

TO: Boston School Committee

FROM: Francesse J. Canty, Chief of Human Capital
Boston Public Schools

CC: Rashaun Martin, Acting Managing Director
Retention, Cultivation, Diversity Programs
Boston Public Schools

DATE: October 30, 2023

SUBJECT: Office of Human Capital Update

This presentation is the Office of Human Capital's annual update about the district's hiring and workforce diversity as we seek a workforce that reflects the racial, ethnic, and linguistic diversity of our students, and to meet all of their learning needs.

The attached slides will focus on the following:

- Teachers and guidance counselors because these two groups are the focus of the 1974 "Garrity" court order that remains in effect regarding district staff diversity.
- The gains the District made with hiring school leaders of color.
- The linguistic diversity of our staff.
- The efforts being made in recruitment and retention.

We look forward to sharing our work with the School Committee.