

# ROUNDTABLE IMPACT REPORT



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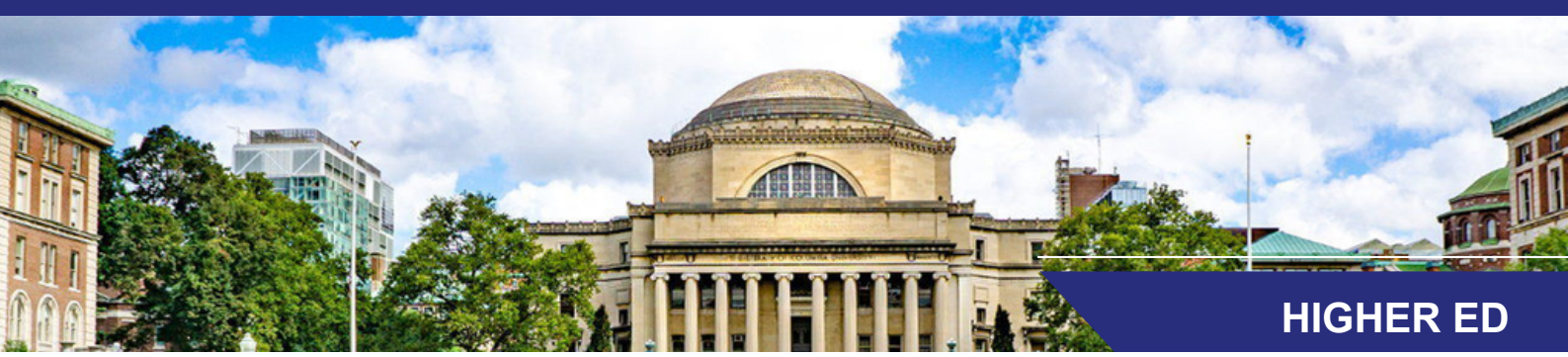


*Photo courtesy of school partner, St. Coletta of Greater Washington*

# Partners and Members



K-12



HIGHER ED



# Foreword

## Driving Positive Change: Exploring the Power of Diversity, Equity, and Inclusion in Education

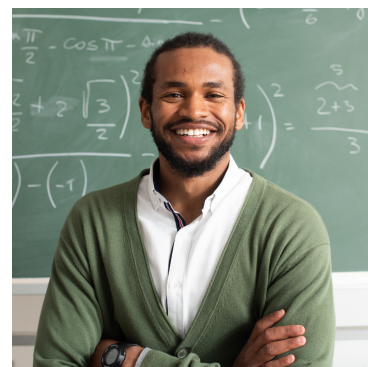
Diversity in education goes beyond the mere presence of people from different backgrounds. It encompasses a range of dimensions, including race, ethnicity, gender, socioeconomic status, sexual orientation, and more. Equity ensures that every student has access to the resources and opportunities they need to succeed, regardless of their background. Inclusion, on the other hand, refers to creating a welcoming and inclusive environment where all students feel valued and supported.

Research consistently shows that diversity in schools and districts has a positive impact on educational outcomes. When students are exposed to diverse perspectives and experiences, they develop a broader understanding of the world and are better equipped to navigate an increasingly diverse society.

Moreover, diversity among educators brings a wealth of knowledge and expertise to the classroom. Teachers from different backgrounds can offer unique insights and approaches to instruction, enhancing the learning experience for students. They serve as role models for students of diverse backgrounds, inspiring them to pursue their goals and ambitions.

To create a diverse and inclusive educational environment, it is essential to prioritize diversity in recruitment and hiring practices. Through DIVERSITY in Ed, school districts and educational institutions can actively hire candidates from diverse backgrounds and ensure equal opportunities for all applicants all year.

With this in mind, the education landscape can work harmoniously with students, teachers, and the community. This will not only provide students with role models from various backgrounds but also create a more inclusive and culturally responsive learning environment.



# Our Results



In 2023, DIVERSITY in Ed partnered with **500** schools and districts, and over 1,100 higher-ed institutions. Thousands of educators landed career opportunities

Aside from connecting school leaders and HR recruiters with diverse and bilingual teachers, DIVERSITY in Ed also provided DEI resources and tools to further enhance their recruitment initiatives.



