

SELF-IDENTIFIED RACIAL/ETHNIC DEMOGRAPHICS AMONG CURRENT EMPLOYEES AT THREE SCHOOLS

By Josh Murray

9/20/24

DISCLAIMER

The author wants to acknowledge that as a white man in the Midwest in 2024, he can only speak to the impact of diverse representation in the classroom or lack thereof in an academic sense.

For any experiential impact of these trends, we should seek the input of students, teachers, administrators, and support staff of all backgrounds.

PURPOSE AND QUESTIONS

An exploration on how the self-reported race or ethnicity of current employees at Hogwarts, The School of Hard Knocks, and Cool School have changed by hiring decade, and how staff demographics compare to the student body and the potential hiring pool.

1. How have staff race and ethnicity (r&e) demographics at these three middle schools changed over time?
2. How do staff r&e demographics compare to my county?
3. How do staff r&e demographics compare to student populations?

Our goal is to be descriptive, not prescriptive.

WHY DOES THIS MATTER?

In addition to the intrinsic good of diversity, research shows that representation positively impacts students by:

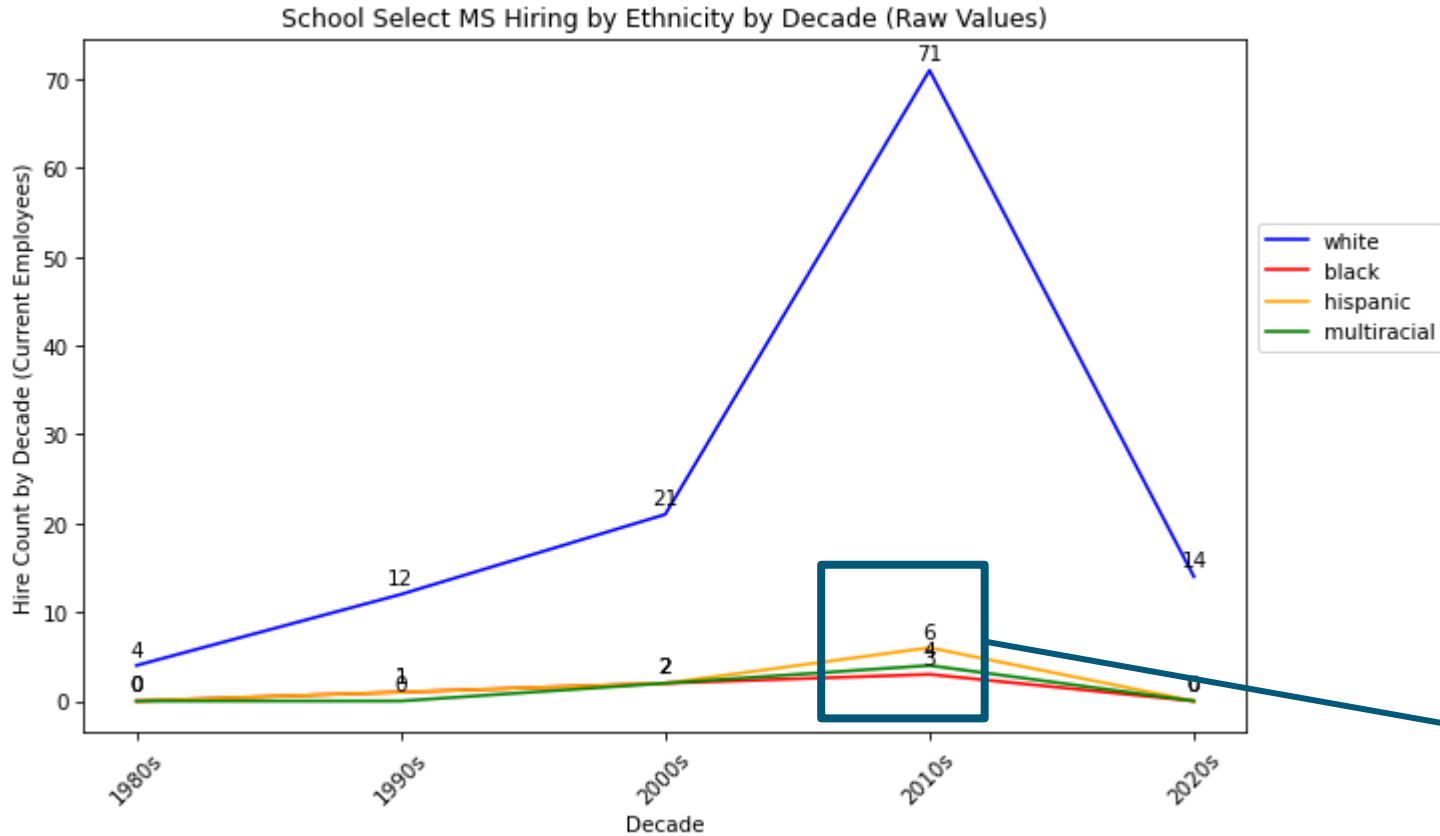
- Improving academic performance¹
- Improving their feelings about the learning experience²
- Combating institutional prejudice³
- Centering the school as an extension of the community³

THE DATA

dec_eth_total_hires	Decade	Race_Eth	dec_total_hires	dec_eth_pct
4	1980s	White	4	100.00
1	1990s	Black	14	7.14
1	1990s	Hispanic	14	7.14
12	1990s	White	14	85.71
2	2000s	Black	27	7.41
2	2000s	Hispanic	27	7.41
2	2000s	Multi-Racial	27	7.41
21	2000s	White	27	77.78
3	2010s	Black	84	3.57
6	2010s	Hispanic	84	7.14
4	2010s	Multi-Racial	84	4.76
71	2010s	White	84	84.52
14	2020s	White	14	100.00

- Because these are currently employed staff, the sample sizes from the 80's and 90's are low due to increased opportunity for change.
- All 2020s data is from 2020. No data from 2021 – 2024.
- Multi-Racial identity not tracked before 2000

