

Implementing Racial Affinity Groups to Improve Retention at Two Delaware School Districts

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Who are we?

Rodel's mission is to strengthen Delaware's public education system and workforce by connecting partners to advance and implement sustainable solutions.

Rodel, along with partners at Red Clay Consolidated School District and Colonial School District, are working together to address educator retention, with an acute focus on educators of color.

Rodel and these two school districts worked together to implement a pilot of district-run affinity groups starting in spring 2023. The districts are now in year two and are excited to implement changes based on feedback gathered in affinity spaces.

Why affinity groups?

Ideas to action



Affinity groups provide a safe space for people of marginalized identities to meet and ultimately transfer their discussion into action to create a more equitable school environment.

Support system



In a profession where people of color often feel the weight of racist and oppressive school and district policies daily, school leaders can provide a supportive space for teachers of color.

Workforce improvements through authentic engagement



Affinity groups can help districts attract diverse candidates, reduce turnover, and increase employee morale.

Creating a space for their teachers to be their authentic selves means teachers have the freedom to be themselves both as individuals and as people of color.

We need affinity groups... Now what?

Step 1: Determine your "why"

- How does launching affinity groups align with your strategic plan?
- How do affinity groups fit your broader recruitment and retention strategies and programs?
- Who will participate in affinity groups?
- How do you want to measure impact?
- What's your timeline? It's essential to take time to think it through but act quickly, too.

Step 2: Group structure

- When/how would the affinity groups meet?
- Who would lead and facilitate the groups?
- What funding is needed; where would it come from?
- How can affinity groups be integrated into other efforts?

Step 3: Implementation plan

- Build out the affinity conversation calendar and integrate with PD.
- Select a training partner.
- Promote affinity group facilitator openings.
- Select the facilitators.
- Train the facilitators.
- Create a marketing/communications plan for participants.
- Create and distribute surveys.

Contact Us

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