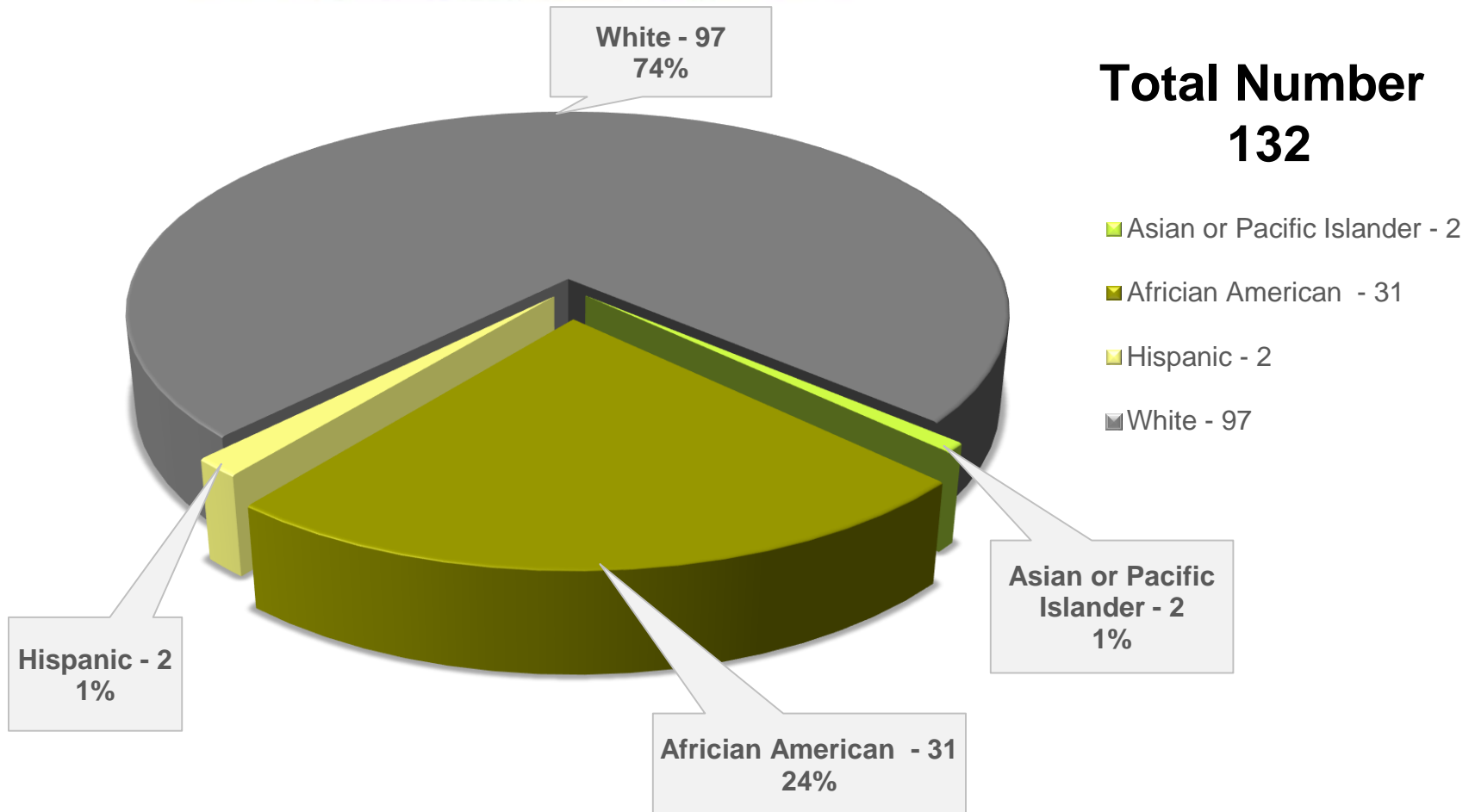
# BCSD School Administrators by Gender 2017-2018



