

DIVERSITY EQUITY INCLUSION ADVISORY COMMITTEE

December 12, 2019
Board Meeting



Assessment
**Oct
2019**

Analysis
**Nov - Feb
2019**

Pre-
Implementation
**Mar-Jul
2020**

Implementation
**Aug 2020 -
May 2021**

Post-
Assessment
May-Jun 2021

Diversity Uncovered™ Workplace Climate Survey

*Central Office & School-Wide Staff &
Admin*

Staff to staff, staff to leadership

1. Relationships & Inclusion
2. Diversity & Discrimination
3. Interpersonal Skills
4. Conflict & Harm

RISA™ School Climate Survey

*Middle School & Upper School Staff &
Admin*

Staff to staff and staff to students

1. Relationships & Inclusion
2. Diversity & Discrimination
3. Conflict & Harm

45

middle
school

83%

Total success!

13

Central
Office

62%

Total success!

31

upper
school

69%

Total success!

17

School-Wide

63%

Total success!

- » Identify Key Trends & Data Points w/in DEI Advisory
 - » (We are here!)
 - » ***To be completed Jan 2020***

- » Engage Stakeholders with Data
 - » Data Analysis with Each Division
 - » ***To be completed Feb 2020***

3. Pre-implementation Planning

- a. Identifying Goals
- b. Identifying Teams
- c. Identifying Roles and Responsibilities of All Stakeholders

4. Implementation

- a. Addressing the Issues and Concerns

5. Post-Assessment

- a. Assessing the Impact and Further Improvement

Alton B. Nelson Jr. CEO

Jessica (Wind) Laughlin Board Member

Eric Mingo Director Diversity & Inclusion

Elizabeth Martinez Chief of Staff

Danilo Garcia Middle School Social Worker

Michelle Chan Academic Advisor

Eric Abrams Community Member

Tiffany Hoang Consultant