



DESE: “3 in 6” Inclusion & Diversity actions (Version 1.0) (1/2)

1. Inclusion and Diversity Teams

- *Description:* Grow DESE’s Inclusion & Diversity (I & D) Teams so that all divisions are represented
- *Desired impact:* Prioritize the development and retention of a diverse and inclusive workforce – foster sense of belonging
- *Current status:* Vocational Rehabilitation (VR) and Disability Determinations (DD) have an active (I & D) team; Jefferson Building and State Schools teams have tapered off since the COVID-19 interruption
- *Next steps:*
 - VR/DD teams to offer additional training to all staff in a variety of modes (webinars, panels, Lunch and Learn, Share the Mic)
 - Resurrect Jefferson Building and State Schools teams with charge to identify training for ALL staff and inclusion/belonging activities (see attached work from where they left off in January 2020)

2. Equity Audit

- *Description:* Examine long-standing structures and policies that may now be hindering wide-spread educational equity and the preparing of a workforce-ready constituency by exploring new pathways and partnerships, mindsets and methodologies, and innovations and technology available to us
- *Desired impact:* Create the equitable education system that all students and citizens in this great state deserve
- *Current status:* In June 2020, the State Board of Education re-affirmed its commitment to advancing educational equity by asserting the above statements; DESE sought public feedback on all policies for 60 days and committed to a partnership with the Council of Chief State School Officers (CCSSO) to identify equity gaps and build on efforts underway (nearly 400 districts/charters Equity Labs, 20% districts/charters *Grow Your Own*, Leadership training)
- *Next steps:*
 - Learn from external audiences such as the co-founders of Black Males in Education St. Louis (BMESTL) who will lead Tuesday’s State Board discussion regarding policy levers for diversifying the teacher workforce and increasing access to opportunity for Missouri students
 - Develop policy levers and accountability metrics in the sixth version of the Missouri School Improvement Program (MSIP) to advance educational equity
 - Expand Joint Equity Work with the Missouri Department of Higher Education and Workforce Development (MDHEWD) through CCSSO’s policy audit of both Departments to ensure equitable access and continuum across both systems

3. Develop DESE Recruitment and Retention Strategies

- *Description:* Conduct a review of DESE’s workforce demographic data and develop strategies to remove barriers to I & D
- *Desired impact:* Foster a belonging and an innovative workplace through diverse representation and voice
- *Current status:* DESE workforce – especially in Jefferson City offices – is not reflective of the state’s population
- *Next steps:*
 - Identify key barriers
 - Develop strategies to recruit diverse talent
 - Review onboarding processes

