

# APS

## 2021 DIVERSITY REPORT

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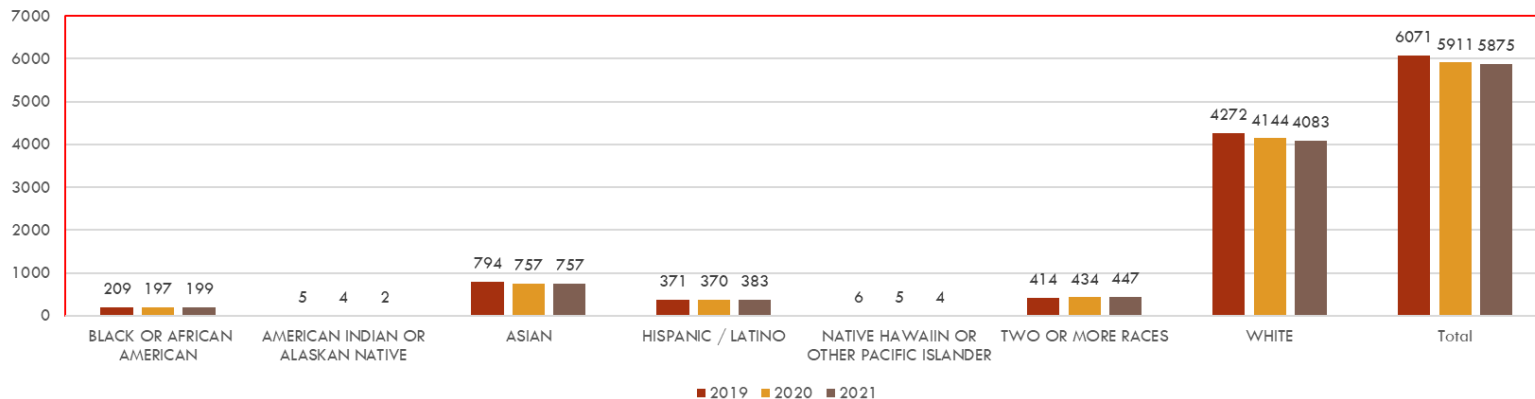
Human Resources



# Student Data as of October 2021



	2019	2020	2021
BLACK OR AFRICAN AMERICAN	209	197	199
AMERICAN INDIAN OR ALASKAN NATIVE	5	4	2
ASIAN	794	757	757
HISPANIC / LATINO	371	370	383
NATIVE HAWAIIIN OR OTHER PACIFIC ISLANDER	6	5	4
TWO OR MORE RACES	414	434	447
WHITE	4272	4144	4083
<b>Total</b>	<b>6071</b>	<b>5911</b>	<b>5875</b>

