

DIVERSITY, EQUITY & INCLUSION (DEI)

GRAND RAPIDS PUBLIC SCHOOLS

The student population at GRPS represents more than 80 countries with over 70 different languages spoken, creating a value-added educational experience and benefit that is above and beyond basic education.

In March 2021 GRPS Board of Education adopted an **Equity Policy** that guides our work.
www.grps.org/board-bylaws

GRPS staff serve on the **Equity Leadership Team & LGBTQ Advisory Committee.**

GRPS lifts scholar voices by incorporating them as change agents in **district wide DEI work.**

The Mentor Induction Program supports first year teachers by providing guidance and support.

The district was awarded a **\$90,000 Future Proud Michigan Educator Grant** to grow our teacher pipeline, focusing on scholars from historically underrepresented communities.

The district hired a **Talent Development, Retention & Diversity Recruitment Manager** to recruit staff who reflect our student demographics.

The Director of Equity & Inclusion serves as the district leadership for DEI work and works to embed DEI in all levels of the district.

GRPS engages in an **and evidence-based selection (EBS) process for hiring** by partnering with Hire Reach. EBS is a fair, objective, data-driven strategy that helps organizations make better hiring decisions.

The district provides **ongoing professional learning opportunities for all staff and is implementing equity as a thread to professional development planning for all building and departments.**

GRPS works in conjunction with **regional & national DEI subject matter experts** to facilitate conversations around equity; including policy drafting, development of language, and a five year plan.

MALEIKA BROWN, Director of Equity & Inclusion
brownm@grps.org | (616) 819-5823

ADRIANA ALMANZA, Talent Development, Retention, & Diversity Recruitment Manager
almanzaa@grps.org | (616) 819-2027