## Recruitment

To address the shortage and mismatch of teachers, we find it essential to prepare teacher candidates before the actual recruitment events and interviews by providing webinars and e-newsletters outlining how they can get hired and be tailor-fit for the job.



## Hiring

DIVERSITY in Ed goes the extra mile by assisting hiring recruiters and managers to connect them with a vast pool of teachers of excellence. This is made possible with thousands of profiles in the database and professional connections in the education sector.



## Onboarding

By providing recommendations to school leaders and HR recruiters through one-on-one sessions, the onboarding processes of schools and districts has been made more engaging with hired teacher candidates. Through these sessions, understanding the needs and how teachers of color can be supported is a great addition to their processes.



## Retention

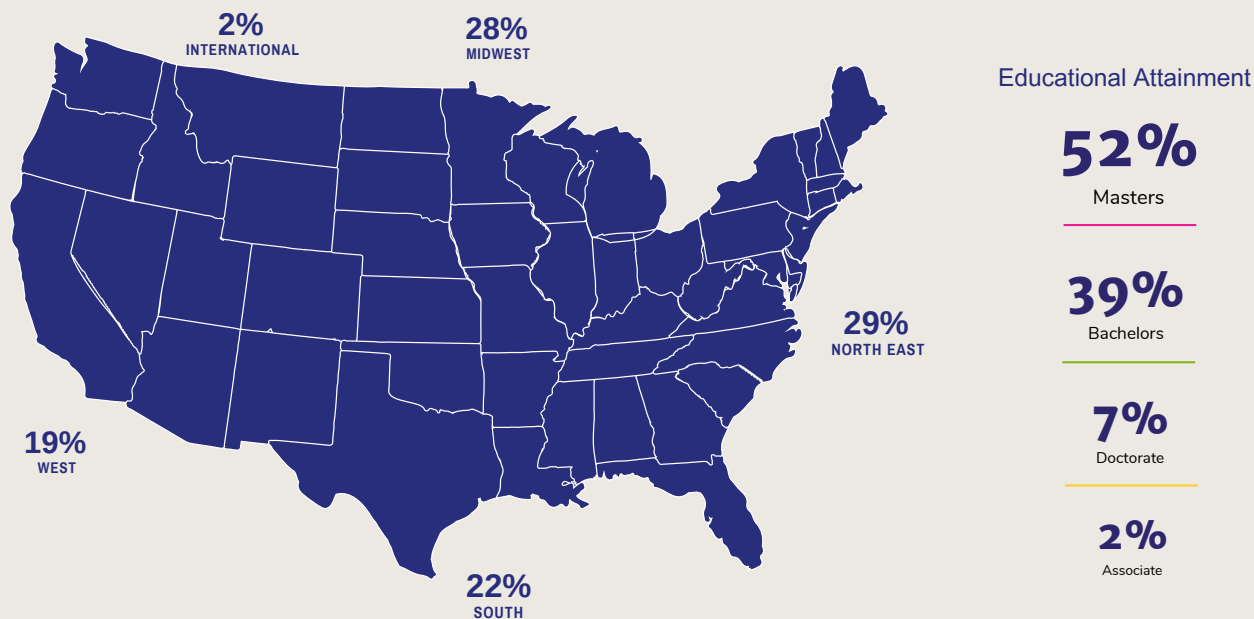
By providing school districts and Higher-Ed institutions with insights on retaining teachers of color, DIVERSITY in Ed ensures that key stakeholders are incorporating DEI in the best way possible to ensure their faculty work harmoniously with new additions to the team.

## Demographics and Data

Bridging the diversity gap while actively connecting teachers with leaders committed to equity in education has been the core mission of DIVERSITY in Ed. Through the initiatives of partners and members, together with the tools and technology to engage candidates, the below data demonstrates DIVERSITY in Ed is actively creating a positive impact in the education landscape nationwide.

