The Scope of Work

Phase 1 Goals and Objectives are:
- Research Best Practices in effective DEI programs

Phase 2 Goals and Objectives are:
- Conduct an Analysis
- Build a comprehensive DEI plan that aligns with existing efforts

Phase 3 Goals and Objectives are:
- Guide the design and delivery of training
The SCORE Analysis is a SWOT-type analysis that addresses the **Strengths, Challenges, Opportunities, and Resistance** within an organization, which help shape **Equity goals** in DEI planning and implementation.
The sources of information used in the report came from four sources:

- The Data Dashboard
- School Climate Survey
- National Coalition Building Institute (NCBI) community engagement sessions
- One-on-one interviews
The Dashboard is an information management tool that visually tracks, analyzes, and displays key performance indicators, metrics, and critical data points to monitor the health of the district in specific areas.

The data on the dashboard is divided into the following categories:

- Graduation Rates
- Discipline
- State Assessment Results
- Enrollment
- FNSBSD Assessment Results
- School Climate Students
- School Climate Staff
- School Climate Parents
The ED School Climate Survey (EDSCLS) communicates the experience and perceptions of the students, staff, and parents.

NUMBER OF PARTICIPANTS:
- 5,328 surveys by students
- 1,561 surveys by parents
- 681 surveys by staff

Groups Identified in the survey:
* Asian
* Multiracial
* Alaska Native/ American Indian
* Two or More
* School/School Group
* School Year
* Grade Level
* ELL
* Economically Disadvantaged
* Black
* Hispanic
* White
* Other
* Gender
* Staff Type
* Migrant
* SWD
* Homeless
NCBI is an international non-profit leadership development network dedicated to eliminating racism and other forms of oppression and address systemic change.

NCBI works with organizations to further cultural competence, collaboration and partnerships, affinity group development, effective relationships across group identities.

Community Engagements Participants: 400+ people

**Group Identities:**
*Parents*  
*Jewish*  
*Christians*  
*Students*  
*ESSA Staff*  
*Teachers*  
*Men*  
*Parents of Special Needs Children*  
*African Heritage*  
*Alaska Native*  
*LGBTQ+*  
*Administration*  
*New to Fairbanks*  
*Hidden Disabilities*  
*Women*  
*Latino*  
*Spiritual*  
*Mental Health*  
*Educators*  
*Law Enforcement*  
*Working Moms*  
*Recovery for Addiction*
ONE-ON-ONE INTERVIEWS

Departments, Programs, and Individuals
Included: NUMBER OF PARTICIPANTS: 28

School Board
- School Board member
  Assistant Superintendents
- High School
- Elementary School

Human Resources
- Executive Director
- Recruiting and Retention
- EEO
- HR ESSA Exempt and Employee Coordinator
- Title IX
- Employee Relations
- Training Specialist

Federal Programs
- Executive Director
- Assistant Director
- Alaska Native Education
- English Language Learners
- Community After Schools Program
- ESEA Program Compliance Coordinator
- McKinney-Vento Education Program

Teaching and Learning
- Executive Director
- Professional Development
- Military Culture
  C, D, and E
- Executive Director
- Digital Communications Manager

Community Members
- Local Pastors
- Previous Students
Five primary areas were continually surface throughout the process. Although these areas were not entirely deficient, strengthening them would enable the FNSBSD to achieve significant impacts.

The highlighted fields are:

- **Leader and Staff Professional Development**
- **Diversity, Equity, and Inclusion in Curriculum**
- **Recruiting, Hiring, and Retaining minorities**
- **Measuring and Benchmarking the effectiveness of DEI**
- **Communication and Community Engagement**
To have a successful DEI program, each member should believe that equity work is non-negotiable and must be part of the DNA of the FNSBSD.

This work requires a systemic shift, and DEI must be embedded in every part of the system to be sustainable.
Leaders: Training should be provided to equip them to promote, drive, and guide the FNSBSD DEI initiatives.

All Staff: Provide DEI training throughout the school year for all staff. Include topics such as:

- NCBI
- Courageous Conversations
- Effective interventions (relating to bullying, discrimination, bias, and hate speech)
- Unconscious bias and microaggressions

Teachers Include:

- Social-Emotional Self-care
- Continued proficiency training on Restorative, Trauma-Informed, Culturally Responsive, and Social-Emotional Learning Practices

New hire onboarding workshop:

- Understanding the FNSBSD commitment to DEI
- School Climate (School specific)
- NCBI ½ Day training
Diversity, Equity, and Inclusion in Curriculum

The District should conduct a review of the curriculum and teaching using a DEI lens to answer the following questions:

- What perspective and identity are most prevalent?
- Are educators (perhaps unintentionally) teaching from a lens that keeps “Eurocentric” as “normal” and everything else as deficient?
- Is there an aspect of a given curriculum that seems to be problematic or insensitive?
- How are other elements like customs, gender, sexuality, religion, language, dress, and styles of celebration, talked about in the classroom?
- What process will you take to adapt, change, or even omit anything that might not align with your commitment to elevate and honor diversity?
Collect data from all hiring managers to determine if there are any diversity discrepancies in:

- Those that have applied but not selected
- Those interviewed but not hired
- Those hired but not retained
Create a Sponsorship/Mentorship Program for newly hired employees to help with onboarding. The program goal is to ensure that a new employee’s transition is as smooth as possible for them and their family.

While introducing restorative, trauma-informed, culturally responsive, and social-emotional learning practices, it is vital to provide trauma-informed and social-emotional self-care for providers.

Create an award or recognition process for staff who have excelled in areas of DEI.
Measuring and Benchmarking the effectiveness of DEI

The District should establish a procedure to examine its programs, policies, and procedures through a DEI lens.

- Provide alongside the Data Dashboard, the strategic plan and what action steps that will be taken to address deficient areas.
Communication and Community Engagement

- Publish an annual DEI document to communicate climate, ongoing efforts, progress, challenges, and success stories.

- Create a Diversity, Equity, and Inclusion webpage dedicated to information, resources, training, and cultural events.

- Conduct an annual community-wide Diversity, Equity, and Inclusion Symposium. Partner with the military, university, city, borough, and others to co-sponsor an event.
A child cannot be taught by anyone who despises him, and a child cannot afford to be fooled.

~James Baldwin