

# **Diversity in SD61**

# The Issue

Our teachers, principals and administrators  
do not reflect the community we live in

In our community  
**1 in 5**  
people are non-white

Less than  
**1 in 10**  
of employees  
are non-white

\* This is an educated guess based on anecdotal evidence.

**Why is this a  
problem?**

# Representation matters

Seeing yourself reflected in the leaders around you has a powerful impact on how you see yourself and who you want to become.

Low-income Black students who have at least one Black teacher in elementary school are 29% less likely to drop out of school, 39% less likely among very low-income black boys.

[IZA DP No. 10630: The Long-Run Impacts of Same-Race Teachers](#)

When students have teachers who match their race or ethnicity they have better attendance, fewer suspensions, more positive attitudes, higher test scores, improved graduation rates, and increased college attendance.

<https://www.washingtonpost.com/graphics/2019/local/education/teacher-diversity/> ,

# All students are more successful

Non-white educators can offer new and valuable perspectives for children of all backgrounds.



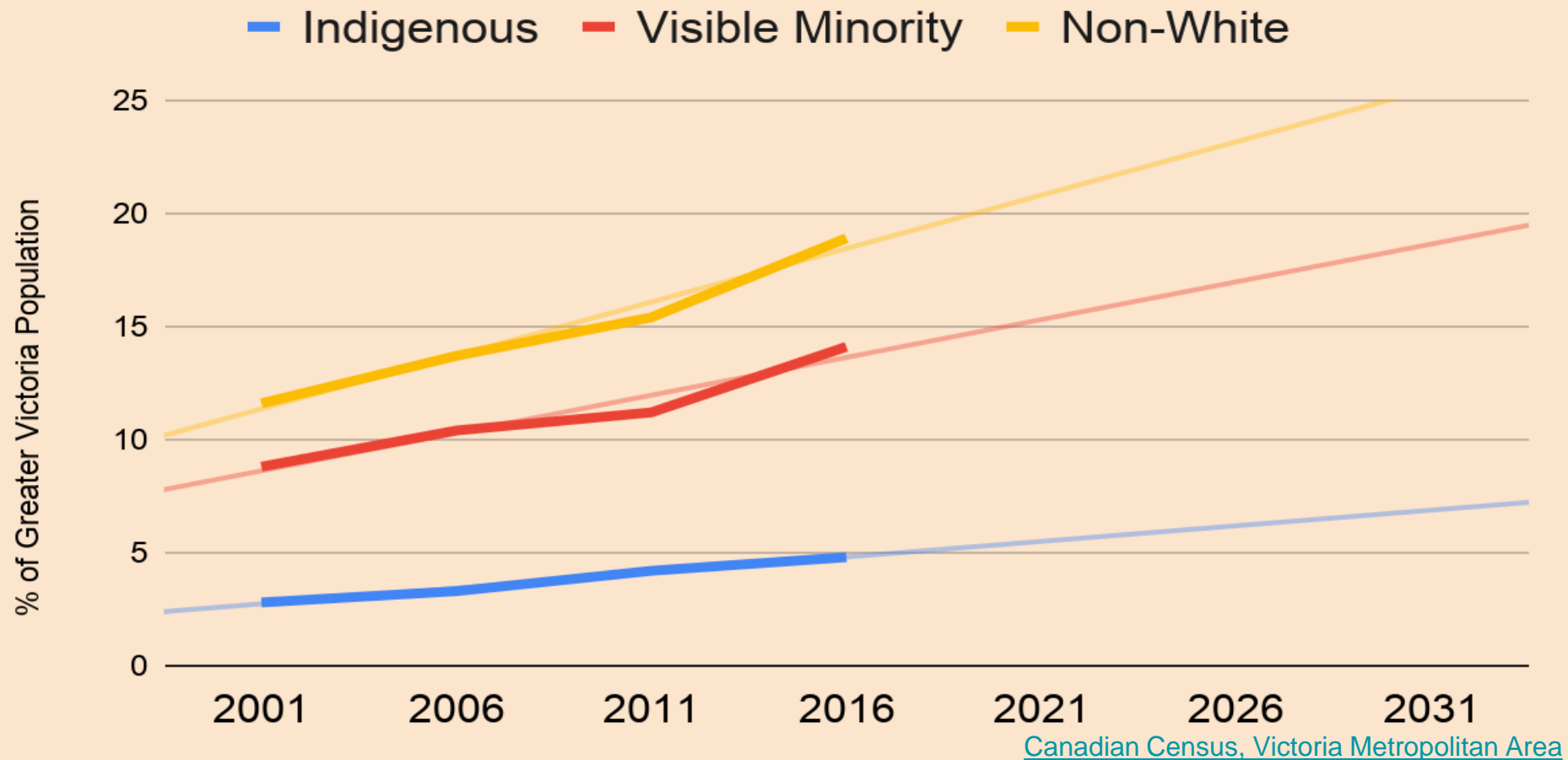
# We make less informed decisions

Groups with greater diversity have more total perspective and experience. Together they make better choices in the interest of all students

