

# Reach Cyber School's Diversity, Equity, & Inclusion Council



## School Board Members

We are honored to provide an update on the diversity, equity, and inclusion efforts of our DEI Council: who we are, what we've done, what we're working on, and what the future holds.

### About the Council Meet the Members



What is the DEI Council and who is on the council? How was the DEI Council formed and who are the members?

### DEI Council Accomplishments



What has the DEI Council accomplished since its establishment?

### Looking Ahead to the Future



What does the DEI Council hope to accomplish in the immediate future?

We thank the support of Reach Cyber School Senior Leadership Team, the School Board of Trustees, and the staff for supporting our efforts to advance equity at our school. We look forward to creating strengthening a culture of inclusion and belonging for our staff, students, and families.

Sincerely,

The DEI Council

### DEI Council Members Beginning of the 2023-2024 School Year





## DEI Council History



The Diversity Equity and Inclusion Council was established during the 2020-2021 academic year. Learn about our history and the purpose and alignment we established in order to bring systemic change for the Reach community.

### DEI Council History Timeline

2020-2021	2020-2022	2022-2023
The DEI Council is formed under the leadership of JD Smith. Deborah Vereen joins Reach to guide them in creating system change.	DEI Level Set Discovery Learning is provided across the organization to begin the DEI efforts.  The DEI Council begins to identify the organizational goals.	Manager of Organizational Effectiveness & Belonging is hired to work with the leadership team and DEI Council on its DEI Focus Areas and Initiatives.

### DEI Council Purpose and Alignment

<b>Council Purpose</b>	The Council will collaborate with leadership to foster an equitable learning experience for staff and students navigating an evolving global community.
<b>End in Mind</b>	Establish a culture that is receptive to Diversity, Equity and Inclusion which fosters an authentic environment of Belonging.
<b>Council Member Engagement Approach</b>	When collaborating, the Council's end in mind is to arrive at the "best outcome", not the "desired outcome" for systemic change (per DEI Level Set Discovery Learning). DEI Council Members offer their various perspectives from a diverse lens of lived experiences, knowledge, and training; therefore, there are no "right or wrong" answers or judgemental feedback. Utilizing active listening is paramount to enabling best outcome results for Reach.



## DEI Council Members



**Deborah Vereen**

Founder & Principal of THE VEREEN  
GROUP and Reach's DEI Council  
Consultant



**Ellen Min**

Manager of Organizational  
Effectiveness & Belonging



**Enid Melendez**

Administrative Assistant  
*(Stepped down in 2023)*



**Gregory McCurdy**

Director of Special Education



**Michael Garman**

Director of Human Resources



**Katherine Rutkowski**

Director of MTSS



**Danielle Johnson**

RTI Manager  
Elementary



**JD Smith**

Director of Career Readiness



**Kwame Ntiamoah**

Assistant Principal  
Elementary



**Lindsay Lester**

Assistant Principal  
Elementary

These individuals were  
the members serving on  
the council during the  
2020-2023 school years.



## DEI Council Members



**Sarah Herr**  
STEM Teacher



**Marcus Kelly**  
Middle School Principal



**Kayla Schultz**  
Family Mentor



**Nicolette Silverman**  
Manager of Career Services



**Amy Smith**  
Middle School Counselor  
GSA (Gay Straight Alliance) Advisor



**Amanda Spofford**  
Manager of State Reporting

During the 2022-2023 school year, the DEI Council welcomed six new members to advance our DEI work at Reach.





## Accomplishments 2020-2023



The first three years of the Council has been focused around creating the foundation needed to ensure Equity, Inclusion, and Belonging at Reach.

Year	Accomplishment	Description & Impact
2020-2021	DEI Council forms	Reach makes a formal commitment to its DEI efforts with the creation of the council and partnership with Deborah Vereen
2020-2021	DEI Purpose Statement Creation	The purpose statement was created to guide the work of the DEI Council.
2020-2021	DEI Introduction to Reach	The DEI Council is introduced to the entire organization.
2021 to present	Level Set Discovery Learning	Deborah Vereen provides DEI level set learning opportunity to the entire organization. This Discovery Learning will be continuous and ongoing for all new hires.
2020 to present	Glossary of Key Diverse Terms	A glossary of terms is created and updated to ensure that Reach has consistent language across the organization.
2021-2022	Critical Race Theory - Organizational Response	The DEI Council works with the leadership team to respond to family concerns around Critical Race Theory.
2022-2023	Manager of Organizational Effectiveness and Belonging	A position is created to advance the organization's ongoing DEI efforts.
2022-2023	DEI Statements	The council creates an organizational nondiscrimination statement and employee DEI statement for job descriptions and the website.
2022-2023	Strategic Visioning/Planning	The council works on a strategic visioning for 2022 and the next two years.
2022-2023	Implementing an Inclusive Access & Opportunity Hiring Process	The council partners with the Talent Acquisition Specialist to strengthen the current hiring process.
2022-2023	DEI Council Members	The council used an inclusive access and opportunity process to identify six new council members.



