Diversity is the one true thing we all have in common.

-Anonymous
Introductions
Introductions

Your Turn

- Name
- Staff/Parent/Community Member
- Campus or Community Organization
- Why you chose to participate in the Diversity Task Force
Agenda

Connection to Frisco ISD Strategic Plan

Campus Needs Assessment

Task Force Recalibration

Subcommittee Selections

Frisco ISD
Yesterday and Today

Our Role and Purpose
Frisco
The First One Hundred Years
Today

- Hispanic: 13.9%
- African American: 10.5%
- White: 50.8%
- Asian: 20.9%
- Two or more races: 3.4%
- American Indian, Alaskan, Hawaiian, Pacific Islander: <1%
Demographics

67 Languages Served

4.9% Bilingual / ESL
Native Hawaiian or Pacific Islander <1%
American Indian <1%
Two or More Races 3.4%
Black/African American 10.5%
Hispanic 13.9%
Asian 20.9%
White 50.8%
Now what conclusions do you draw?
What does Diversity mean to you?
Assumptions we make which drive our behaviors and impact others.
Dimensions of Diversity

- Likes
- Dislikes
- Values
- Beliefs

Influences the other 3 layers
Dimensions of Diversity

- Age
- Race
- Gender
- Ethnicity
- Sexual Orientation
- Physical Ability

Aspects of Diversity for Which We Have No Control

Organizational Dimensions

External Dimensions

Internal Dimensions

Personality
Dimensions of Diversity

Aspects of Diversity for Which We Have Some Control, but Change Over Time

- Geographic Location
- Religion
- Marital Status
- Parental Status
- Personal Habits
- Educational Background

Organizational Dimensions

External Dimensions

Internal Dimensions

Personality
Dimensions of Diversity

Aspects found in a work setting

Seniority
Functional Level/Classification
Management Status
Work Content/Field
Union Affiliation
Division/Department Unit/Group
Work Location

Personality

Organizational Dimensions

External Dimensions

Internal Dimensions
We Must Ask Ourselves

Do any of these factors influence our decision making at the campus or district level?
Continuum of Increased Sensitivity to Difference

**Denial**
One's Own Culture is the Only "Real" Culture

**Defense**
One's Own Culture is Most "Evolved"

**Minimization**
Recognition of Superficial Cultural Differences

**Acceptance**
Recognition that Culture Affects a Wide Range of Human Experience

**Adaptation**
Expand Own World Views to Accurately Understand Other Cultures

**Integration**
Definition of Self is Not Central
Denial
Defense
Minimization
Acceptance
Adaptation
Integration

See own culture as central to reality

See own culture in the context of other cultures
Diversity Task Force | 10.6.16

Denial

See own culture as central to reality

Defense

Minimization

Acceptance

Adaptation

Integration

See own culture in the context of other cultures
The Frisco ISD Task Force will focus on maintaining an educational environment that is committed to high expectations for all staff, students, and community through the following tenets:

- Promoting Equity
- Embracing Diversity and Differences
- Encouraging Active Participation on the Part of Families and Community
Embracing Diversity and Differences

Share Ideas

Consider Action Steps

Work in Sub-committees

Promoting Equity

Analyze Data

Encouraging Active Participation on the Part of Families and Community

Recommendations
Alignment

Diversity Task Force  Resource  Campus Action Plan

Strategic Plan  District Action Plan
Short & Long Term Goal Attainment

- Professional Learning for Staff/Understanding Cultures: 19%
- Share Ideas/Suggestions/Perspectives: 16%
- Communication/Collaboration/Parent Involvement: 18%
- Understanding Purpose of DTF: 20%
- Celebrating/Showcasing Diversity: 14%
- General Awareness/Staying in the Loop: 6%
- Recruiting for Diversity: 6%

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Subcommittees

1. Cultural Awareness and Training
   - Eva Coleman

2. Recruiting and Retention
   - Kranti Singh

3. Equity and Excellence
   - Chakosha Powell
DIVERSITY TASK FORCE

1. Cultural Awareness and Training
   - Professional Learning for Staff
   - Training Video for Staff
   - Multicultural Celebration/Expo
   - Multicultural Events Calendar
   - Parent Outreach
   - Religious and Cultural Observances
   - Bank for Multicultural Night Ideas
   - Diversity Webpage
   - Campus Support for New Parents

2. Recruiting and Retention
   - Educator Profile
     - Hiring and Retention of Male Elementary Teachers
     - Products Promoting Diversity for Teacher Fairs (brochures, website, media)
     - Promoting Teaching as a Career with High School Students

3. Equity and Excellence
   - Identify and Highlight Home Countries of the Student Body
   - Videos or Documents Explaining Various Programming
   - Implementation of Capstone Seminar and Research AP Classes
   - Reaching Underserved Populations for PreAP and AP Participation
   - Identification of Underperforming Students and Providing Study Skills Courses
   - Promotion of CTE Courses

Previous Areas of Focus
Goals

★ Have employees watch the diversity training video.

★ Develop a diversity webpage.

★ Continue to work toward having staff at campuses reflect diversity of student body.

★ Develop a resource center to encourage all campuses to promote diversity.
Break into Subcommittees
Choose a Recording Secretary
Elect a Chair
Review Previous Year’s Areas of Focus & Goals
Make Determinations: Accomplished  Dig Deeper  New
Develop a Needs List
Come to Consensus on Subcommittee Meeting Date(s)
Future Meeting Dates

Whole Diversity Task Force

Subcommittee Meeting Date(s) to be Determined
Thank you for coming.

Charis Hunt
Director, Human Resources

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