NEOED

DEI

Welcome

The DEI Report expands upon the 2023 Trends Report, providing further analysis into DEI and how to improve it at your institution.

Like the 2023 Trends Report, **we used survey data from 300+ HR professionals in education**. Our respondents included HR generalists, directors, managers, administrators, etc. from a variety of institutions: four year colleges (35%), two year colleges (29%), K–12 (29%), and more (7%). The survey was conducted in December of 2022.
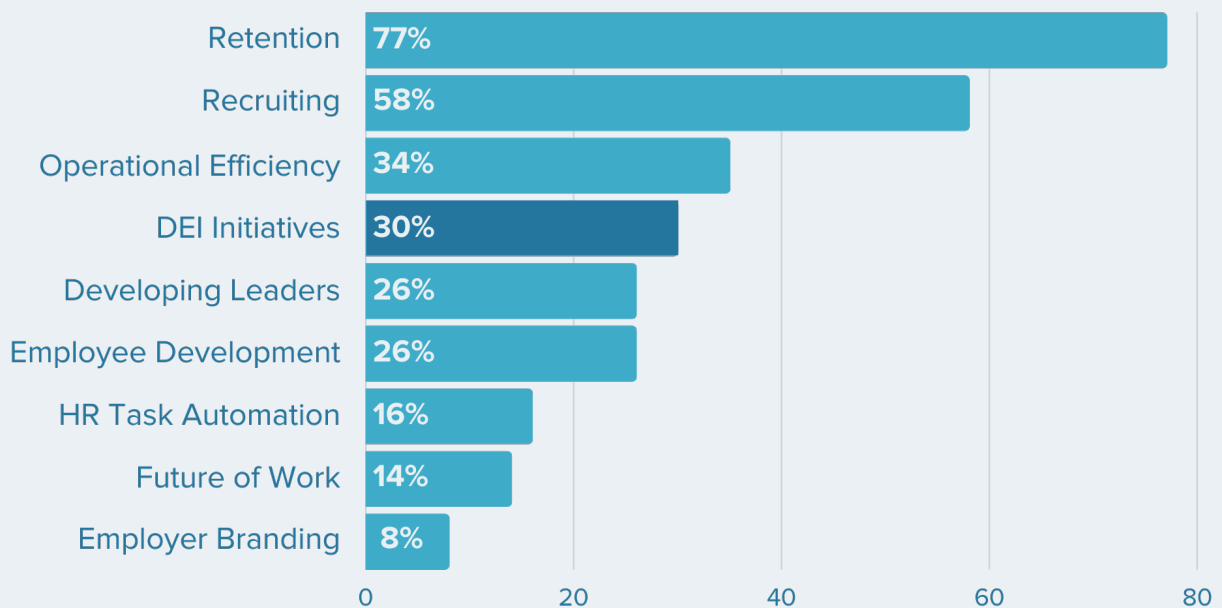
Overview

Key Takeaway: *DEI recruiting remains an important priority for educators, but reskilling female employees and employees of color is another (often overlooked) way to improve DEI initiatives at your institution.*

Students of color are the majority in public schools, and have been for almost a decade, but schools and universities nationwide don't reflect that same racial and ethnic diversity. Education HR workers understand this, with 30% of respondents citing DEI as one of their top three priorities in 2023 (Figure 1). Let's examine **why** it's a top priority and **how** to better recruit and reskill diverse employees.

Figure 1
Top Priorities in 2023

Priority	Percentage
Retention	77%
Recruiting	58%
Operational Efficiency	34%
DEI Initiatives	30%
Developing Leaders	26%
Employee Development	26%
HR Task Automation	16%
Future of Work	14%
Employer Branding	8%

Why DEI

Diversity, equity, and inclusion improve teaching and learning at all levels of education. Students who interact with diverse teachers and staff are less likely to hold implicit biases as adults.

__According to an NEA poll__ **last year, diverse educators are more likely to leave or retire earlier than planned (59–62%), creating a need for effective DEI recruiting and retention strategies.** But 48% of education HR professionals said they don't have an effective DEI recruiting strategy, or it could use some improvement.

How to Improve It

There are many *__practical ways to boost DEI recruiting__*, some of which you may not have considered. Examples include auditing the current recruitment process for bias, blinding Personally Identifying Information (PII), updating your careers page (and other recruitment materials) to show staff diversity, creating an employee referral program, and more. If you've tried these best practices without success, *__here are some reasons__* diverse candidates may not be applying to your jobs.

Add a Diversity Champion

Some higher education institutions use search committees to recruit faculty and staff. These committees include a variety of roles (HR manager, dean, etc.), but only 28% of respondents have a diversity champion on their committee. Adding a diversity champion or selecting a more diverse interview panel is a practical step towards diversity, equity, and inclusion.

Start Reskilling

Many organizations are focused on DEI recruiting, but upskilling and reskilling can be an important part of your DEI program as well. 58% of respondents said they don't have a plan for, or could use improvement on, reskilling female employees and employees of color. Reskilling those who have interest in another job can help them advance in their careers, increase job satisfaction, and improve DEI at your organization.

NEXT STEPS

Thanks for reading the
DEI Report by NEOED.

We hope these peer insights, data analyses, and resources have been helpful.

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