



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
HUMAN RESOURCES DEPARTMENT  
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## **Inclusion and Diversity Action Plan (IDAP)**

**GOAL ONE:** Form a standing Inclusion and Diversity focus group composed of members from the diversity committee, community members, staff, and key members of National Coalition Building Institute (NCBI) team.

Objective 1.1: Define the purpose and scope of the focus group.

Objective 1.2: Create a value statement surrounding diversity, equity, and inclusion that drives the action plan.

Objective 1.3: Review existing policies, procedures, and programs related to inclusion and diversity and identify strengths and weaknesses.

Objective 1.4: Review available data surrounding workforce diversity and assess ongoing efforts to promote inclusion and diversity; identify any additional data needed and use data to help prioritize areas of concern.

Objective 1.5: Solicit feedback from community advocacy groups on inclusion and diversity concerns beyond those identified by the district.

**GOAL TWO:** Promote the Fairbanks North Star Borough School District as a highly desirable employer that offers a safe, caring work environment where staff and students from varied backgrounds feel a sense of belonging.

Objective 2.1: Develop a method of surveying district staff that identifies strengths and weaknesses in the district's commitment to inclusion and diversity.

Objective 2.2: Task the core NCBI team with developing short and long range goals, to include integrating NCBI values and practices into the district's culture and climate.

Objective 2.3: Create recruiting materials such as videos and brochures that emphasize the district's commitment to inclusion, diversity, and equity.

Objective 2.4: Build a web page dedicated to inclusion and diversity that includes reference materials and links to NCBI information and other relevant resources.

**GOAL THREE:** Compile a core set of programs and trainings for staff, students, and the community designed to support the district's commitment to inclusion and diversity.

Objective 3.1: Evaluate existing programs and identify areas of needed growth.

Objective 3.2: Engage the NCBI team as a result of the Train-the-Trainer program and develop a plan for building coalitions throughout the district and community.

Objective 3.3: Identify opportunities to weave inclusion and diversity into existing staff development.

Objective 3.4: Broaden existing training of supervisors and staff to increase awareness of unconscious bias and enhance cultural competency in the workplace.

**GOAL FOUR:** Continually evaluate recruiting and hiring process for the purpose of identifying barriers and ensuring the district is attracting, hiring, and retaining a diverse pool of qualified staff.

Objective 4.1: Develop a structured plan for job description review in order to evaluate any unintentional barriers such as unnecessarily high levels of experience and education requirements.

Objective 4.2: Review all existing job skills tests and frequently evaluate content of tests for relevance and potential discriminatory impact.

Objective 4.3: Research the implementation of cultural competency testing as part of the teacher and administrator application and/or interview process.

Objective 4.4: Identify opportunities for applicants to seek and receive feedback on their application and/or interview to improve their ability to succeed in the future.

Objective 4.5: Seek out school of education programs with high minority rates throughout the country and establish contacts with faculty and staff to help with targeted recruitment for teachers, particularly in hard-to-fill positions.