### Where do the candidates come from?

Geographic presentation of DIVERSITY in Ed Teacher candidates nationwide



2023 data shows that bilingual candidate make up almost half our database

Data from our April 15, 2023 Virtual Career Fair

**1,499**

Total Registrations

**1,093**

Total Booth Visits

**528**

Unique Booth Visits

Data from our December 2, 2023 Virtual Career Fair

**1,257**

Total Registrations

**873**

Total Booth Visits

**453**

Unique Booth Visits

These numbers are a culmination of marketing efforts done to promote and reach teacher candidates nationwide using the following marketing channels; press releases, e-mail blasts, social media, event websites, and digital magazine. Post-event, partners will continue to hire through the resume book issued exclusively.

# Our initiatives to showcase and promote our school partners



Photo courtesy of school partner, Fayette County Public Schools

Dedicated to promoting equitable recruitment practices, Diversity in Ed Multimedia Platforms offer a range of services, such as a print magazine, job board, and virtual teacher recruitment fairs. These services are designed to cater to K-12 and higher education institutions aiming to attract and hire candidates from diverse backgrounds and cultures. Here are some of the strategies and initiatives:

- **Access to a Diverse Talent Pool**
- **Enhanced Visibility and Brand Recognition**
- **Streamlined Candidate Engagement**

As a result, school and district partners were able to successfully recruit, hire, and onboard teachers either from the job board or virtual career fairs.

# Partners Feedback

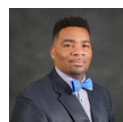


*“I appreciate how easy it has been working with your Diversity in Ed. Everyone has been super helpful and friendly to us newcomers. The virtual job fair was great as well.”*



Dr. Tammy Parrish  
Director of Human Resources, Clark County Public Schools

*“My experience with Diversity in Ed’s virtual job fairs the past three years has been very beneficial, as we have secured at least one hire each year from our participation. At the past virtual fair on Saturday, December 2, 2023 I feel like I interacted with the most talented group of candidates in my three years. I was able to click on several profiles, review great resumes, and then invite talented candidates into my chat for virtual meetings. Based on this weekend’s interactions and follow up emails, we will hire at least two candidates from this event.”*



Dr. Jamie D. Brown  
Talent Coordinator, Forsyth County Schools

*“Diversity in Ed is a catalyst for bridging the higher education pre-service world to the classroom career opportunities for our future teachers. During this time, when collaboration is critical to the advancement for our education system, Diversity in Ed provides the resources, support and opportunities for educators to maximize their time and effort to focus on building a culturally competent workforce. Diversity in Ed is a go-to for any recruitment effort and diversity enhancement strategy!”*



Dr. Joshua P. Cole  
Executive Director of Strategic Engagement School of Education, Virginia Commonwealth University

*“We would like to set-up a Fall and Spring Fair with DIVERSITY in Ed. We hired 25 candidates from our April Fair! One of them confirmed yesterday! The gift that keeps on giving. We hired 16% of candidates that registered.”*



Beth Crisafulli  
Director of Recruitment and Retention,  
School District of Indian River

***“...By hiring individuals from different backgrounds, we serve all of our students more effectively, with greater compassion and understanding. We appreciate the assistance our District has received through the partnership with Diversity in Ed!”***



Kathleen Magliacane  
Director of Teacher Recruitment and Hiring,  
Charleston County School District



Photo courtesy of school partner, Oroville City Elementary School District



# Candidates Feedback



*“...Although the country is facing a major teacher shortage, I am confident that organizations like Diversity in Ed will help teachers find great schools...”*

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Lydia Steward  
DIVERSITY in Ed Candidate

*“There were over 75 school district exhibitors from all over the country. Participants were able to engage and interact with school representatives in real time. Educators were able to find opportunities and get hired the same day.”*



Julius Caranda  
Adjunct Professor at BMCC

*“I am writing to share that I thoroughly enjoyed myself at the DIVERSITY in Ed job fair. I attended two DE&I webinars, visited several job booths, and spoke to numerous school district representatives. My favorite part of the job fair was the “swag bag.” The swag bag allowed me to collect valuable resources from different schools and districts.”*