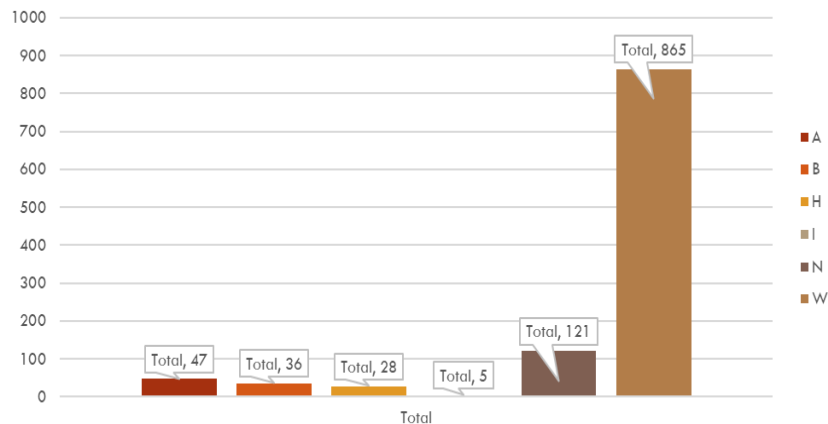


# ALL EMPLOYEES (EXCEPT SUBSTITUTES, COACHES AND COMMUNITY ED.)



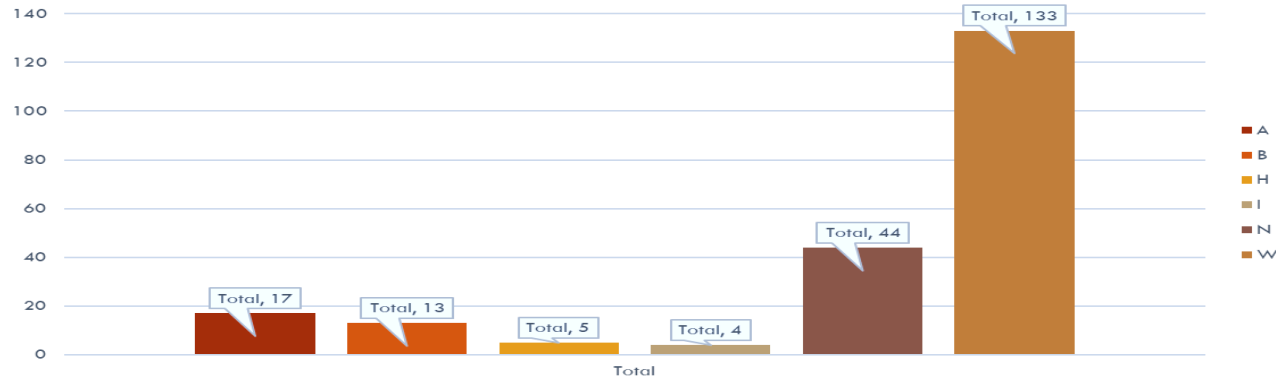
## All Employees

	2017	2018	2019	2020	2021
Asian	3.01%	3.15%	3.33%	3.53%	4.26%
Black	2.71%	3.34%	3.15%	3.34%	3.27%
Hispanic	2.40%	2.48%	2.50%	3.05%	2.54%
Indian or Native America	0.10%	0.19%	0.28%	0.19%	0.45%
Not-Identified	2.91%	3.72%	7.87%	9.06%	10.98%
White	88.88%	87.12%	82.87%	80.84%	78.49%



A	B	H	I	N	W	Total
47	36	28	5	121	865	1,102
4.26%	3.27%	2.54%	0.45%	10.98%	78.49%	

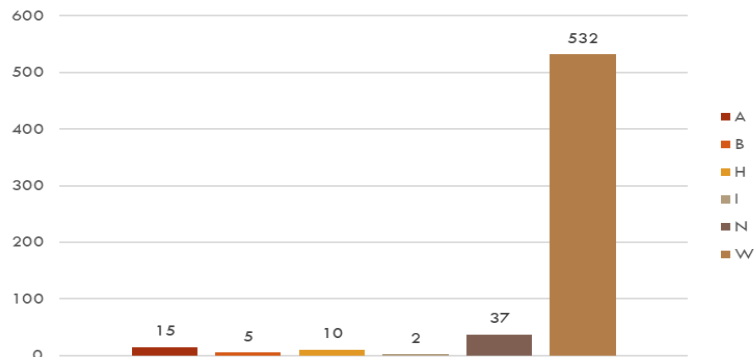
# ALL NEW HIRES SINCE 10/1/2020



A	B	H	I	N	W	Total
17	13	5	4	44	133	216
7.87%	6.02%	2.31%	1.85%	20.37%	61.57%	

# AEA Employees

AEA	2017	2018	2019	2020	2021
Asian	2.14%	2.59%	2.50%	2.39%	2.50%
Black	1.00%	1.29%	1.25%	1.37%	0.83%
Hispanic	1.75%	1.66%	1.61%	1.88%	1.66%
Indian or Native America	0.00%	0.00%	0.00%	0.00%	0.33%
Not-Identified	2.00%	0.74%	3.39%	5.29%	6.16%
White	95.00%	93.72%	91.25%	89.08%	88.52%