## 2020-2023 Accomplishment Highlights



## DEI COUNCIL & HIRING AT REACH




## HIRING STATISTICS AND TRENDS 2023

- Companies with a diverse workforce perform 35% better than those without.
- There's a 50% decrease in interviews for applicants of color when they reveal their race on their resumes.
- 89% of hiring managers report making judgments about applicants within the first minutes of the initial interview.
- At least 85% of adults that are autistic are unemployed and have a college education.
- Women are 45% more likely to be excluded from STEM jobs due to bias during the hiring process.
- Applicants aged 40 and above are 46% less likely to receive an interview compared to younger job seekers.

## HIRING MANGER SCENARIOS



### Hiring Manager's Guide Overview

Overview Video		Watch this short overview video understand how to use this guide and the overview, checklist, intake meeting, and hiring panel tabs.
The Why	As Reach is dedicated to diversity, equity, and inclusion, all hiring managers follow this hiring guidance to ensure equitable access and opportunity for all persons applying to open positions within our organization. We encourage the Hiring Manager and the Hiring Panel to review these helpful resources to understand the "why" behind this guide.	<b>Helpful Resources</b> <a href="#">5 Best Practices to Create Inclusive and Equitable Interview Processes</a> <a href="#">7 Practical Ways to Reduce Bias in Your Hiring Process</a> <a href="#">What Does a Truly Equitable Recruiting Process Look Like?</a> <a href="#">Video - Hiring Bias</a> <a href="#">Video - Unconscious Bias in Recruiting</a> <a href="#">The Most Surprising Hiring Bias Statistics and Trends in 2023</a>
The How	Go to <i>File</i> then <i>Save a Copy</i> . Rename your spreadsheet <i>Last Name, Position Hiring, Month, Year</i> . [McCurdy, Special Ed Teacher, Feb, 2023] Share this spread with the Talent Acquisition Specialist (Alison Altland) and your Hiring Panel members Use the checklist to move through the hiring process by marking "x" next to each item as it is completed Reach out to Alison Altland, Talent Acquisition Specialist, with any additional questions/concerns/support/feedback regarding the hiring process. Reach out to Ellen Min, Mgr of Org. Effectiveness & Belonging, with any questions/concerns/support/feedback about this guide.	
To Know	TAS.....Acronym for Talent Acquisition Specialist HM.....Acronym for Hiring Manager DEI.....Acronym for Diversity, Equity, Inclusion Applicant.....Persons who have completed the application process Candidate.....Persons who have moved from the application process to the interview process "A good match".....The language to use when talking about bringing a candidate to the organization as an employee. "A good fit" has often been used; however, having a person "fit" implies that the organization is fixed, not malleable, and has a culture where an employee must assimilate or change to join that organization.	



## 2023-2024 DEI Council Goals



The DEI Council established the following goals for the 2023-2024 school year.

Goals	Timeline	Description & Impact
Discovery Learning Level Set for New Hires	August 2023 March 2024	Deborah Vereen provides DEI level set learning opportunity to the entire organization. This Discovery Learning will be continuous and ongoing for all new hires.
Connecting the Dots from Student Demographics to Equitable Engagement	2023-2024 School Year	The DEI Council presented at the Back to School Professional Development Conference. Ellen has presented in the months of September and October to the following departments: Career Readiness, Administrative Assistants, and Outreach. She is scheduled to present to the School Counseling Department and any others who request a team learning opportunity.
DEI Subcommittees	2023-2024 School Year	DEI Subcommittees have been formed and meeting each month. Each subcommittee will be partnering with other teams and individuals on advancing equity and inclusion throughout the school.
DEI Council Convenings	August 2023 November 2023 March 2024 July 2024	The DEI Council will hold four in person convenings to strengthen the team, clarify goals, and take part in learning opportunities.
DEI Council Book Study  DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing it Right	2023-2024 School Year	The DEI Council began a book study to better understand system change in the areas of equity, inclusion, and belonging at Reach.





# 2023-2024 DEI Council Goals Highlights



## Connecting the Dots from Student Demographics to Equitable Engagement

### Connecting the Dots



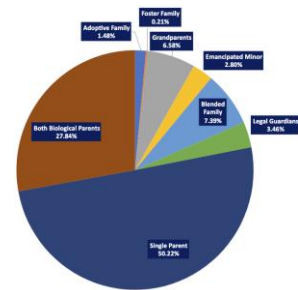
**Student  
Demographics**



**The Stories  
Behind the Data**

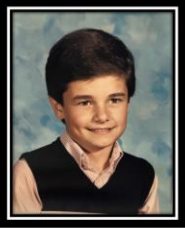


**Equitable  
Engagement**



FAMILY INFORMATION

What do you NOTICE? What do you WONDER?