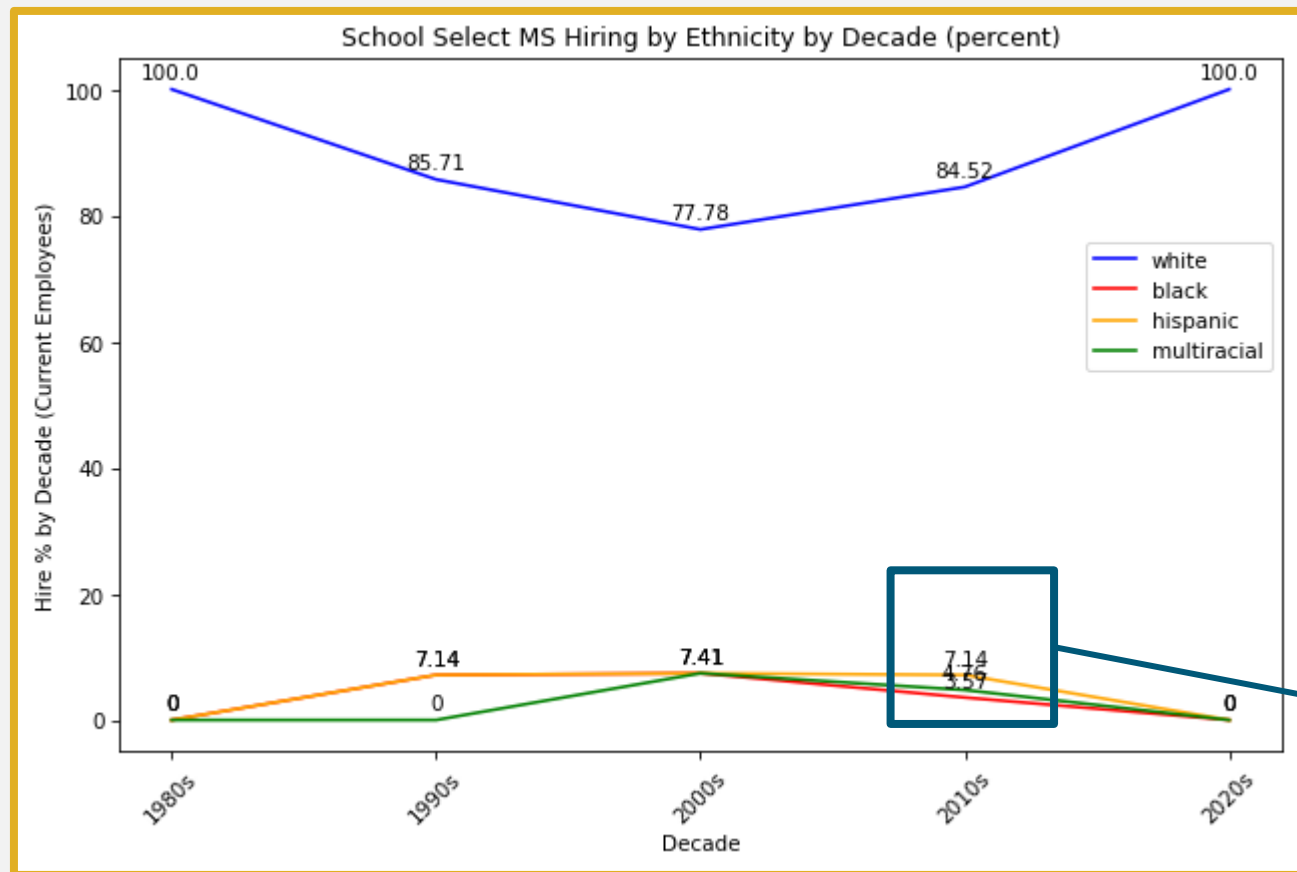
HIRING TRENDS OVER TIME (QTY)



- 2000 – 2010 is the most diverse hiring decade
- Hiring in 2020 is surprisingly homogenous. It would be worth examining whether this trend continued in 2021 and beyond.

3	2010s	Black
6	2010s	Hispanic
4	2010s	Multi-Racial

HIRING TRENDS OVER TIME (%)

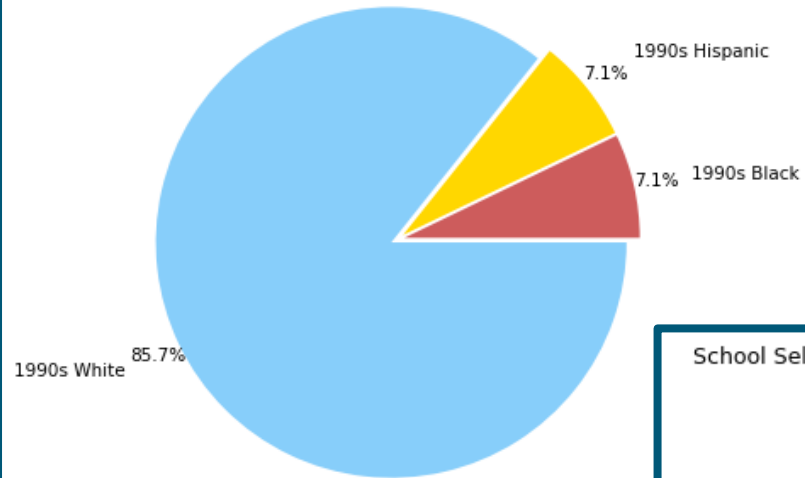


- 2000 – 2010 is the most diverse hiring decade
- White : All Other ratio remains about 4:1 1990 – 2010
- Hiring in 2020 is surprisingly homogenous. It would be worth examining whether this trend continued in 2021 and beyond.

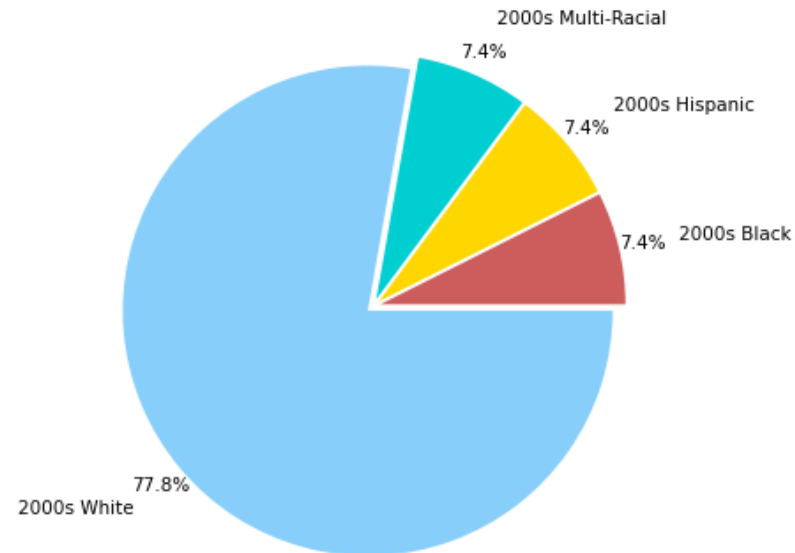
84	3.57	2010s Black
84	7.14	2010s Hispanic
84	4.76	2010s Multi-Racial

