

IMPORTANCE OF DIVERSITY HIRING



We know all who enter teaching do so with the goal of being a great teacher and helping all their students work towards a bright future. However, all teachers carry *unconscious biases* developed through their own experiences with same and different-race individuals that may undermine the goal of reaching all students.

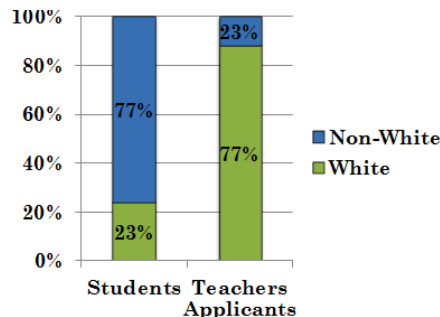
WHY HIRE DIVERSE TEACHERS?

Research has shown the importance of schools having a racially diverse teacher workforce and increasing teachers of color representation in order to *close achievement gaps*. Specifically among students who share the same background as their teacher, students receive **more effective role modeling, higher expectations for learning and their future, and fewer cultural differences** to effectively teach. When students have access to diverse teachers:

1. Students of color have a higher likelihood of graduating.
2. Math and reading achievement growth for students of color by third grade increases.
3. Students of color are more likely to be assigned to gifted services.
4. Students of color are less likely to be labeled with behavior issues.
5. Highly qualified diverse teachers are retained to continue teaching our students.
6. All students have access to diverse perspectives and cultures, better preparing them to successfully navigate a global society and economy.
7. Bullying based on race, religion and nationality decreases for all students.

WHY SHOULD DPS FOCUS ON HIRING DIVERSE TEACHERS?

While 77% of Denver Public Schools students identify as non-white, only 23% of 2015-16 teacher applicants identified themselves as non-white.



If we are going to address the opportunity gaps that currently exist for our students of color, we must focus on ensuring our teachers better represent the communities and students we serve!

WHAT CAN YOU DO AS SCHOOL LEADERS?

- 1) **Understand your student data and community culture.** Be intimately aware of the opportunity gaps and culture of your students to focus your hiring priorities to address those gaps.
- 2) **Create and foster a diverse screening panel during hiring.** Research has shown diverse Personnel Committees tend to hire a more diverse staff.
- 3) **Hire qualified diverse candidates early.** We know the quality of our candidates decreases as the hiring season continues.
- 4) **Work with your HR Partner** to support best practices in hiring and how to reduce the impact of unconscious bias.