

<b>ORGANIZATION:</b>	
<p><b>Who are your members? Students, professionals, others? What are their race, gender, and ethnicity?</b></p> <p><b>What is your current representation of people of color in governance roles?</b></p>	<p>The Institute for Recruitment of Teachers was founded in 1990 by Kelly Wise, current executive director and former dean of faculty at Phillips Academy, with a mission to “deepen the pool of talented minorities entering the teaching profession in our country.” The institute was designed to increase the number of African American, Latino/a and Native American students pursuing advanced degrees for teaching, counseling and administrative careers so the pool of potential faculty members at both the K-12 and university levels will become more diverse.</p> <p>The Institute for Recruitment of Teachers aims to reduce over time the critical under-representation on the faculties of certain minority groups, as well as to address the attendant educational consequences of these disparities. Providing positive role models to youth, the institute serves the related goals of supporting school and campus environments.</p>
<p><b>What programs, structures and statements do you have to promote inclusion of people of color in the organization?</b></p> <p><b>What programs do you have to promote inclusion of people of color in leadership roles?</b></p>	
<p><b>When did these programs and structures that promote inclusion and diversity come into being?</b></p>	
<p><b>How do concerns about diversity determine where you meet and why?</b></p>	
<p><b>How do you hold people accountable for progress toward meeting goals of racial and ethnic diversity?</b></p>	
<p><b>Why is diversity valued in your organization? Was there an event or a triggering action that brought this to the forefront?</b></p>	
<p><b>How effective have your programs and structures been? How do you know? How is this measured?</b></p>	
<p><b>Other information:</b></p>	
<p><b>Submitted by:</b></p>	