HIRING TRENDS: COMPARATIVE PROPORTIONS

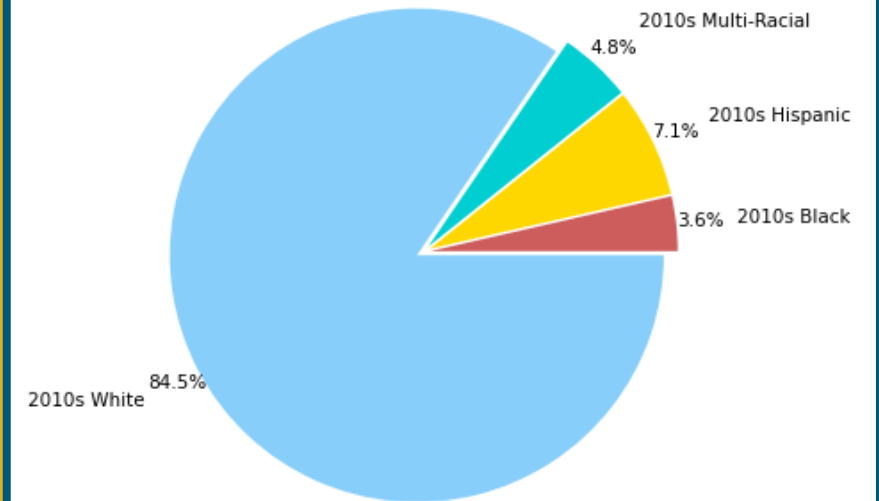
School Select MS Hiring by Ethnicity Proportions by Decade: 1990s



School Select MS Hiring by Ethnicity Proportions by Decade: 2000s

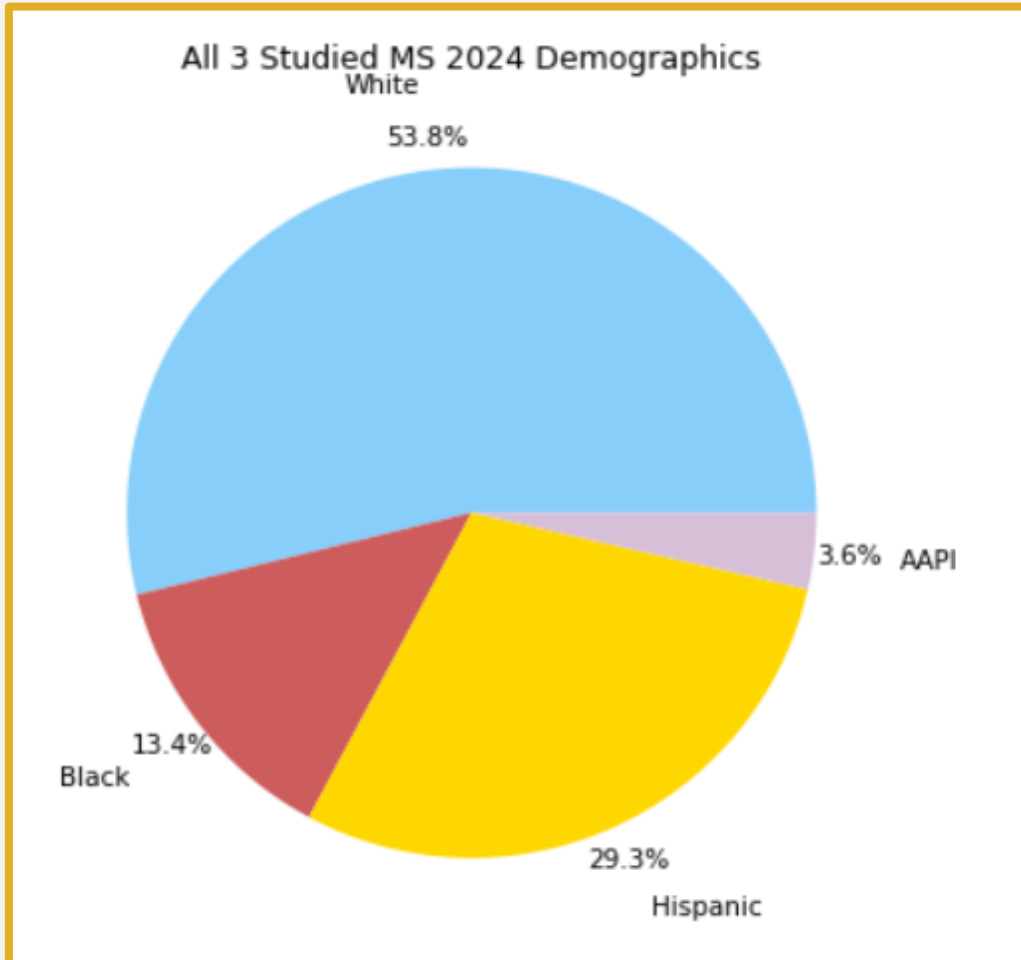


School Select MS Hiring by Ethnicity Proportions by Decade: 2010s



*The 1980s and 2020s both 100% white in this dataset

STUDIED SCHOOL DEMOGRAPHIC SNAPSHOT: 2024 (TOTAL)

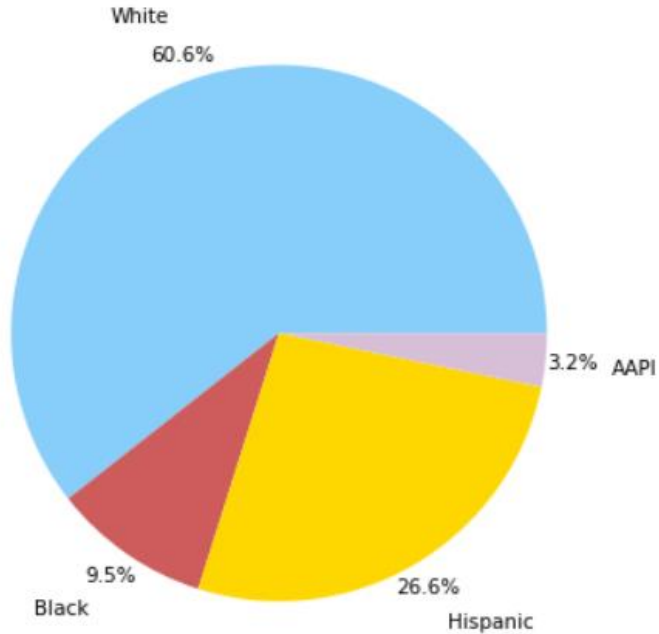


- Year 2024 only

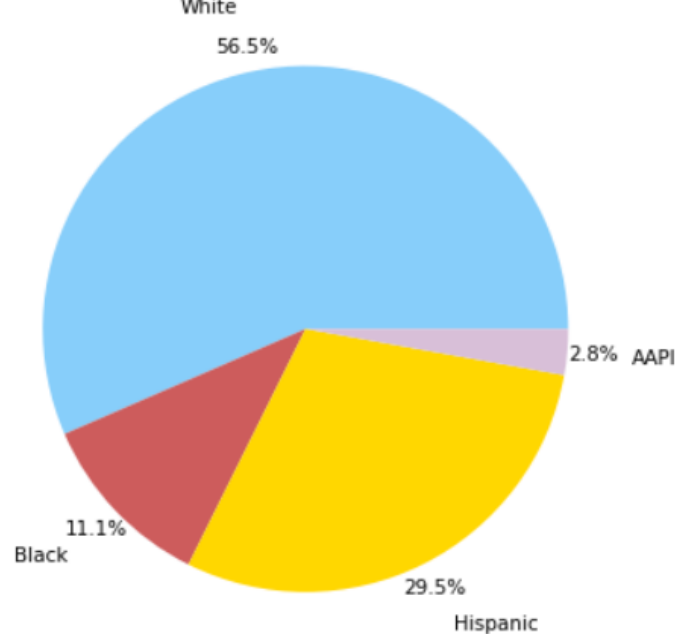
- Snapshot data did not capture Multi-Racial or Indigenous categories
- Source: removed for anonymity

