

Equity Impact Statement

Bruce C. Bolling Municipal Building
2300 Washington Street, 5th Floor
Roxbury, Massachusetts 02119
617-635-9000

Required for all Boston School Committee proposals and other presentations as appropriate.

<p>Title of Proposal or Presentation: Office of Human Capital Annual Hiring Update</p>	<p>Date: January 29, 2020</p>
<p>Summary of Proposal or Presentation:</p>	<p>This presentation is the Office of Human Capital’s annual update to School Committee about the district’s cultivation, recruitment, hiring, and retention statistics from the last school year. The primary focus of the presentation is on teachers and guidance counselors.</p>
<p>Equity Implications (please include impacts on people of color, Special Education students, English learners, and other traditionally marginalized populations as appropriate):</p>	<p>This presentation focuses on a number of key equity concerns:</p> <ul style="list-style-type: none"> ● Educator hiring data by race and language ● School leader hiring data by race ● Overall racial diversity of the BPS educator workforce ● Overall workforce racial diversity, including school and Central Office personnel ● Data on key OHC hiring and retention efforts (e.g. diversity focus schools and MTEL prep)
<p>Key Highlights or Considerations:</p>	<p>The district continues to hone and expand its efforts to cultivate, recruit, hire, and retain employees of color, particularly educators. This presentation will highlight new initiatives, and the effectiveness of both new and existing initiatives.</p>
<p>Has an equity analysis been conducted</p>	<p>No. However, these efforts are the result of an</p>



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<p>at any stage of preparation of the proposal or presentation? If so, please share information about the participants and process.</p>	<p>ongoing partnership between the Office of Human Capital, Office of Equity, and Office of the Opportunity Gap, and are deeply rooted in the district's commitment to increasing the number of educators, and school and district leaders, of color.</p>
<p>Budget Impact (if any):</p>	<p>N/A</p>
<p>Implications of a Yes Vote:</p>	<p>N/A</p>
<p>Implications of a No Vote:</p>	<p>N/A</p>

