

To: BUSD Board of Education

From: Samantha Tobias-Espinosa, Assistant Superintendent

Date: October 20, 2021

Re: Certificated Hiring Diversity Update

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The chart below presents information related to the diversity of those hired into certificated positions from 2015 to the current school year.

Number of Certificated Staff Hired by Ethnicity by Year									
	School Year of Hire								
Ethnicity	15-16	16-17	17-18	18-19	19-20	20-21	21-22	Grand Total	% of Total Hired
African American/Black	8	15	4	8	6	4	8	53	9.14%
Asian	15	16	14	10	14	7	9	85	14.66%
Asian Indian	1						1	2	0.34%
Asian/Pacific Islander		1		1		2		4	0.69%
Latinx	18	21	12	9	13	6	16	95	16.38%
Multiple			6	5	8		8	27	4.66%
Native American		1	1	1	1	1		5	0.86%
Native American & Latinx			1					1	0.17%
No Response							1	1	0.17%
White (Non-Latinx)	53	51	49	46	40	22	46	307	52.93%
Grand Total	95	105	87	80	82	42	89	580	100%

The chart below presents information related to the diversity of those hired and retained in certificated positions as of the current school year.

Number of Certificated Staff Hired by Ethnicity by Year - Still CURRENTLY Employed							
	School Year of Hire						
Ethnicity	15-16	16-17	17-18	18-19	19-20	20-21	Grand Total
African American/Black	1	9	3	4	5	3	25
% of AA/BLK hire year cohort	12.5%	60%	75%	50%	83.33%	75%	55.55%
Asian	9	8	5	10	12	6	50
% of Asian hire year cohort	60%	50%	35.7%	100%	85.7%	85.7%	65.79%
Asian Indian	0						0
% of Asian Indian hire year cohort	0%						0%
Asian/Pacific Islander		1		1		2	4
% of Asian/Pacific Islander hire year cohort		100%		100%		100%	100%
Latinx	7	14	5	8	7	5	46
% of Latinx hire year cohort	38.88%	66.66%	41.66%	88.88%	53.85%	83.33%	58.23%
Multiple			3	2	1		6
% of Multiple Ethnicity hire year cohort			50%	40%	12.5%		31.58%
Native American			1	1		1	3
% of Native American hire year cohort			100.0%	100%		100.0%	60%
Native American & Latinx			1				1
% of Native American & Latinx hire year cohort			100%				100%
White (Non-Latinx)	32	19	23	32	24	18	148
% of White hire year cohort	60.38%	37.25%	46.94%	69.57%	60%	81.82%	56.7%
<b>Grand Total</b>	<b>49</b>	<b>51</b>	<b>41</b>	<b>58</b>	<b>49</b>	<b>35</b>	<b>283</b>
<b>Total % Retained</b>	<b>51.58%</b>	<b>48.57%</b>	<b>47.13%</b>	<b>72.5%</b>	<b>59.76%</b>	<b>83.33%</b>	<b>57.64%</b>