

BPS Search Committee DEI Best Practices

- Diversity of Search Committee perspectives
- Monitoring of each step of the search process for candidate diversity
- Close attention to Professional Profile in generating questions
- Diversity in gender, race/ethnicity, linguistics proficiency, lived experiences, professional expertise
- Training session on implicit bias
- Alignment of Search Committee membership in values and protocol in conduct.

BPS Superintendent Search Committee Diversity Stats

Membership: 9

- Woman/Man: 5/4
- 4 African American
- 2 Latinx
- 2 AAPI
- 1 White
- 9 Boston Knowledge
- 5 Multi-Lingual
- 5 Educators (4 BPS, 1 Higher Education)
- 3 BPS Parents
- 1 BPS Student

BPS Superintendent Search Diversity Stats

Applications: 35

Round One: 8 Invited

- Woman/Man: 6/2
- 2 African American
- 2 Latinx
- 2 AAPI
- 2 White

- 5 Boston Knowledge
- 5 Multi-Lingual
- 7 Educators

Round Two: 7 Invited

- 6 interviewed, 1 withdrew
- Woman/Man: 4/2
- 2 African American
- 1 Latinx
- 1 AAPI
- 2 White

- 5 Boston Knowledge
- 3 Multi-Lingual
- 5 Educators

Finalists: 4 Identified

- 4 recommended, 2 withdrew
- Woman/Man: 3/1
- 1 African American
- 1 Latinx
- 1 AAPI
- 1 White

- 3 Boston Knowledge
- 2 Multi-Lingual
- 3 Educators