STUDIED SCHOOL DEMOGRAPHIC SNAPSHOT: 2024 (BY SCHOOL)

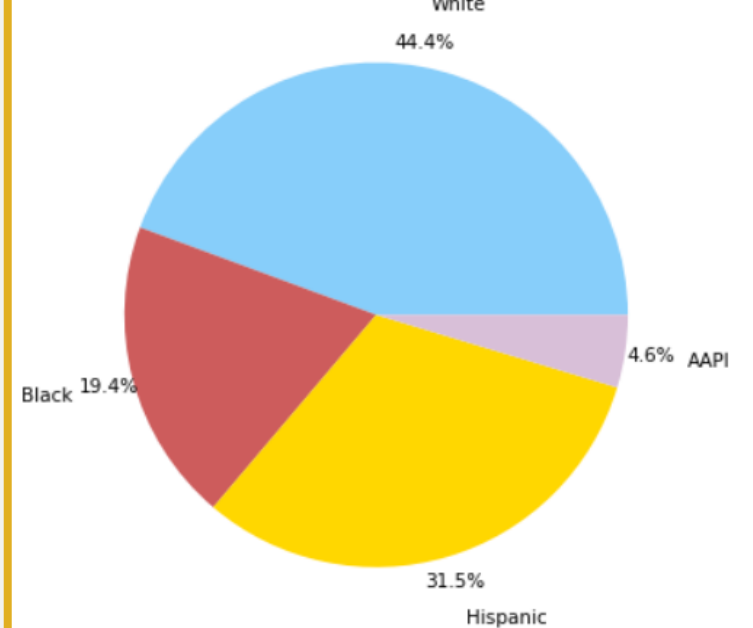
Hogwarts 2024 Demographics



HardKnocks 2024 Demographics



CoolSchool 2024 Demographics



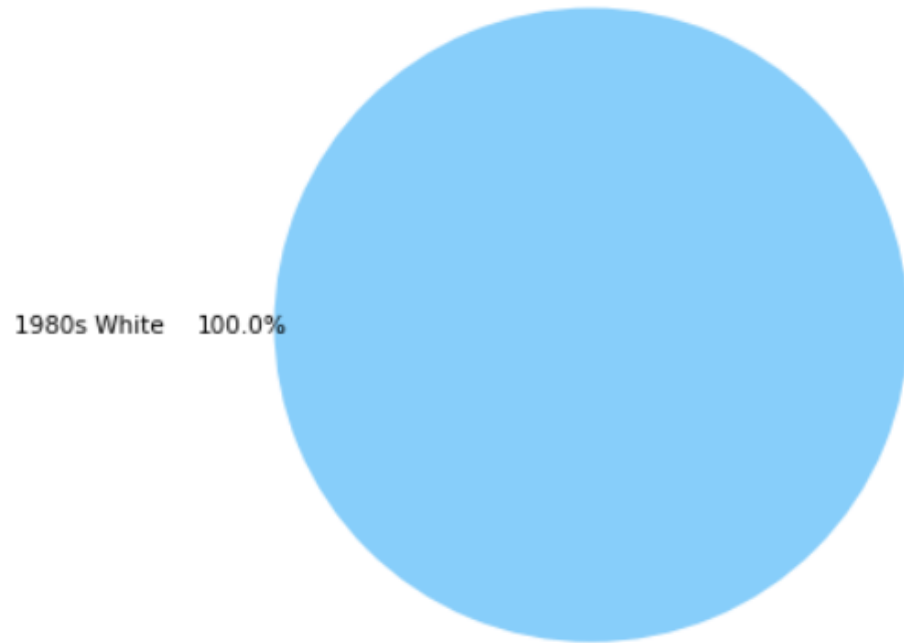
- Snapshot data did not capture Multi-Racial or Indigenous categories
- Source: removed for anonymity

DECADE DEEP-DIVES

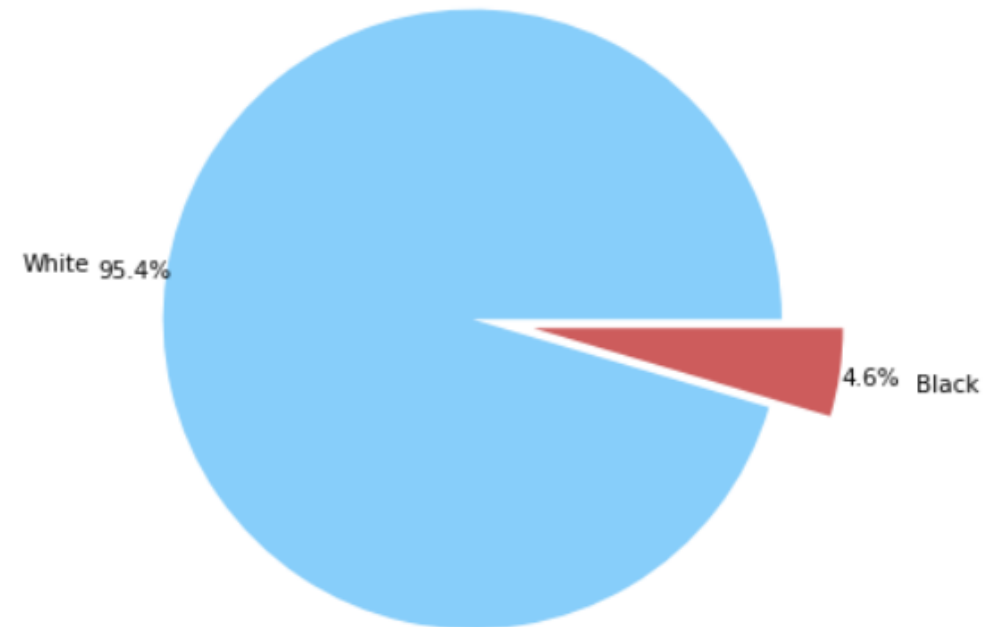
Currently Employed Hired Staff beside County
Demographics and Student Populations

