

EXAMINING UNCONSCIOUS BIAS IN THE HIRING AND SELECTION PROCESS

WE'RE HIRING



~ The CSDE Talent Office Invites You ~

Join us in a series of sessions where district teams will:

Examine the impact of implicit bias on talent management systems, with a focus on recruitment, selection, and hiring of racially, ethnically, and linguistically diverse educators by:

- ✓ Developing a common language to engage in conversations about implicit bias;
- ✓ Analyzing data to make visible the impact of implicit bias;
- ✓ Exploring evidence-based strategies for disrupting and countering the impact of implicit bias;
- ✓ Creating a district implementation plan to achieve equitable hiring and selection practices; and
- ✓ Evaluating the impact and refining strategies for continuous improvement.

THEORY OF ACTION

IF...

we increase cultural competence of district staff in positions responsible for developing human capital and managing talent,

THEN...

districts will develop and implement policies and practices that ensure equity in the hiring and selection process, and all students will have equitable access to a diverse group of excellent educators.

Session 1:

*Thursday, January 11, 2018
CCSU The Connecticut Room
Snow date: Thursday, January 25*

Session 2:

*Thursday, March 8, 2018
CCSU The Connecticut Room
Snow date: Wednesday, March 21*

Session 3:

*Wednesday, May 30, 2018
CCSU The Connecticut Room*

Session 4:

*Wednesday, September 26, 2018
CCSU The Connecticut Room*

Time: 9:00 a.m. – 2:00 p.m.