

**TO: GARRY W. RAYMOND, PH.D., SUPERINTENDENT**  
**FROM: TODD WERNET, ASSISTANT SUPERINTENDENT FOR PERSONNEL**  
**RE: DISTRICT 205 DIVERSITY AUDIT**  
**DATE: AUGUST 20, 2007**

In support of Board Policy and District Goals for creating an inclusive workplace and school culture we have contacted The Kaleidoscope Group about conducting an internal cultural audit of our school district. The Kaleidoscope Group has assisted and provided support for many top corporations, businesses, universities, and school districts in their journey to identify possible gaps between their stated Mission and Goals and the actual existing organizational culture.

Diversity can be defined as differences among groups of people and individuals based on ethnicity, race, socio-economic status, gender, language, religion, culture, and more. Inclusion is the way we value these differences as we work and learn together.

An audit consists of individual interviews with board members, superintendent, administrators, directors/managers; homogenous focus groups with principals, teachers, and support staff; final report of common themes and recommendations.

Examples of Expected Outcomes of an Internal Cultural Audit:

- Learn the extent to which those interviewed perceive themselves as outsiders
- Increase understanding of how to attract a more racially and ethnically diverse administrative and teaching team
- Administrators, teachers, and staff gain a sense of ownership in change efforts
- Ability to plan and measure any future cultural changes and monitor diversity progress as our demographics continue to become more diverse
- Greater understanding of the extent to which teaching reflects a knowledge of student culture and facilitates a culturally inclusive learning environment
- Recommendations for steps on a diversity journey in areas such as employment, curriculum, staff development, communication, and student life.

Funding for the audit will be provided by the IDEA grant. The requirements of this grant necessitate that we allocate a percentage of funds to provide support and professional development for our staff in areas of identification and referral of students in special education under the recent RTI legislation.