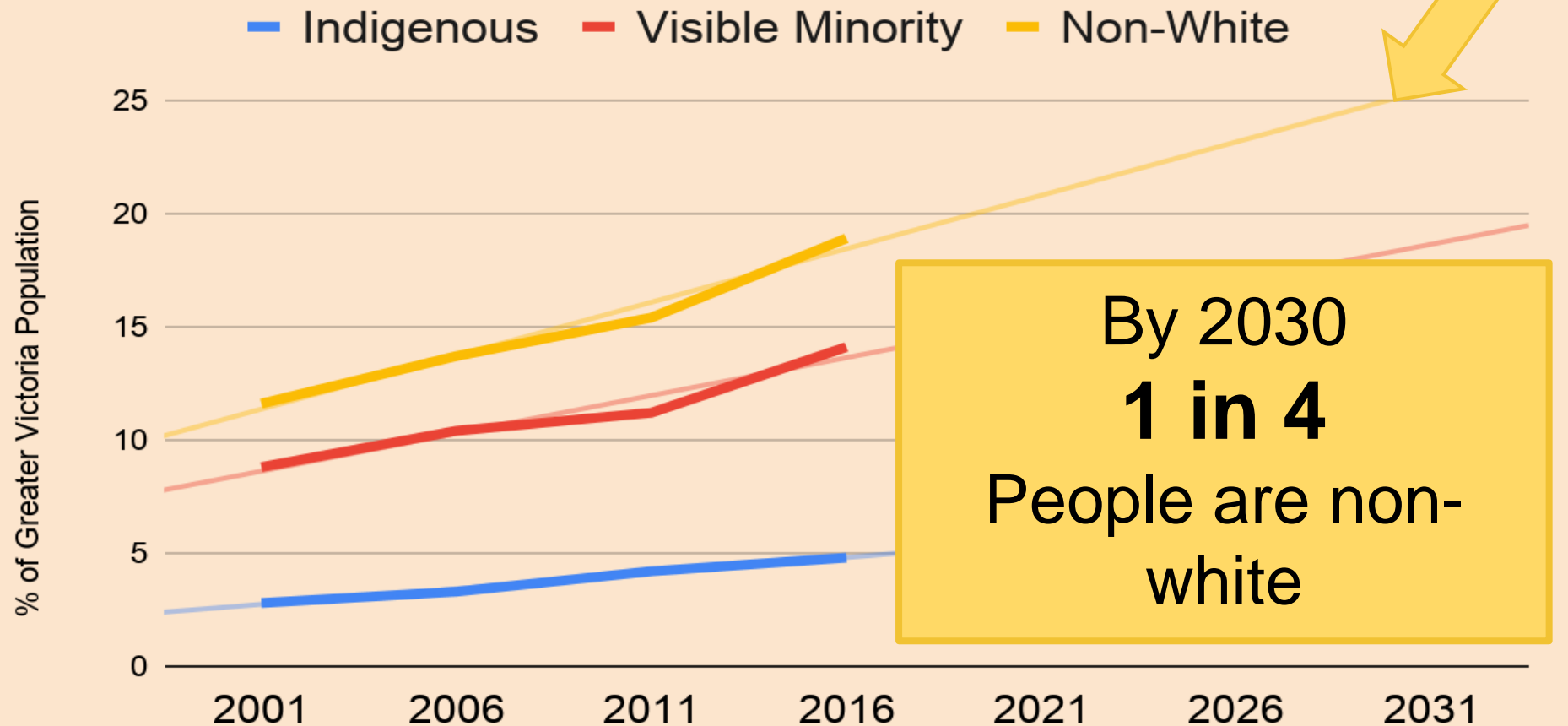
It's the right thing to do

**Where Are We  
Going?**

# Community Diversity Through the Next Decade



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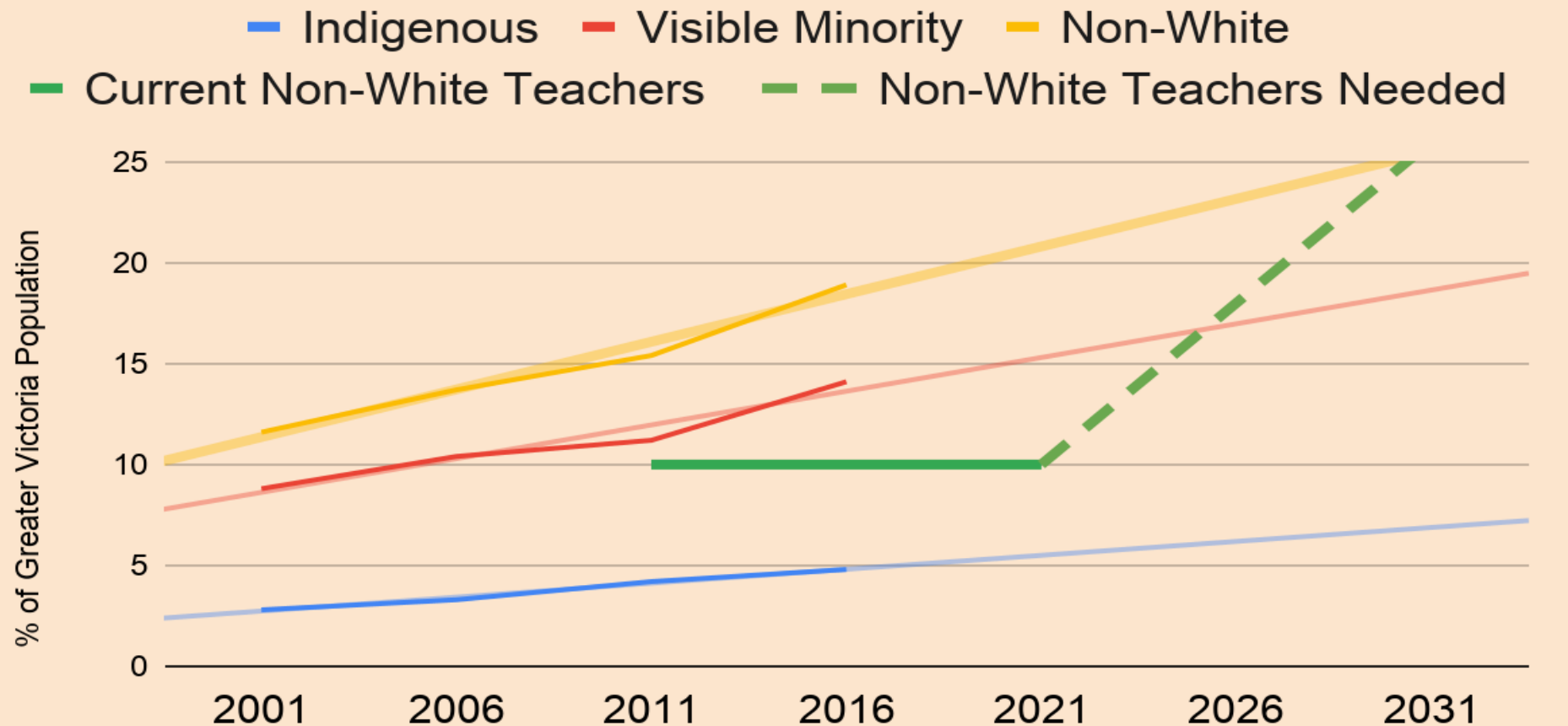
By 2030  
**1 in 4**  
People are non-white

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People are non-white

# Community and Teacher Diversity



We need to hire, and retain,  
**20 non-white teachers**  
every year  
for the next decade

\*Assuming 300 non-white teachers out of 1200 total



We need to hire, and retain,  
**2 non-white principals**  
every year  
for the next decade.

\*Assuming 30 non-white Principals out of 120 total

# We have to aim higher

Even if the diversity of our teachers matches the community many students will never have a teacher like them.

<b>Background</b>	<b>% of Population</b>	<b>Chance of being represented</b>
East Asian	8.7%	1 in 12
Indigenous	4.6%	1 in 22
South Asian	2.1%	1 in 48

**Next Steps**

# 1. Collect the data

We need to know the true size of the problem  
before we can fix it

## 2. Set a goal

We need a clear, concrete, and **measurable** goal.  
Without a goal it is too easy to say we are trying  
even when no progress is made.

# **3. Make our progress public**

We need to report yearly our success or failure and hold ourselves to account. Even failure can be progress if it teaches us our current strategy isn't working.

# 4. Learn from examples

## **BC Government Diversity & Hiring Policy**

The BC Public Service is committed to diversity, inclusion and respect. This means

- Hiring employees who represent the population we serve
- Removing barriers that may prevent equitable employment
- Supporting respectful work environments where everyone feels included and able to produce excellent results