



Internal Cultural Audit Review

Presented by:
Bea Young, Troy Cicero
and Griselda Garibay
The Kaleidoscope Group

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.
A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

- Race
- Ethnicity
- Assumptions
- Perceptions
- Bias
- “isms”
- Cultural Competence
- Inclusion/ Insiders
- Exclusion/ Outsiders
- Politically Correct
- Diversity
- And more...



Overview of Audit Actions

- 15 Leadership Interviews: Nov 06 – Jan 07
Board President & 3 Board members
District Superintendent, 4 Asst. Supt.
6 Directors
- 12 Homogenous Focus Groups: Nov – Dec 06
Administrators, Teachers, Support Staff
White, Black, Hispanic/Latino
- Organizational Documents' Review



The Diversity Journey



“I welcome this process: the [diversity] initiative is needed.”

“We need passion to narrow the gaps in achievement between students of color and white students.”

“We must know the lens people look through, we know we bring biases.”



Homogenous Focus Group Themes:

Strengths & Opportunities for Improvement



Diversity Strengths Are...

- variety of experiences
- serving others
- responding positively to demographic changes
- economic, racial and ethnic diversity
- appreciation for our diverse communities
- multicultural interactions
- support for each other
- being involved in the District growth



Opportunity for Improvement: Lack of Diverse Role Models & Diversity Awareness

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.
A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Opportunity for Improvement:

Experience of “Exclusive” Behaviors

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.

A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Opportunity for Improvement:

Need for Consistent and Two-Way Communication

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.

A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Opportunity for Improvement:

Lack of Feedback & Advancement Opportunities

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.

A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Opportunity for Improvement: Perceived “Excluded” Groups

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.
A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Leadership Interviews

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.

A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Diversity Strengths: Leaders

- Commitment to diversity
- Acknowledgment of the impact of bias and assumptions
- Willingness to “take a stand”



Opportunities for Improvement: Leaders' Themes

- Better understand needs of ESL
- Staff to reflect student population
- Need for Diversity Training for all staff
- Clear, concise, & coordinated communication needed internally and externally
- Clarity regarding behaviors and accountability



Recommendations

To Free the Human Potential - www.webkg.com

THE KALEIDOSCOPE GROUP, L.L.C.

A FULL SERVICE DIVERSITY CONSULTING FIRM



The Kaleidoscope Group Proprietary and Confidential

Recommendation Topics from Administrators

- Diversity momentum to continue
- Minority recruitment necessary
- Community involvement needed
- Greater communication and collaboration
- Need increased buy-in at all levels
- Coordinate our multiple meetings



Recommendation Topics from Teachers

- Diversity/ Cultural Awareness Education and Strategy
- Collaboration across the District
- Communication and feedback
- More diverse and culturally competent faculty and administration



Recommendation Topics from Support Staff

- Cultural/ diversity awareness needed for staff and students
- Culturally diverse staff needed
- Need more diverse exposure
- Lack of support, orientation
- Involvement in decisions



District 202 Five Year Vision & Four Goals

“Diversity is within all of our District’s priorities; it is integrated into everything”

“All our priorities are linked to diversity; it is a natural fit.”



Enhancement of Goals

- **Goal 1: Processes for “achieving maximum individual potential” also for Black students impacted by biases**
- **Goal 2: Creation of a District 202 Diversity & Inclusion Advisory Council with 5 Action Sub-groups**
- **Goal 3: Include Diversity in orientation and throughout all communications**
- **Goal 4: Spread the recruiting net in different and broader directions in order to increase the hiring of Black and Hispanic administrators and faculty**
- **Develop programs WITH our racially and ethnically diverse communities**



District 202 Mission through a Diversity & Inclusion Lens

'The mission of Plainfield Community Consolidated School District No. 202, the primary source of comprehensive, high quality education in a trusting, supportive environment, is to develop at all levels, responsible, successful citizens by providing an education, in cooperation with home and the community, which: fosters each individual's value, uniqueness, and importance and promotes lifelong learning in an ever-changing society.'

“What’s missing?” ...”understand and appreciate ethnic, racial and cultural differences.”



Summary of Kaleidoscope Group Recommendations

- Conduct External Diversity Audit
- Create Diversity & Inclusion Plan based on Internal & External Cultural Assessments
- Diversity/Inclusion/Cultural Competence Education beginning with Administrators
- Create Diversity & Inclusion Advisory Council
- Implement processes for 'achieving maximum individual potential' for Black as well as Hispanic students impacted by bias
- Spread the recruiting net in different and broader directions in order to increase the hiring of Black and Hispanic administrators and faculty
- Include Diversity in all orientation and training
- Clear, Consistent Two-Way Communication



Kaleidoscope Group Recommendations

- Conduct performance evaluations for staff at all levels utilizing authentic, critical feedback
- Develop programs WITH the District 202 racially and ethnically diverse communities to create greater inclusion
- Explore impacts of suspension percentages for Hispanics and Blacks
- More passion needed for diminishing gaps in achievement scores for Blacks and Hispanics
- Research availability of Multicultural Education Curriculum and Programs
- Demonstrate value of input from Support Staff

