

## 2023 Legislative Session Issue Brief

# Increase Teachers of Color Act

Studies show that one of the most efficient ways to address racial disparities is to support a diverse educational workforce. BIPOC students in Minnesota often don't see themselves reflected in their educators, curriculum, and policies. Although the number of BIPOC students is now at about 36 percent, only about 5.6 percent of teachers are non-white.

Education Minnesota proudly joins more than a dozen organizations in supporting the 2023 Increase Teachers of Color Act. It is a comprehensive approach to recruit, license and keep more teachers of color in the profession. The overarching goal is for students to have equitable access to effective and diverse teachers of color by 2040 and to start building culturally responsive schools not only for our children, but for the adults who teach and care for them every day.

The Increase Teachers of Color Act does this by:


- Expanding grow-your-own pathway programs for education support professionals who want to become licensed teachers.
- Offering more college scholarships, grants and providing hiring and retention bonuses to attract more teachers of color.
- Getting rid of the racially-biased Minnesota Teacher Licensing Examinations, an unnecessary barrier for some aspiring educators who have already completed their college coursework.
- Creating more mentorship programs, requiring school leaders to build more culturally accurate curriculum and affirming environments to learn and work in and evaluating principals on their leadership skills and practices in these areas to keep more teachers of color in the profession.
- Prohibiting discrimination or discipline for teaching about persons from protected classes.

If we want all students to thrive and succeed, Minnesota must build racially just schools that reflect the diverse students we serve. Closing our state's racial and economic disparities requires investing in what works, and the Increase Teachers of Color Act is an important step toward that goal.

*BIPOC stands for Black, Indigenous, and People of Color. Though this is a useful term when moving policy change, when you can specify, you should.*

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Education Minnesota is an affiliate of the American Federation of Teachers, the National Education Association and AFL-CIO.  3385



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