Tara S. Abrams  
Teacher Candidate

*“This is a fantastic opportunity that opens windows for teachers of color to meet with hiring executives of school throughout the USA. I pray that this initiative will continue for the longest as it is an important platform for too many of us.”*



Martine Garoute  
French/Spanish Teacher

***“Upon speaking with Trina Edwards at Diversity in Ed I felt supported, validated, appreciated, and encouraged to pursue the kinds of opportunities that were meaningful to me. As a career educator, I highly recommend this program to other career educators.”***

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Dr. Kashi Bazemore  
Founding Exec. Director at Heritage Collegiate  
Leadership Academy

**DIVERSITY in Ed**  
DIVERSITY RECRUITMENT PARTNERS

**WHY I SUPPORT DIVERSITY IN ED?**

Testimonial By:  
Dr. Kashi Bazemore

**WATCH NOW**

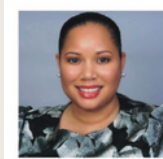
# 2022-2023 Board Members

The DIVERSITY in Ed board stands as a testament to the vibrant tapestry of diversity that fuels our collective creativity and perspective. Comprising individuals from various cultural backgrounds, ethnicities, genders, and walks of life, our board members bring a rich array of experiences and insights to the table.



Scott Glenn, Ed.D., MBA  
Chairperson

Dr. Glenn brings a diverse and well-rounded background to his role as Assistant Professor of Business, including Economics, Marketing, Finance, and Investment. He has also worked in the entertainment industry and has experience teaching and administrating in both the public and private school sectors, from secondary to post-secondary academia.



Charlene James-Piper, Ed.D.  
Vice Chairperson

Dr. James-Piper is a Higher Ed Leader with a focus on Student Success & Retention, Faculty Development, Curriculum, and Instructional Communication. Currently serving as the Executive Director for Student Academic Support Services and The Freshman Experience at Texas Southern University, she plays a key role in recruitment and retention initiatives for high-risk populations.



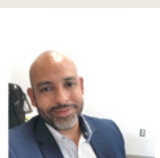
Joshua P. Cole, Ph.D.  
Board Advisor

Dr. Joshua Cole is a recipient of the Milken Family Foundation National Educator Award for Excellence in Education. He has taught in rural Michigan, inner-city Detroit, suburban Richmond, and in Australia. He has also been an elementary school principal.



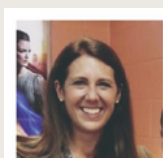
Enrique G. Murillo, Jr. Ph.D.  
Board Advisor

Dr. Enrique Murillo is Professor of Education at California State University, San Bernardino, where he also serves as the Faculty Director for the CSUSB Doctor of Education (Ed.D.) in Educational Leadership Program, and is Founder and Executive Director of the LEAD organization (Latino Education & Advocacy Days).



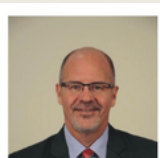
Rafael Sanchez Jr., D.B.A.  
Board Advisor

Dr. Rafael Sanchez Jr., is Executive Director of Human Resources of St. Lucie County Public Schools. A creative dynamic and experienced Human Resources Strategic Leader with over 29 consecutive years in a leadership role. Dr. Sanchez is an expert in team-building and motivation, with a proven track record supporting business leaders and transforming business vision into strategic action.



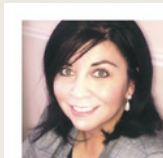
Beth Crisafulli  
Board Advisor

Ms. Crisafulli has served as the Director of Recruitment, Retention, and Professional Practices for the School District of Indian River County for the past two years. Prior to this position, she was the proud principal of Oslo Middle School from 2015-2020, an Assistant Principal at Vero Beach High School for 2012-2014, the Coordinator of Professional Development for SDIRC in 2014-2015, and a Reading Coach and classroom teacher for 10 years.



Craig Alan Johnson  
Board Advisor

Craig Allen Johnson is Superintendent of the American School of Bombay, Mumbai, India, Co-Founder of the Global Leadership Collaborative, Denver, Colorado, and CEO and Founder of NatureNurture (A Yoga & Rock-Climbing Company). Mr. Johnson is also a writer of fact and fiction. In his capacity as a school leader Craig has always stayed engaged with his students and faculty by teaching classes, coaching sports' teams, and leading professional learning communities.