# BCSD School Administrators by Race/Ethnicity 2017-2018

- 2 Asian or Pacific Islander (1%)
- 31 African-American (24%)
- 2 Hispanic (1%)
- 97 White (74%)

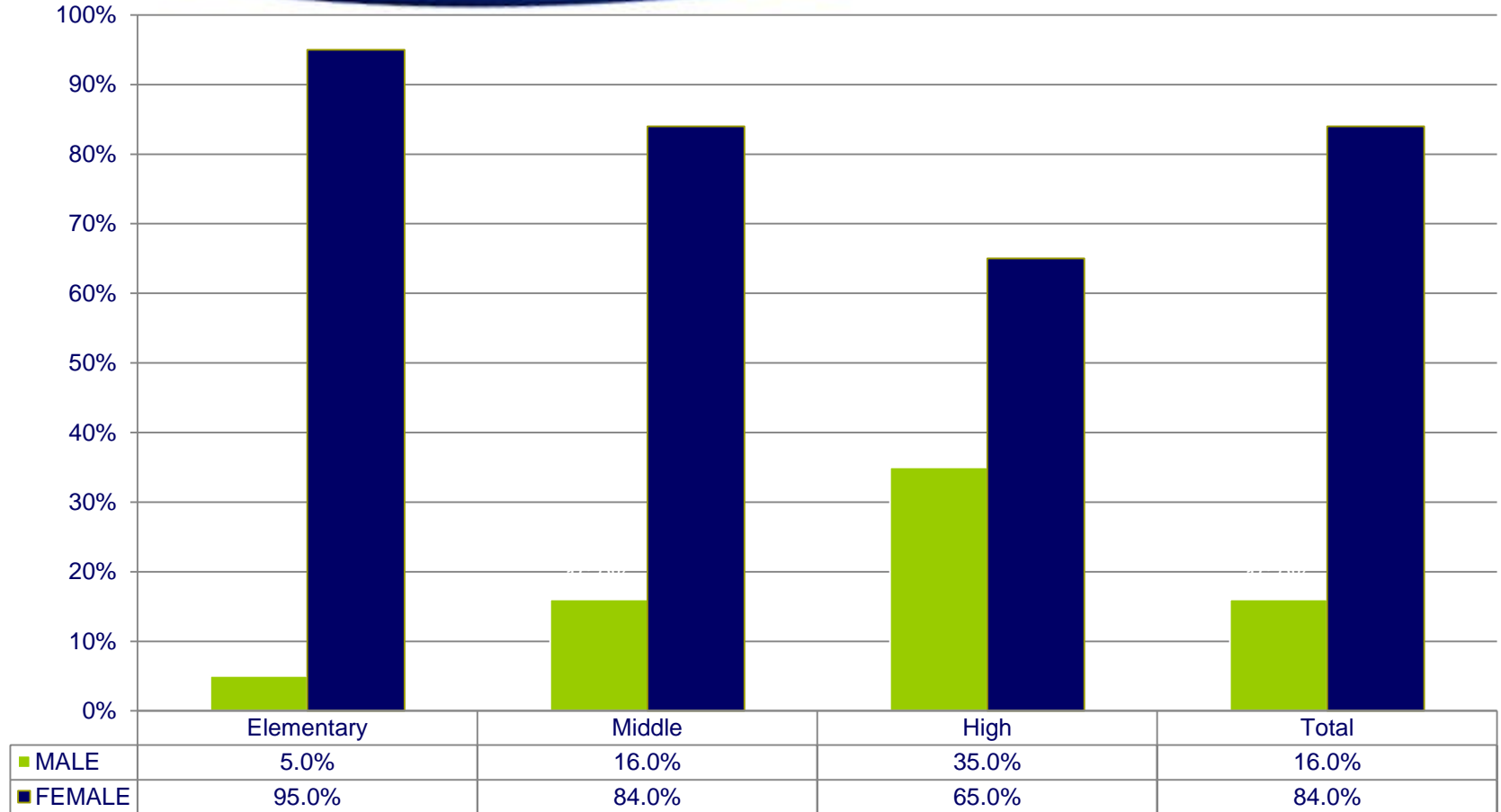
# School Administrator Snapshot



# **Teacher Snapshot**

## **BCSD Teacher Snapshot (Start of 2017-18 School Year)**

