

Equity Impact Statement

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Title: Office of Human Capital 2017 Hiring Update	Date: October 4, 2017
Presentation Overview/ Action Proposed:	This presentation provides an overview of the Office of Human Capital's 2017 hiring season that covers March to October of 2017 for the 2017-18 school year. The presentation shares preliminary hiring data and spotlights our Diversity Hiring Strategies, work led by the Office of Human Capital with support from the Office of Equity to support school leaders and hiring teams in their efforts to ensure that their staffs reflect the racial, ethnic, and cultural diversity of the students in Boston Public Schools.
Educational and Racial Equity Implications:	Boston Public Schools' Strategic Priority #2 is to attract, develop, and retain a highly effective instructional team that is responsive to the diverse racial, cultural, and linguistic needs of youth. This goal permeates the work across the Office of Human Capital as we support school leaders and hiring teams in ensuring that their workforce reflects the diversity of their students. Our Diversity Hiring Strategies specifically support schools where there is an opportunity (multiple hires for the upcoming year) and an existing mismatch between student and staff demographics. As a result of this work, on average, there was a 10% increase in staff hired at these schools that self-reported as people of color, one key component of diversity. Research demonstrates that students who have a diverse staff that reflects the diversity of the student body are more likely to achieve better educational and life outcomes, which drives our strategic prioritization of this work.
Policy Implications:	This work lives within the existing policies of Boston Public Schools.
Budget Impact:	There is no new budget impact of this work. This presentation covers the hiring efforts to fill budgeted positions for the 2017-18 school year.
Implications of Yes Vote:	Not Applicable
Implications of No Vote:	Not Applicable

