

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.

<b>Number of Certificated Staff Hired by Ethnicity by Year</b>									
	<b>School Year of Hire</b>								
<b>Ethnicity</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>	<b>Grand Total</b>	<b>% of Total Hired</b>
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%
<b>Grand Total</b>	<b>95</b>	<b>105</b>	<b>87</b>	<b>80</b>	<b>82</b>	<b>42</b>	<b>89</b>	<b>580</b>	<b>100%</b>

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

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