Calling For Teacher Diversity in Elementary and Secondary Education

WHEREAS, in the 1954 landmark Brown v. Board of Education decision, the National Association for the Advancement of Colored People (NAACP) played a pivotal role in persuading the U.S. Supreme Court to affirm the goal of equality of educational opportunity for all children. Today, over 60 years after the Brown decision, the Corporation recognizes that severe racial inequities, including vast disparities in the hiring of teachers of color, still persist in many of our nation’s schools; and

WHEREAS, of the 3.2 million public school teachers educating the nation’s children, as of 2014, only 6% are Hispanic and 7% are African American; and

WHEREAS, of more than 13,500 public school superintendents in the United States, as of 2014, only 363 are African American and an estimated 250 are Latino; and

WHEREAS, by year 2020, the United States Census predicts that the shared African American and Hispanic student population will increase from the 2014 level of 38% to 52%; and

WHEREAS, teachers of color are disproportionately assigned to schools that are under-resourced, and are located in urban areas where crime, gang violence and other issues add to the challenges; and

WHEREAS, recruiting male teachers has been a challenge in public schools, with the proportion of male teachers decreasing from 31% in 1986 to 16% in 2014.

NOW THEREFORE, IT IS HEREBY

RESOLVED, that all Mayors who are Active Members of the Corporation work with educational stakeholders, specifically, historically African American colleges and universities, Hispanic–serving institutions, and other minority-serving institutions to promote diversity in local teacher recruitment; and

FURTHER RESOLVED, that the Corporation collect and publish summaries of research analyzing best practices as well as impediments to teacher diversity; and

FURTHER RESOLVED, that the Corporation work through the local, state and federal legislative processes to ensure that teacher diversity will be closely monitored and reformed for a more equitable educational system.