



# Texarkana

## Independent School District

# DIVERSITY AWARENESS COMMITTEE

The TISD Diversity Awareness Committee was established in 2001 to address the shortage of minority teachers.

The major goal of the committee is to increase the number and diversity of today's teaching force reflective of our city, state and nation. Moreover, they seek to recruit minority teacher candidates who will strive to incorporate the values, learning styles and multiple cultural perspectives reflected in today's public schools.

Their mission is to recruit, retain and support qualified professionals that reflect the ethnicity of the District's student population.

The TISD Diversity Awareness Committee assists in recruitment efforts by sending out letters and emails to potential applicants and referring qualified applicants to the district. They assist with university job fairs on behalf of the district and review the number of referrals from job fairs. To increase retention, they provide mentoring for new minority staff members in alternative certification programs. They also implement valuable diversity training for district administrators.

TISD encourages current staff members to seek out advice and support from the Diversity Awareness Committee and to assist them in their recruitment efforts by identifying teacher candidates. Current members include:

Brittney Brookes  
*TISD Staff - Internal Committee Member*  
Maxine Crittenden  
Patricia Cunningham

Toney Favors  
Melva Flowers  
Rev. Louie B. George  
Jennell Ingram  
*TISD Staff - Internal Committee Member*

Robert Jones  
Dr. James Morris  
Jo Ann Rice  
*TISD Staff - Internal Committee Member*