

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.