Diversity in Schools:
A California Resource

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California’s Diversity as a Resource

2020 Census

Most populous state
Second most diverse state

Future Workforce Needs

• Working with People
• Problem-Solving/Critical Thinking
• Creativity, Innovation

• Social Interactions – robust to automation!
Context of Ethnic Diversity

Opportunities & Exposure

Contact & Experiences

Friendships & Close Friendships

Novelty & Discrepancies from prior experiences

Cognitive Stress

Reconciliation, incorporating new information

Complex Thinking Skills

Creativity

Decreased Anxiety
Why Schools?

We can shape school composition
We can shape student experiences
Only 65% enroll in college

Student diversity promotes positive school outcomes

Less lonely
Less bullied
Safer
Interactions with diverse peers improve academic outcomes

In Middle School, **HIGHER:**

End-of-year GPAs

Teacher estimated educational attainment

In High School, **MORE:**

STEM-related behaviors
Interactions with diverse peers improve academic outcomes

In High School, **HIGHER:**

- College STEM efficacy
- Intent to major in STEM

**PROTECTS** against discrimination experiences

Diversity is malleable – as a context and a climate

- Positive Interethnic Climate
- School Belonging
- Better Well-Being
- Fewer Physical Symptoms
- Higher GPA
COVID-19 Context
(We can do better)

Less time spent in peer interactions
- Less conflict
- Less support

Online interactions

COVID-19 and Diversity
(We can do better)

Daily Diversity-Related Interactions

<table>
<thead>
<tr>
<th></th>
<th>HS to College</th>
<th>College Y2 vs. Y4</th>
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<tbody>
<tr>
<td>Pre-Pandemic</td>
<td>3.5</td>
<td></td>
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<tr>
<td>Remote Learning</td>
<td>2</td>
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Take Home Messages

California’s diversity as natural resource to promote positive outcomes for ALL youth

Schools are an ideal context for diversity experiences

Diversity experiences now → Future skilled workforce

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