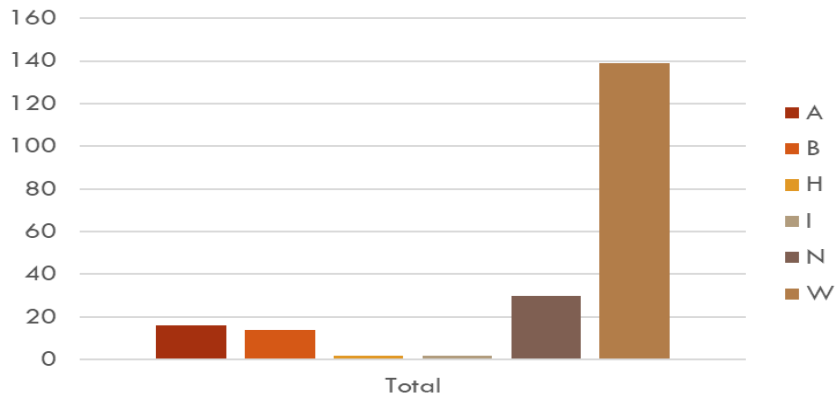


A	B	H	I	N	W	Total
15	5	10	2	37	532	601
2.50%	0.83%	1.66%	0.33%	6.16%	88.52%	

# Paraprofessionals

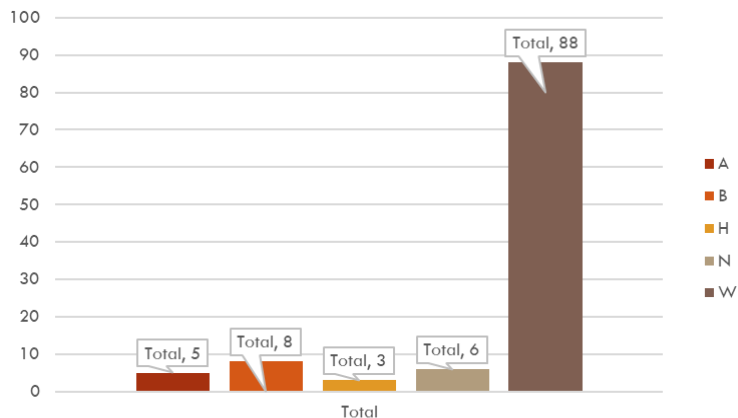
## Paraprofessionals

	2017	2018	2019	2020	2021
Asian	3.24%	2.56%	3.70%	5.11%	7.88%
Black	5.41%	6.67%	4.76%	9.09%	6.90%
Hispanic	1.62%	2.05%	2.65%	4.55%	0.99%
Indian or Native America	0.54%	0.51%	53.00%	0.57%	0.99%
Not-Identified	0.00%	0.51%	10.05%	9.09%	14.78%
White	89.19%	87.69%	78.31%	71.59%	68.47%



A	B	H	I	N	W	Total
16	14	2	2	30	139	203
7.88%	6.90%	0.99%	0.99%	14.78%	68.47%	

# AAA, ADMINISTRATION/PRINCIPALS,CENTRAL OFFICE, IT, ADMIN ASSISTANTS

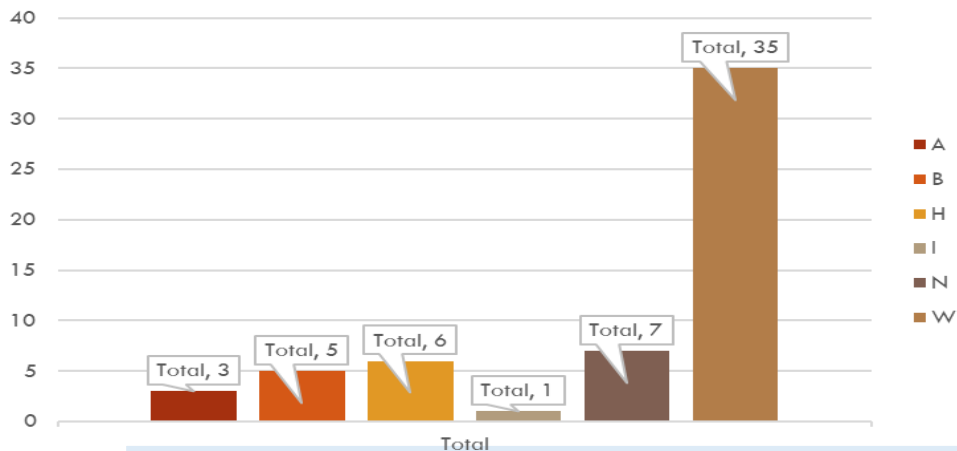


A	B	H	N	W	Total
5	8	3	6	88	110
4.55%	7.27%	2.73%	5.45%	80.00%	

# AASP / DAY CARE

AASP / DAY CARE

	2017	2018	2019	2020	2021
Asian	3.85%	3.08%	3.75%	3.57%	5.26%
Black	3.85%	9.23%	11.25%	3.57%	8.77%
Hispanic	5.77%	7.69%	7.50%	10.71%	10.53%
Indian or Native America	0.00%	1.54%	2.50%	1.79%	1.75%
Not-Identified	7.69%	4.62%	8.75%	10.71%	12.28%
White	78.85%	73.85%	66.25%	69.64%	61.40%