1980s

School Select MS Hiring by Ethnicity Proportions by Decade: 1980s



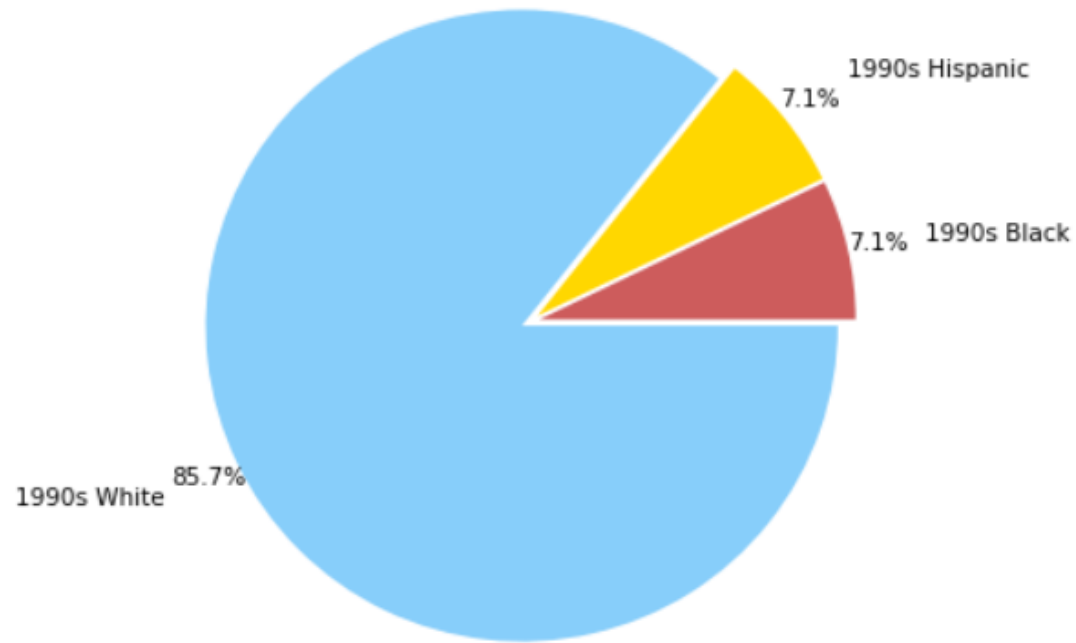
County Race/Ethnic Demographics 1980 Census



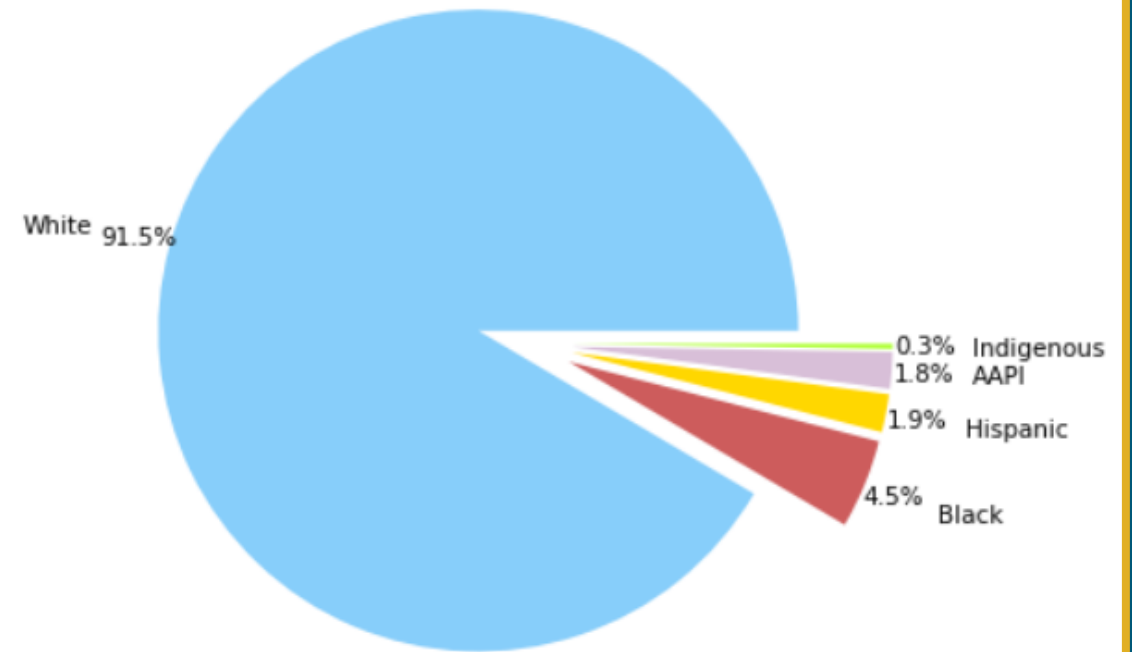
- 1980s data represents 4 individuals still employed as of 2020 across all 3 schools
- Census data did not capture Hispanic, AAPI, Multiracial, or Indigenous demographics
- Source: US census as compiled by usafacts.org

1990s

School Select MS Hiring by Ethnicity Proportions by Decade: 1990s



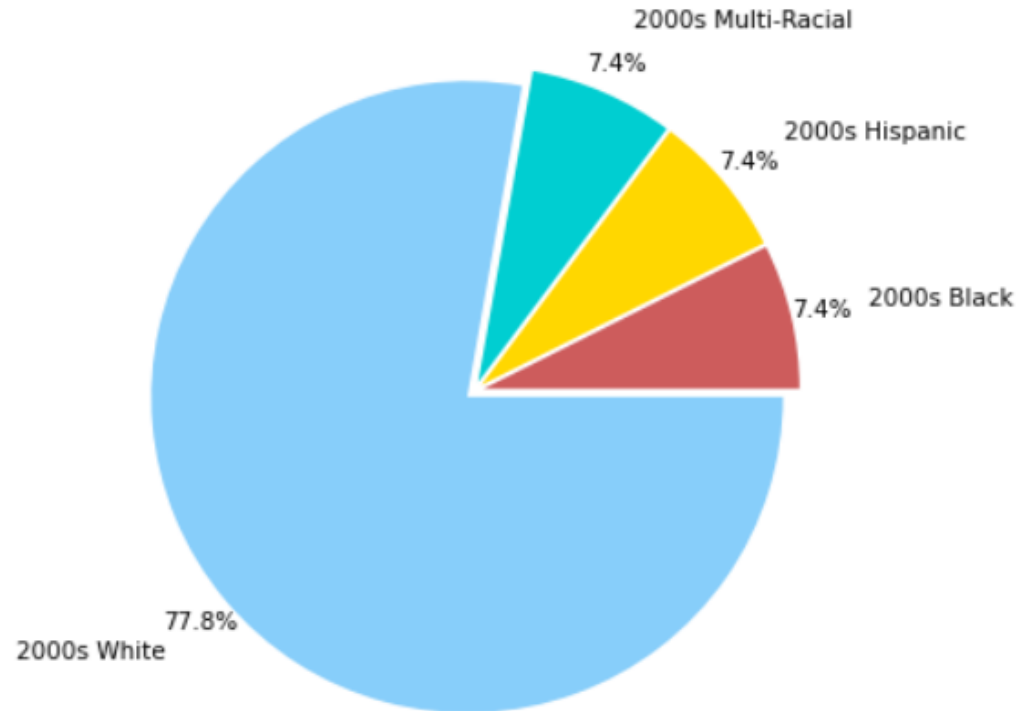
County Race/Ethnic Demographics 1990 Census