Virginia Rodriguez  
Board Advisor

Virginia Rodriguez has worked for over seventeen years in the field of education in a variety of capacities, including elementary and high school teacher, reading interventionist, and college instructor of English. She continues to be a lifelong learner and mentor to teachers in CFISD as an elementary Bilingual/ESL curriculum coach.



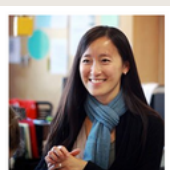
Kishawna P. Wiggins, Ed.D.  
Board Advisor

Dr. Kishawna Wiggins is a public education leader with over 20 years of experience. She has served as a secondary teacher, education non-profit executive, and school district administrator. She is currently responsible for the recruitment and retention of teachers in the Garland Independent School District, 5th largest in the Dallas-Ft. Worth area; serving over 55,000 students.



Dr. Santarvis Brown, Ed.D.,  
J.D.  
Board Advisor

Dr. Santarvis Brown is a Scholar and Changemaker who brings 20 years of experience in the education space. He is the President of Edu-Techure LLC, an education consultancy. He has served in the K-12 and higher education spaces well.



E-chieh Lin  
Board Advisor

E-chieh Lin is the Director of Diversity & Community and Director of Hiring at University Prep. Lin earned BFA and Master in Teaching from Seattle University. Also holds a Washington State teacher certification. Previously worked as instructor at Cornell University Office of Academic Diversity Initiatives.



Shineaca McKenzie  
Board Advisor

For the past 13 years, Mrs. Shineaca A. Mckenzie has served as the Workforce Diversity Specialist for Anne Arundel County Public Schools in Annapolis, Maryland. In this role, Mrs. Mckenzie is responsible for overseeing the school systems diversity recruitment programs and initiatives.

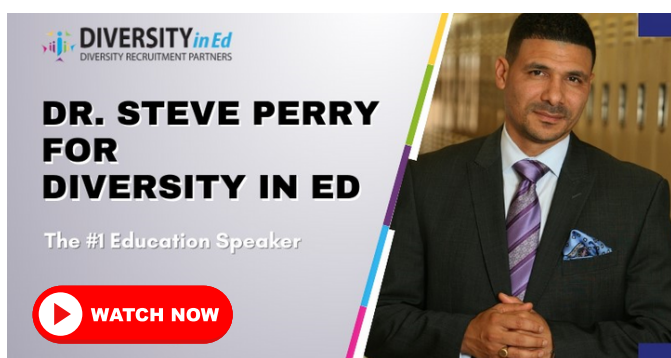
# 2023 Highlights

The last year was testament for the organization that through collaborating with key partners and internal team members, milestones will be continuously collected this 2024.



## Virtual Career Fair EXPO

The 2023 April Virtual Career Fair EXPO has been the first one to host state-focused career fairs holding and facilitating 20 platforms all at once.



## Dr. Steve Perry for the Spring Magazine 2023


Getting the number 1 Education Speaker and School Founder Dr. Steve Perry on the cover of DIVERSITY in Ed Magazine Spring 2023 Issue



## Establishing The Career Network

With over 50,000+ professionals in the database, The Career Network will be a game-changer for career seekers and career mentors alike to engage and collaborate.

**With the same enthusiasm and vigor, 2024 will be the year to reach and influence career-seekers and educational institutions by curating new ways to champion DEI forward.**



Thank you for taking the time to read through the DIVERSITY in Ed Roundtable Impact Report 2023.

In 2024, the organization will continue to take its influence in diversity, equity, and inclusion to newer heights, hand-in-hand with school and district partners and members and career-seeking teacher candidates nationwide.

For partnership and collaboration inquiries, feel free to reach us!

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## Contact

DIVERSITY in Ed  
2651 Kipling St, Suite 3903  
Houston, TX 77098  
(281) 265 – 24730

[www.diversityined.com](http://www.diversityined.com)   
[editor@diversityined.com](mailto:editor@diversityined.com) 