**Gregory McCurdy**  
• 5th Grade  
• Mount Joy, PA



**Ellen Min**  
• 1st Grade  
• Philadelphia, PA  
• Upper Darby School District  
• English Language Learner  
• Economically Disadvantaged  
• Single Parent to Blended Family



**Jordann (JD) Smith**  
• 3rd Grade  
• Philadelphia, PA  
• Abington School District  
• Single Parent Household



### What's in a Name?



### Kill Two Birds with One Stone

**Mailman**      **Gypped**      **Pow Wow**  
**Guys and Gals**      **Blacklist**  
**Ladies and Gentlemen**  
**Crazy**      **Pull the Trigger**  
**Minorities**      **Dreadlocks**  
**Ninja**      **Spirit Animal**      **Inner-city**  
   **Stalking**

**Inclusive  
Language  
Strategies**

**Understanding  
Historical &  
Cultural Contexts**







## 2023-2024 DEI Council Goals Highlights



# DEI Council Book Study

RCCS

Account

Home

Subjects

Calendar

Inbox

History

Mastery

Elevate

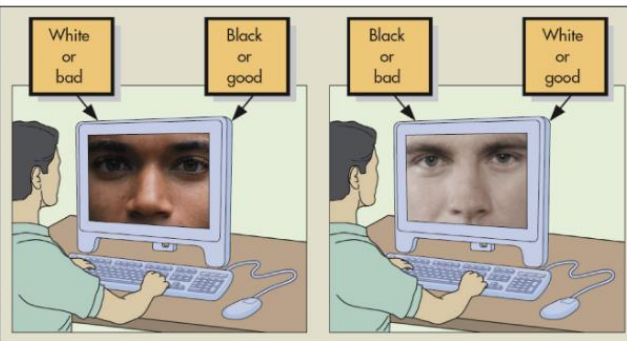
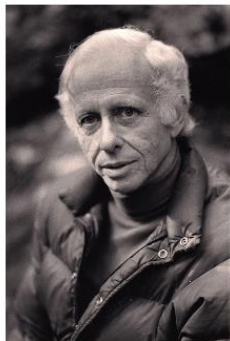
Studio

Help

### To What End?

"There's a point I want to make with this history: what we now call the 'DEI Industry' is precisely the result of decades' worth of push and pull between the forces of accountability and avoidance, morals and profits, transparency and opacity, and hope and cynicism. I'll show how every major effort to make DEI and its predecessors accountable, centered on people experiencing injustice and genuinely impactful, has been countered by efforts to prevent and undo that progress, and modern DEI is no exception. Unless we explicitly protect against these counter efforts, our present-day DEI work will be sucked into the same false promised of intentions without accountability, flashy performance over nuance and effectiveness, and polarizing, demoralizing, and unproductive conflict. We don't have the luxury of repeating the worst parts of our industry's history this time around. That means it's on us to avoid making our predecessors' mistakes." Lily Zheng

Chapter 3 provides us with the founding history of the DEI Industry from Leonard and Cobb's work (pictured below) all the way to Harvard's Implicit Association Test by Greenwald, McGhee, and Schwartz. Lily states that their hope is that we can create hope for the future by understanding the past - the failures of the past does not mean failure in the future. So, let's learn about the roots of the problem so that we do not repeat them at Reach.



### Discussion Post Instructions

After reading Chapter 3 of DEI Deconstructed, post your response (which has two parts).

**Part 1: What part of Chapter 3 caused you to pause, nod, or reflect? Why?**

**Part 2: Choose one of the questions to answer.**

1. Do a quick internet search for publicly available DEI training content, or pull up any you may have from training you've taken. Briefly skim what you find, and try to identify the content you see, given the history of the DEI industry. Which aspects seem inspired by encounter groups? Thomasian managing diversity paradigms? Business case arguments? Knowing what you know now, how does that make you feel?
2. Affirmative action and quotas have significantly dropped in popularity in the US and some other countries despite research showing effectiveness. However, this isn't the case in every country, especially for gender quotas. Research a country that implements a quota system for workplace representation. How effective is this system, and what challenges does it face?
3. Identity denial is an approach to DEI work that deprioritizes the role of identity in creating equity. While many practitioners oppose a rigid interpretation of this approach, people have varying opinions on what to do instead - how much, when, and in what contexts to talk about identity versus not. What feels to you like the right balance of the two? In what circumstances do you believe we should talk about the identity versus not? Why?
4. If DEI work was implemented ideally from your perspective, what might the future look like? Describe a few aspects of the future - it doesn't have to be polished or perfect - that you hope for DEI work to achieve. What might organizations, leaders, and practitioners have to do for DEI work to get there?



## 2023-2024 DEI Council Goals Highlights



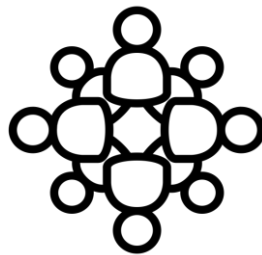
# DEI Council Subcommittees

## Curriculum



Holistic  
Accessibility  
Content  
Representation

## Organizational Culture



Creating awareness,  
education, and  
facilitating  
appreciation

## Professional Development



Diversity, Equity, &  
Inclusion learning  
opportunities for  
Reach Staff

## Systems & Tools



Student Name in  
systems  
DEI Metrics  
DEI SharePoint Page

## Student/Family Engagement



Diverse student/family  
representation: social  
media, website, materials