# Teacher Composition by Gender 2017-2018

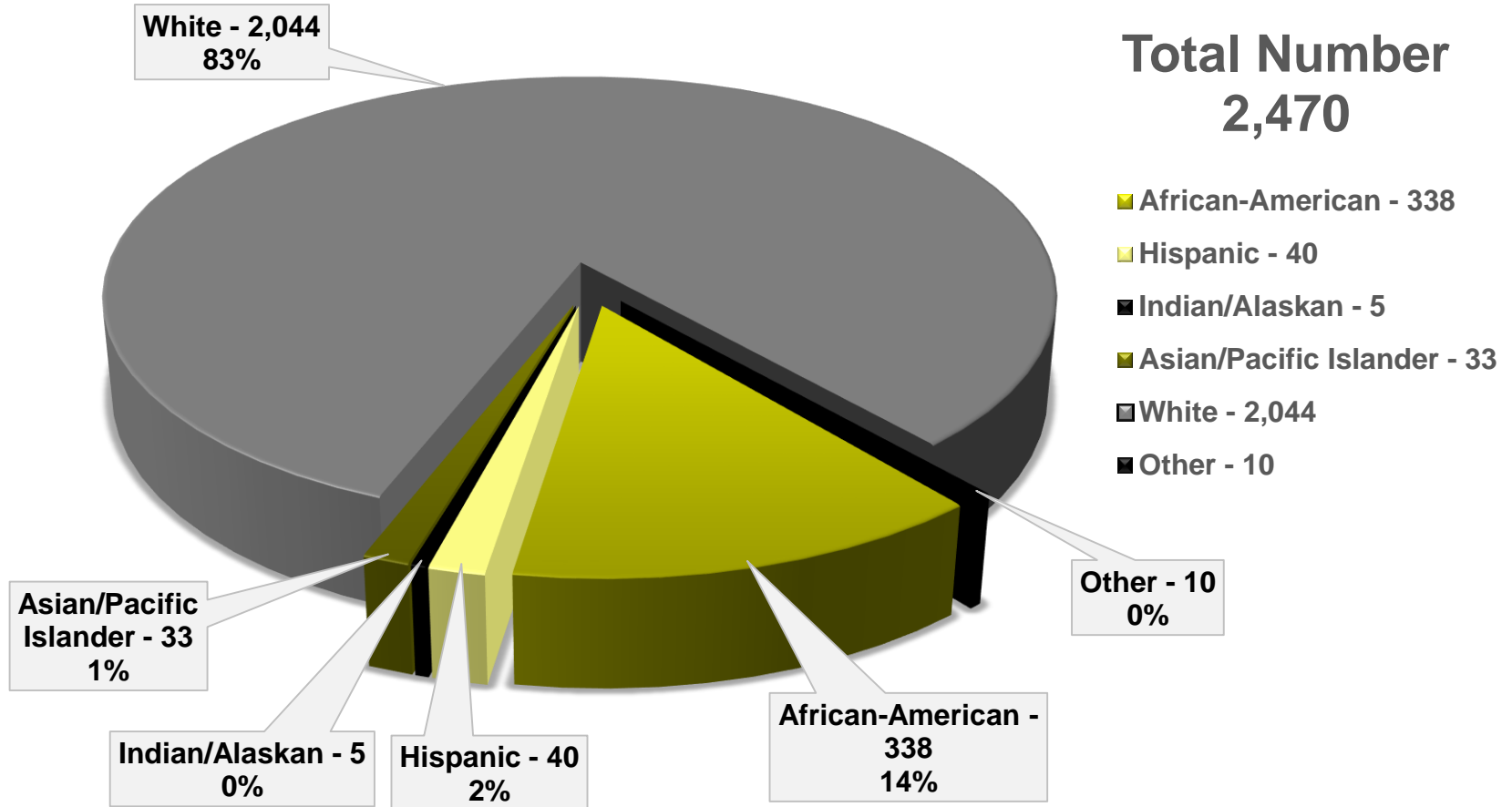




# Teacher Composition by Race/Ethnicity - 2017-2018

- 33 Asian or Pacific Islander (1.33%)
- 338 African-American (13.68%)
- 40 Hispanic (1.62%)
- 5 Indian or American/Alaskan (0.20%)
- 2,044 White (82.75%)
- 10 Other (0.40%)