A	B	H	I	N	W	Total
3	5	6	1	7	35	57
5.26%	8.77%	10.53%	1.75%	12.28%	61.40%	

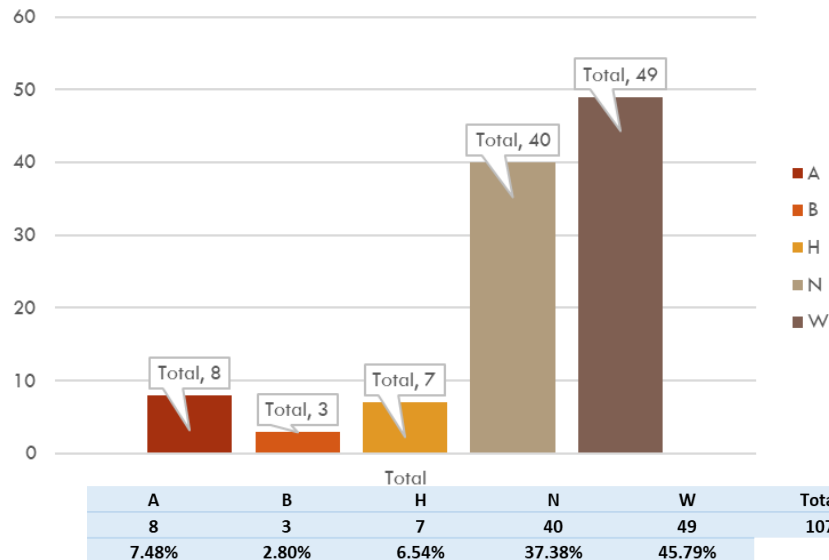


# MAINTENANCE/ TRANSPORTATION/ FOOD SERVICE



## MNT / TRANSP/FOOD

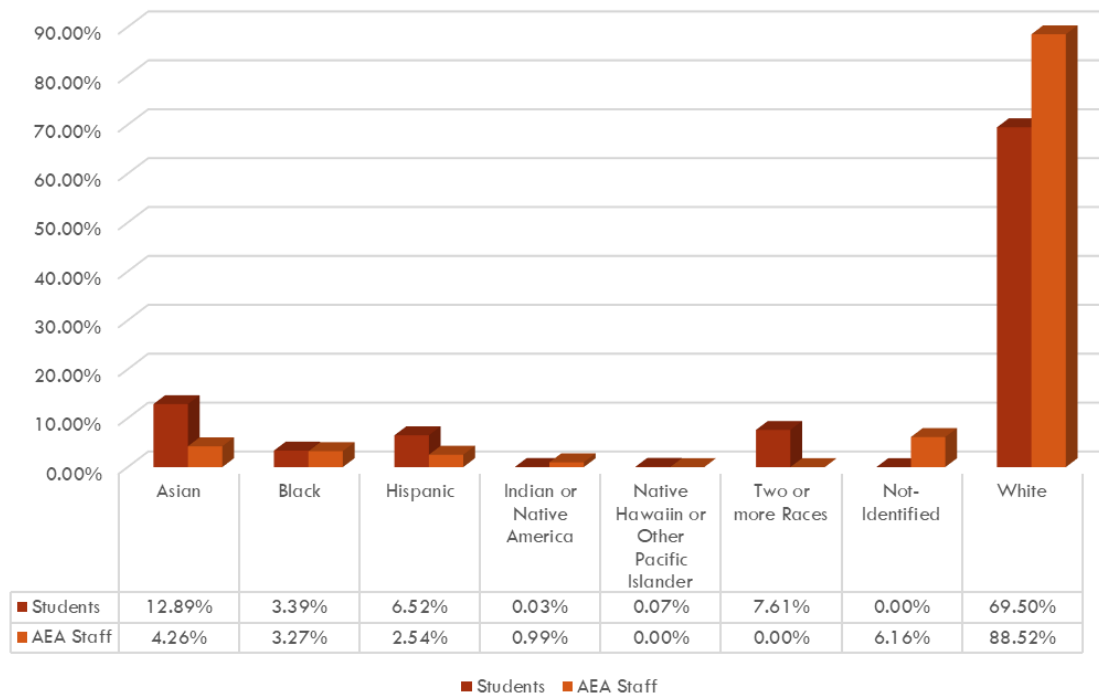
	2017	2018	2019	2020	2021
Asian	6.57%	7.81%	5.77%	8.06%	7.48%
Black	3.65%	2.34%	1.92%	3.23%	2.80%
Hispanic	5.11%	3.91%	5.77%	4.84%	6.54%
Indian or Native America	0.00%	0.00%	0.00%	0.00%	0.00%
Not-Identified	16.79%	23.44%	28.85%	30.65%	37.38%
White	67.88%	62.50%	57.69%	53.23%	45.79%



# Arlington Students and Staff Ethnicity Breakdown



	Students	AEA Staff
Asian	12.89%	4.26%
Black	3.39%	3.27%
Hispanic	6.52%	2.54%
Indian or Native America	0.03%	0.99%
Native Hawaiiin or Other Pacific Islander	0.07%	0.00%
Two or more Races	7.61%	0.00%
Not-Identified	0.00%	6.16%
White	69.50%	88.52%



## Next Steps



- Director of DEI and HR Director will work collaboratively with Administrators on efforts to recruit and retain more staff of color, including updated hiring protocols.
- We have applied for a State Grant, which, if awarded, would provide financial assistance to paraprofessionals and provisionally licensed teachers of color in educator licensure programs and MTEL preparation.
- Continued involvement in the [Massachusetts Partnership for Diversity in Education](#), a consortium of school districts with a common goal of increasing the number of educators of color in school districts.
- Development of Affinity Groups to support staff working in the District.