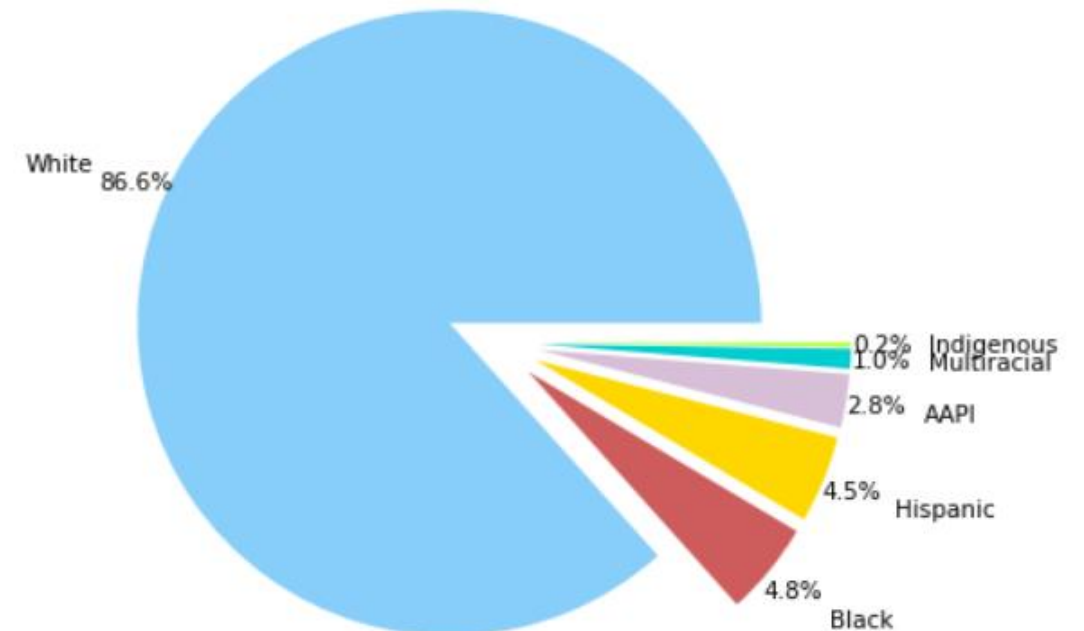
- Hired demographics approximately in line with potential hiring pool – Hispanic and Black demos over-represented compared to County.
- Source: US census as compiled by usafacts.org

2000s

School Select MS Hiring by Ethnicity Proportions by Decade: 2000s



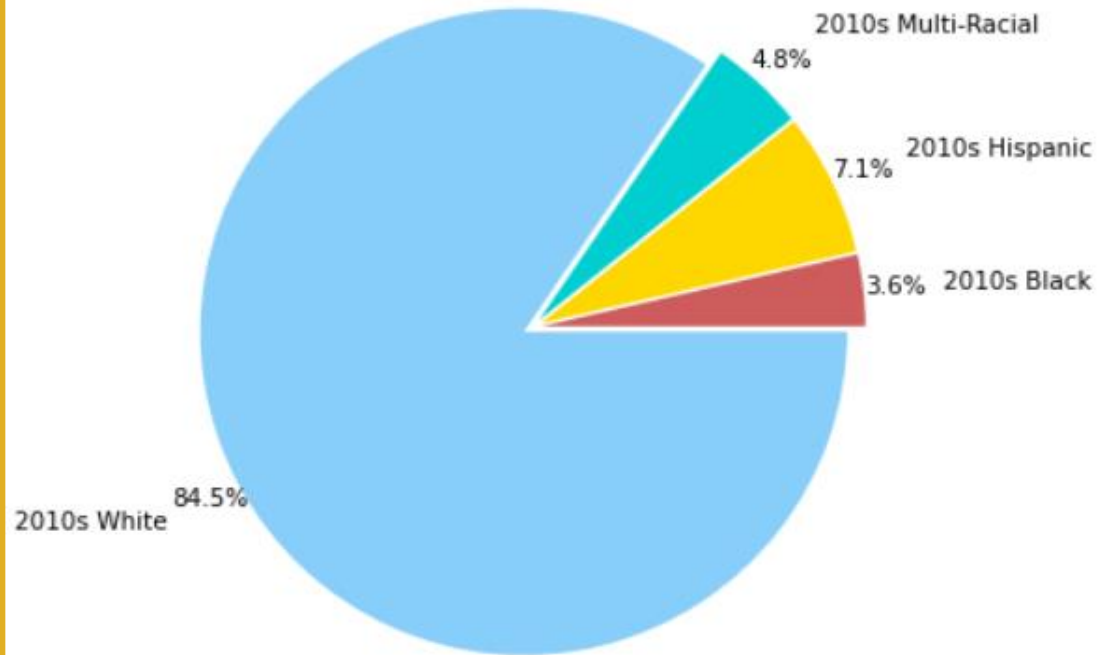
County Race/Ethnic Demographics 2000 Census