# Teacher Composition by Race/Ethnicity - 2017-2018



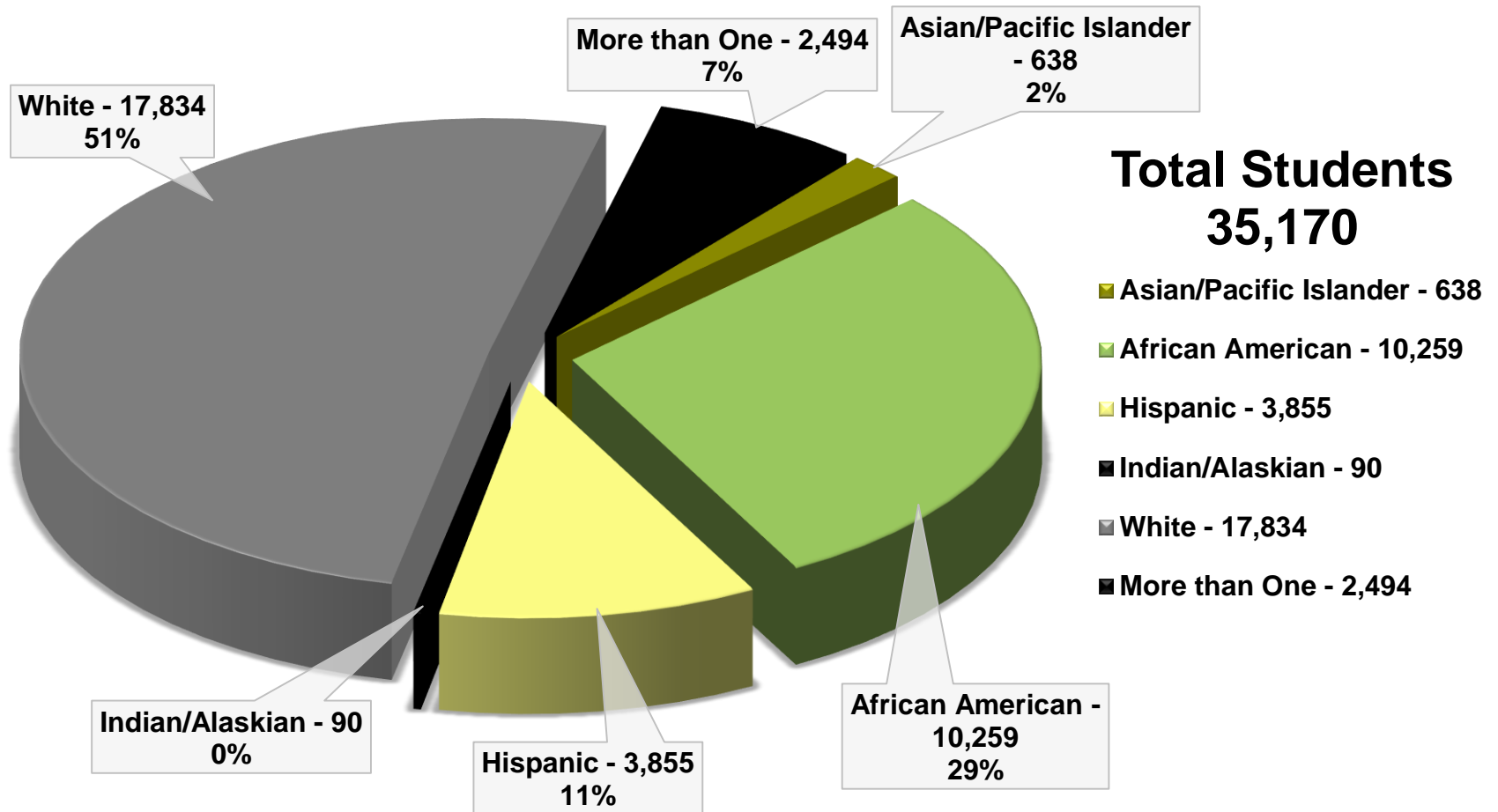
# Total Students

**BCSD Student Snapshot  
(Start of 2017-18 School Year)  
Total Students 35,710**

# Student Ethnicity

- Total Student Enrollment (September 2017): 35,170
- 638 Asian or Pacific Islander (1.81%)
- 10,259 African American (29.17%)
- 3,855 Hispanic (10.95%)
- 90 Indian or American/Alaskan (0.26%)
- 17,834 White (50.68%)
- 2,494 More than One (7.1%)

# Student Ethnicity



# English Language Learners

Total English Language Learners 3,351

## Languages Spoken 36+

Amharic, Arabic, Bengali, Bisaya, Bulgarian, Cambodian, Cantonese, Creole, Dutch, French, German, Gujarati, Hindi, Italian, Japanese, Kannada, Korean, Lithuanian, Mandarin, **Portuguese**, Romanian, Russian, Somali, **Spanish**, Swahili, Swedish, **Tagalog**, Telugu, THA, Tigrinya, Turkish, Ukrainian, Urdu, Vietnamese, Wolof, Yoruba, Other

