



STATE OF CONNECTICUT

STATE DEPARTMENT OF EDUCATION



TO: Superintendents of Schools, District Human Resource Directors, and Diversity, Equity, and Inclusion Directors

FROM: Dr. Shuana K. Tucker, Chief Talent Officer *SKT*

DATE: March 17, 2023

SUBJECT: Rollout of Diversity Training: A Guide for Hiring and Recruiting Diverse Educators

The Connecticut State Department of Education (CSDE), in consultation with the State Education Resource Center (SERC), is pleased to provide you with the diversity video training module relating to implicit bias and anti-bias in the hiring of educators. Legislation passed by the Connecticut General Assembly requires that the diversity training module be provided to all school district personnel responsible for hiring teachers to examine the pervasive role that implicit bias plays in discriminatory hiring practices and in the disproportionate distribution of teachers of color in the educator workforce.

The intent of the video is to assist schools in building an understanding of the core tensions educators experience when engaging in racial equity work and to examine existing beliefs, policies, procedures and practices in the hiring process that contribute to racial inequities.

The video will cover topics from equity vs. equality, the importance of educator diversity, factors that influence equity, implicit bias, CSDE resources available to you, and more. By providing context and opportunities for self-reflection, this training module is intended to facilitate conversation around these important topics and will serve as an excellent resource to share with hiring staff personnel. The training video can be found on the CSDE website [here](#).

While Connecticut has met the State Board of Education's goal of hiring 10 percent of educators of color, more needs to be done to ensure that the racial, ethnic, cultural, and linguistic diversity of the educator workforce reflects the diversity of all students in our state.

Please share the diversity training module with hiring staff personnel in your district to help build self-awareness of implicit bias and how it contributes to racial inequities related to the hiring process.

As always, CSDE is here to support your efforts to increase educator diversity in your workforce. Connecticut law requires all school districts to create an Increasing Educator Diversity Plan. You can find more information about creating a plan on the CSDE's website, including:

- [Creating a District Plan to Increase the Racial, Ethnic and Linguistic Diversity of Your Educator Workforce: A Guidebook for Hiring and Selection](#)
- [Creating an Action Plan and Sustaining Efforts to Increase Educator Diversity: Toolkit for District & School Leaders](#)