

**Diversity Recruitment Committee**  
**Minutes**  
**March 14, 2017**

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**Members Present:** Reggie Wicker, Deann McManus, Gwendolyn McAllister, Tabitha Harmon, Cristin Atchison, Tim Hunter, Pam Arrington

**Welcome**

Dr. Hunter welcomed the committee and thanked them for their participation.

**Define Diversity-**Dr. Hunter asked the committee to define diversity. The members mentioned the following: Uniqueness, mixture of differences, not everything the same, embracing the differences in all cultures, recognizing that we are all different. The committee members discussed diversity at length.

**Moving Past Stereotypes-**Dr. Hunter asked for ideas on moving past stereotypes. The members discussed the following: Looking at qualifications and need, changing the mind set of students, slowing down and really getting to know our students, developing relationships with students and taking time with each other. They committee discussed teachers building rapport with students and parents, communicating about diversity and developing relationships.

**District Recruitment Day Results-**Ms. Arrington reported that we had 62 participants at the District Recruitment Fair that was held on February 11, 2017. The quality of the participants was better than in the past. We have already hired 4 from the fair.

**Future Recruitment Events-**Ms. Arrington reported on the following recruitment schedule:

Location	Date	Attendees
Newberry County	2/11/2017	District Wide
USC Columbia	2/15/2017	Kyle Cannon, Gwendolyn McAllister
Winthrop University	2/21/2017	Alisha Rutherford, Kyle Cannon
Grow Symposium	3/16/2017	Pam Arrington, Kim Hamilton, Allison Stribble
Clemson University	03/20-21/2017	Beth Brooks and Katrina Singletary
Independent Colleges and Universities	3/22/2017	Pam Arrington
College of Charleston	4/6/2017	Katrina Singletary
USC Upstate	4/24/2017	Joey Haney
SC Teacher Expo	5/19/2017	Pam Arrington, Kim Hamilton, Reggie Wicker

**New Business-**

- Ms. Arrington discussed the use of AppliTrack and that it is working well for applicants and principals.
- The committee discussed the difficulty the district is experiencing in losing teachers to surrounding districts that pay more.

- The committee discussed selling our district and our programs to potential candidates.
- The committee meeting minutes will be posted on the District website.

The next meeting was scheduled for May 16, 2017 at 3:30 at the District Administrative Building.

With no further business, the meeting was adjourned.