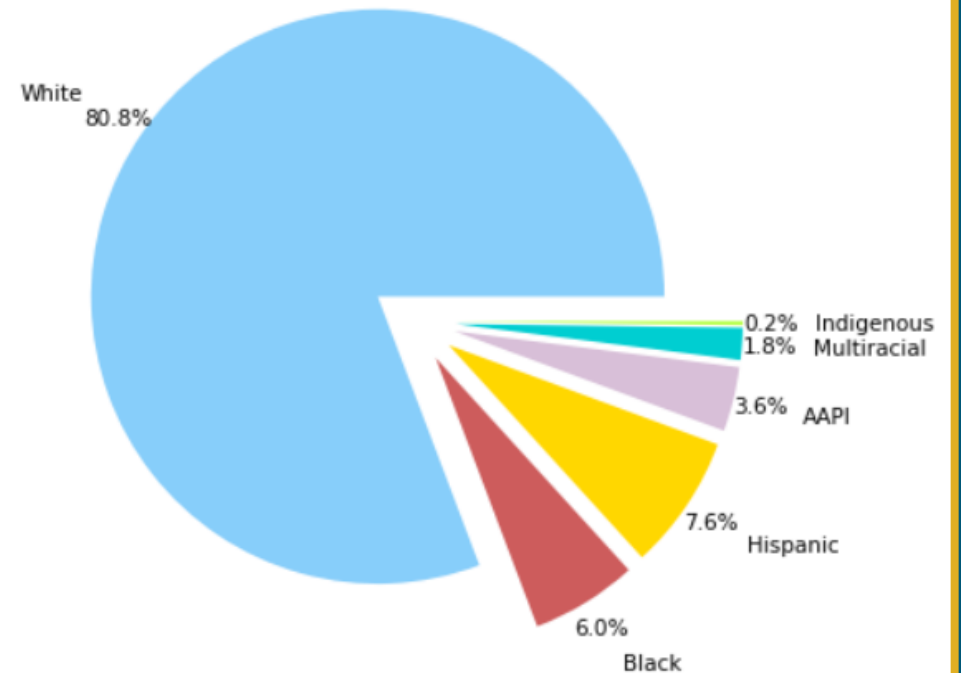
- Representation Trends from 1990s continued
- Source: US census as compiled by usafacts.org

2010s

School Select MS Hiring by Ethnicity Proportions by Decade: 2010s



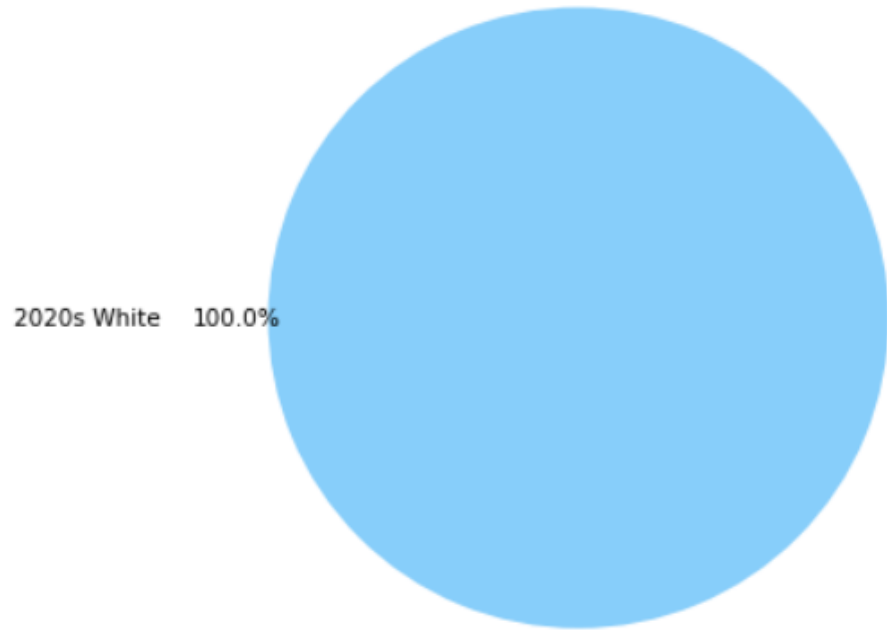
County Race/Ethnic Demographics 2010 Census



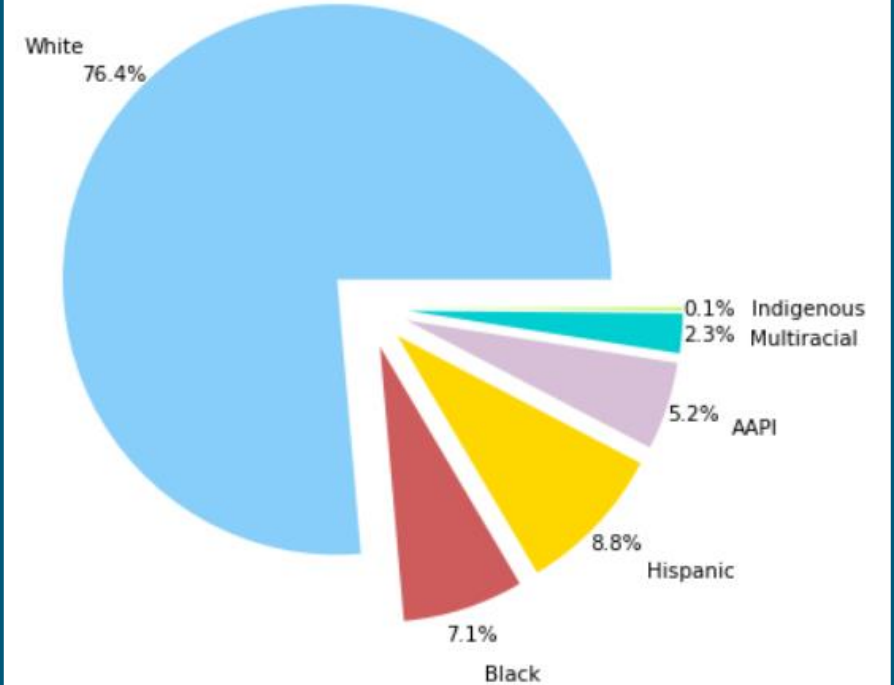
- County diversifying
- Decade hiring trend slightly opposed to county population changes
- Source: US census as compiled by usafacts.org

2020s

School Select MS Hiring by Ethnicity Proportions by Decade: 2020s



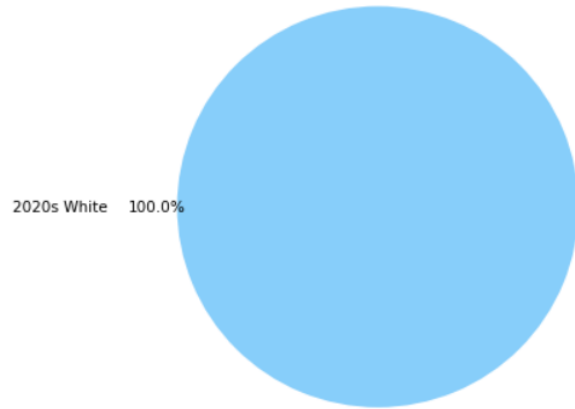
County Race/Ethnic Demographics 2020 Census