# Students with Individualized Education Plans (IEP's)

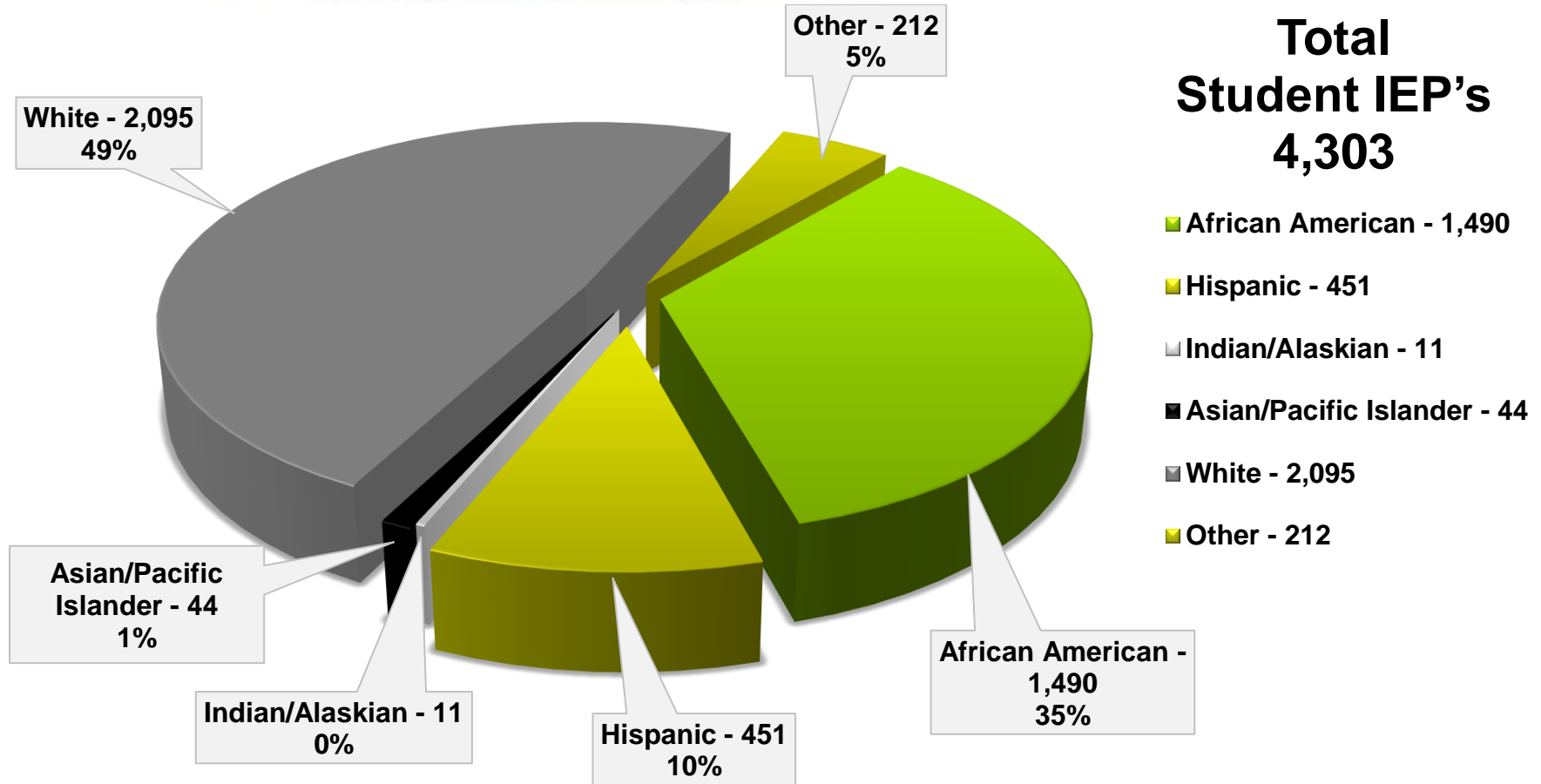
Males 2,913

Females 1,390

Total Students with IEP's

4,303

# Students with Individualized Education Plans (IEP's)





# BCSD 2018 Senior Class

- 2,131 12<sup>th</sup>-Graders
  - 766 attended BCSD schools since Kindergarten (approximately 36%)

# Asking Relevant Questions About...

## Statistics related to:

- Discipline
- Expulsion Rates
- Special Education
- Representation in School Programs: (Gifted and Talented, Arts, Advanced Placement, International Baccalaureate, etc.)

# Proposed Diversity and Multicultural Inclusion Goals for 2018-19

## I. Instruction

- Increase the use of culturally responsive teaching strategies and curriculum.

## II. Communications and Partnerships

- Increase the district's partnerships with civic and community organizations, political bodies and government agencies.

## III. Recruitment and Retention

- Increase the overall level of diversity in the district's workforce.

## IV. Finance/Business

- Increase the number of small and minority vendors who do business with the district.

## V. Climate

- Promote a climate across the district that acknowledges and respects the diversity of our district and seeks to be inclusive of all students, staff and stakeholders in the district.

# Diversity Advisory Council

- ***Caldwell Pinckney, Jr.***  
Berkeley County Government
- ***Nicholas Snyder***  
Berkeley County School District – Teacher of the Year
- ***Katie Orvin Tanner***  
Berkeley County School District – Public Information Officer
- ***Tanya Franca***  
Berkeley County School District – K-12 ESOL Coordinator
- ***Liz Acuna***  
Berkeley County School District – Interpreter
- ***Vickie Hickman***  
Berkeley County School District – Visual Arts Coordinator

# Diversity Advisory Council (continued)

- ***Shameka Washington***  
Berkeley County School District – Principal Goose Creek High
- ***Dr. Creighton Eddings***  
Berkeley County School District – Principal Mt. Holly Elementary
- ***Dr. Kelley Green***  
Charleston Southern University Professor
- ***Dr. Kelly Wulf***  
Berkeley County School District – Executive Director of Special Programs

- <https://www.youtube.com/watch?v=gm0cjSdZrSY>



# Discussion and Questions?