



CESA 6

Center 4All

AWARENESS | ALLYSHIP | ADVOCACY | AGENCY

Inclusive Hiring Practices



2023

JUNE 12

9:00 AM - 12:00 PM



FACILITATORS

Kim Walters | Director | Center 4All

Jae Henderson | Consultant | Center 4All

All students benefit from having educators and administrators of color. Studies show that when schools are more racially and ethnically diverse, students' academic performance improves, more positive role modeling occurs, teachers and students tend to be more culturally aware, and students are less likely to hold implicit biases in adulthood. (Carver-Thomas, D. (2018). *Diversifying the teaching profession: How to recruit and retain teachers of color*. Palo Alto, CA: Learning Policy Institute.) The first step is for schools to offer a welcoming environment where staff from any background feel a sense of belonging. Build the capacity of your school district to hire and retain the best diverse talent to serve our growing diverse student body.

OBJECTIVES

- Understand the need for providing brave spaces where tough questions can be asked without fear of retaliation
- Understand why we should not hire for "culture fit"
- Learn and apply the 9 most common biases in hiring using school specific examples
- Reflect on ways to mitigate bias in the 3 areas of the hiring process: Pre Interview, Interview Process, and Job Offer, Follow-up & Onboarding
- Time for teams to discuss new learning and changes the district can make to improve its current process

DETAILS

REGISTER ONLINE:

- www.cesa6.org/events
- \$150/person

LOCATION:

- CESA 6 Conference Center 2300 State Road 44, Oshkosh
- On-site check-in: 8:30 AM - 8:45 AM

WHO SHOULD ATTEND?

District Teams consisting of:

- Human Resource Staff
- Administrators
- Superintendents

QUESTIONS?

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