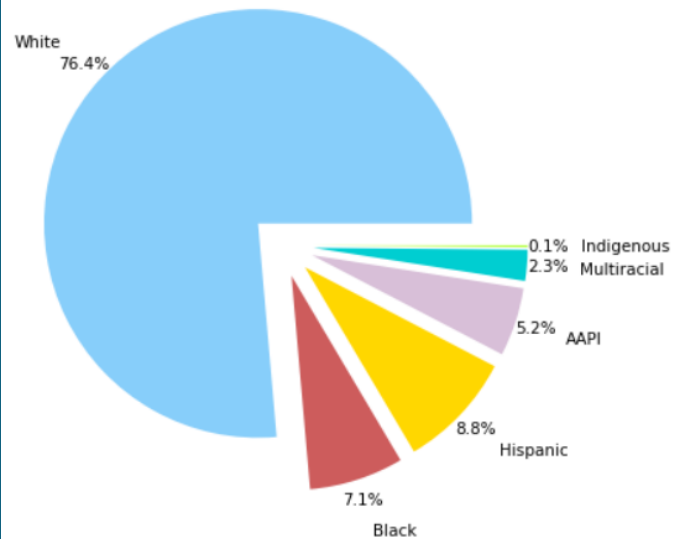
- 2020s hiring data for 14 individuals in one year, 2020
- Taken in isolation, hiring in 2020 was less representative of County demographics.
- Trend worth investigating in 2021 - 2024
- Source: US census as compiled by usafacts.org

2020s w/ Schools

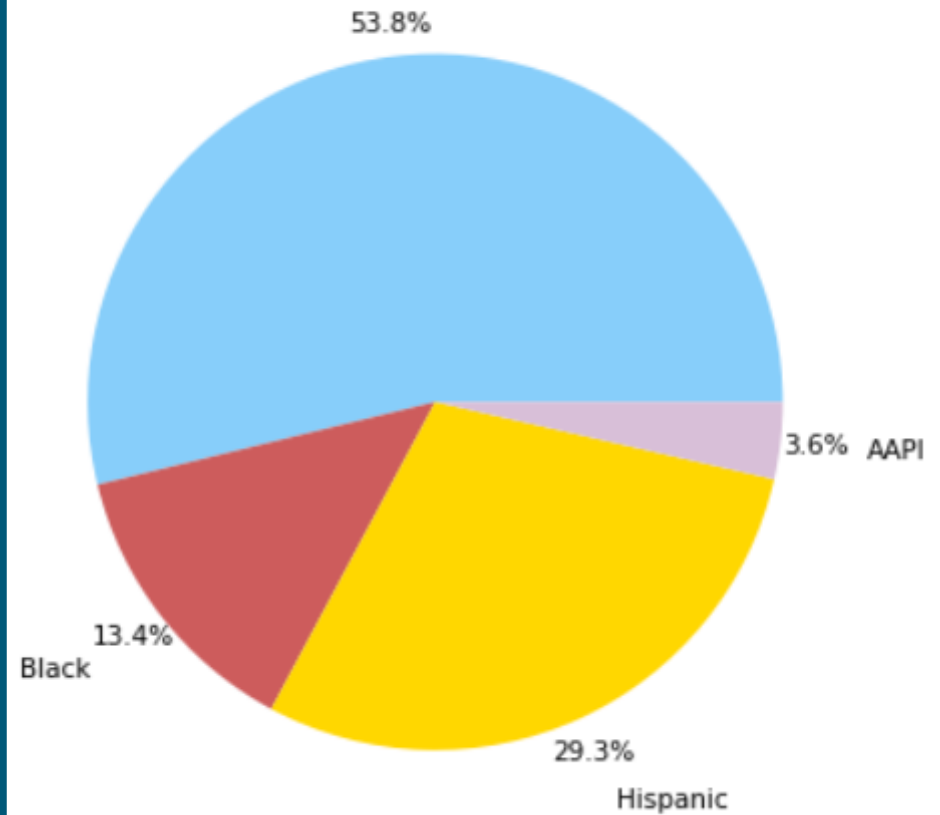
School Select MS Hiring by Ethnicity Proportions by Decade: 2020s



County Race/Ethnic Demographics 2020 Census



All 3 Studied MS 2024 Demographics



- 2020s hiring data for 14 individuals in one year, 2020
- Taken in isolation, hiring in 2020 was less representative of County demographics.
- Trend worth investigating in 2021 - 2024
- Source: US census as compiled by usafacts.org

CONCLUSIONS AND DISCUSSION

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Conclusions:

- For the three decades with the most data (1990 – 2010) hiring demographics are approximately as diverse as County demographics, the theoretical candidate pool.
- Although we do not have historical data about the three middle school student populations, the historical hiring trends of still-employed staff at these schools is not representative of the current school population.
- 2020 was not a representative year for hiring. 2021 – 2024 should be studied.
- Due to all limitations below, results are inconclusive. No call to action possible – further study needed.

Limitations:

- No data about staff not currently employed
- No data about candidates who applied, which would affect hiring demographics
- Staff population small relative to county and student populations – 143 records, prone to outliers.
- Not all sources include same r&e demographic categories
- County demographics more general than school zone

QUESTIONS?

Thank you!

SOURCES

1 - "*The Role of Representative Bureaucracy: A Literature Review Examining the Academic Impact of Representation in Schools for African American and Latinx Students*" by Danielle R Gilmore, George Washington University in International Journal of Innovation and Research in Educational Sciences, Vol. 9, Issue 1. 04/02/2022. Accessed 9/20/2024 at https://www.researchgate.net/profile/Danielle-Gilmore/publication/359308333_The_Role_of_Representative_Bureaucracy_A_Literature_Review_Examining_the_Academic_Impact_of_Representation_in_Schools_for_African_American_and_Latinx_Students/links/6233db79446f4b075bfb90e2/The-Role-of-Representative-Bureaucracy-A-Literature-Review-Examining-the-Academic-Impact-of-Representation-in-Schools-for-African-American-and-Latinx-Students.pdf

2 - "*Teach for America's Paradoxical Diversity Initiative: Race, policy, and Black Teacher Displacement in Urban Schools*" by Terrenda White, University of Colorado Boulder in Educational Policy Analysis, Vol 24, No 16. published 02/08/2016. Accessed 9/20/2024 at <https://epaa.asu.edu/index.php/epaa/article/view/2100/1721>

3 - "*The "New Racism" of k-12 Schools: Centering Critical Research on Racism*" by Rita Kohli, Marcos Pizarro, and Arturo Nevárez in Journal of the American Educational Research Association, Vol 41, Issue 1. 06/23/2017. Accessed 9/20/24 at <https://journals.sagepub.com/doi/full/10.3102/0091732X16686949>

4 – Census Data: <https://usafacts.org/data/topics/people-society/population-and-demographics/our-changing-population> ... For specific state and county

5 – 2024 school data: https://www.<school_district_name_removed>.org/data-snapshot/