

Diversity Design Challenge:

Building a More Diverse Talent Pipeline in DC's Education Workforce

May 14 – May 15, 2015

Event Summary

EdFuel, in partnership with the Fellowship for Race and Equity in Education (FREE), is hosting an event focused on building a more diverse talent pipeline in Washington, DC.

During this event, education leaders will come together to identify solutions to address the leadership talent gap in education, and in particular, the underrepresentation of people of color in leadership roles across the sector.

Participants will tackle pressing questions related to diversity in education, including:

- How can we design a talent pipeline for leaders of color that recruits, develops, and retains the next generation of education leaders?
- How can we ensure that young people of color are given the opportunities and development necessary to become leaders in the education reform sector?
- How can we inspire people of diverse backgrounds to enter the education field and directly serve their own communities?

Audience

This design experience is intended for education professionals and entrepreneurs across the traditional public, public charter, non-profit, and private sectors. Moving from theory to action, leaders will leave with strategies to build a more diverse leadership talent pipeline.

Course Summary and Objectives

As a result of this session, participants will:

- Hold meaningful conversations on ways to address the lack of diversity in the DC education workforce
- Identify solutions to develop a diverse corps of leaders pursuing lifelong careers in education
- Encourage key stakeholders to take immediate steps to close the talent gap for leaders of color at the city level

Panel of Local Experts

Groups will present to a panel of local experts, including:

- Jacqueline Greer, *Executive Director, Urban Teacher Center*
- Jennifer Niles, *Deputy Mayor for Education*
- Nadya Chinoy Dabby, *Assistant Deputy Secretary for Innovation and Improvement, Department of Education*
- Rashida Lawson, *Teacher, KIPP College Preparatory*
- Dr. Robert Simmons, *Chief Innovation Officer, DCPS*

Design Agenda

Thursday, May 14, 2015

Day 1	
Registration	3:00pm
Welcome and Opening Remarks A Bridge to Understanding and Action: Design Thinking and Race and Equity <i>Design Question:</i> <i>How can we attract, grow and sustain leaders of color in Washington, DC's K-12 education workforce?</i>	3:15pm – 3:30pm
The Vision for a More Diverse Talent Pipeline The Potential Pool: A Panel Discussion with Leaders of Color	3:30pm – 4:30pm
An Equity Agenda: Engagement Agreements	4:30pm – 5:15pm
First Team Planning Session	5:15pm – 6:00pm

Friday, May 15, 2015

Day 2	
Welcome and Breakfast	8:00am
Design Thinking 101 Team Preparation and Q&A	8:30am – 9:15am
Team Design Work: Understanding and Ideation - Step 1: Walk in My Shoes - Step 2: P.O.I.N.T. - Step 3: Create Opportunity Areas - Step 4: Brainstorm Ideas	9:15am – 11:15am
Present Initial Ideas - Museum walk - Community Voting	11:15am– 11:35am
Prototype (Working Lunch) - Final Idea Selection and Prototyping - Prepare Presentation	11:35am - 2:45pm
Teams finalize presentations	2:45pm – 3:00pm
Presentations	3:00pm – 3:45pm Groups present to a panel of local experts: <ul style="list-style-type: none"> • Jacqueline Greer (Executive Director, Urban Teacher Center). • Jennifer Niles (Deputy Mayor for Education) • Nadya Chinoy Dabby (Assistant Deputy Secretary for Innovation and Improvement, Department of Education) • Rashida Lawson (Teacher, KIPP College Preparatory) • Robert Simmons (Chief Innovation Officer, DCPS)
Strategies in Action: *EdFuel compiles and reports out findings	3:45pm – 4:00pm Closing Comments and Next Steps