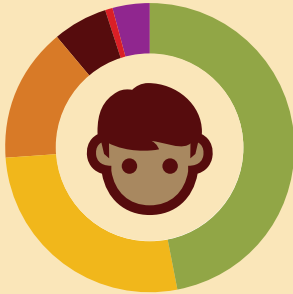


# AT A GLANCE

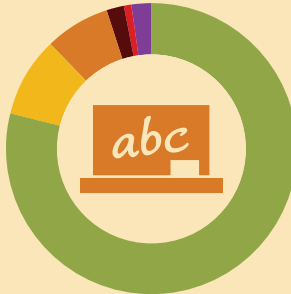
## Mind the gap: EDUCATOR DIVERSITY VS. STUDENT DIVERSITY A look at...

Nearly half (49%) of U.S. public school students are people of color.<sup>1</sup>



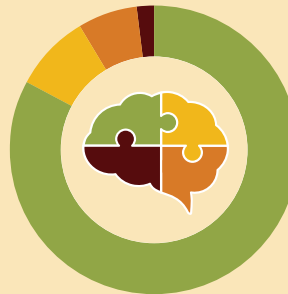
- 47% White
- 27% Hispanic
- 15% Black
- 6% Asian & Pacific Islander
- 1% American Indian/Alaskan Native
- 4% Two or more races

But only 21% of American public school teachers are people of color.<sup>2</sup>



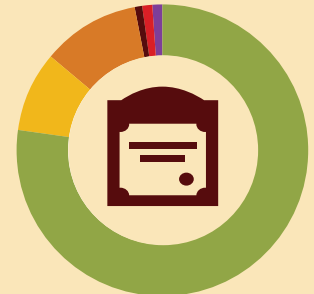
- 79% White
- 9% Hispanic
- 7% Black
- 2% Asian & Pacific Islander
- <1% American Indian/Alaskan Native
- 2% Two or more races

Disparities are particularly striking among special education teachers.<sup>3</sup>



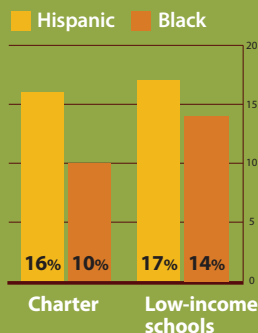
- 88% White
- 9% Hispanic
- 7% Black
- 2% Asian & Pacific Islander

Principals are also disproportionately white.<sup>6</sup>



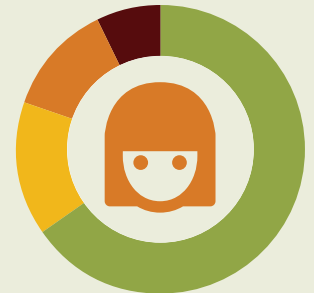
- 78% White
- 9% Hispanic
- 11% Black
- 1% Asian & Pacific Islander
- <1% American Indian/Alaskan Native
- <1% Two or more races

Charter schools and schools with >75% low-income students have higher percentages of teachers of color.<sup>2</sup>



There is more diversity among teacher assistants/paraeducators, suggesting one avenue for recruiting and developing teachers of color.<sup>3</sup>

- 74% White
- 17% Hispanic
- 14% Black
- 8% Asian & Pacific Islander

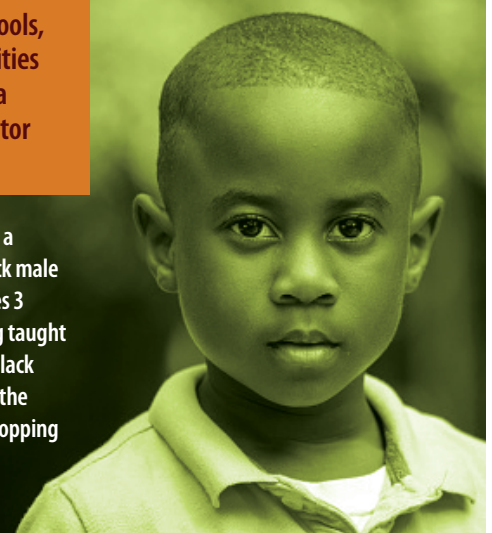


In schools with a majority of Black, Hispanic, or Asian students, about 1/3 of teachers were of the same race, but white teachers were still the majority.<sup>4</sup>

Some indications suggest the racial gap may increase. About 1/3 of Black teachers in a nationally representative sample said they planned to leave their jobs at the end of the 2020-21 school year, compared with 1/4 of all teachers.<sup>5</sup>

Students, schools, and communities benefit from a diverse educator workforce.

For example, for a low-income Black male student in grades 3 through 5, being taught by at least one Black teacher reduces the probability of dropping out by 39%.<sup>8</sup>



Only 10 states have set clear goals for increasing teacher diversity and equity, and only 7 states currently make educator diversity data visible and actionable to stakeholders.<sup>7</sup>

Sources can be found at [learningforward.org/journal/leading-for-equity/mind-the-gap/](https://learningforward.org/journal/leading-for-equity/mind-the-gap/). Note: Data from the National Center for Education Statistics at the U.S. Department of Education are from school year 2017-18. Data from the U.S. Census are from 2020.