Nearly half (49%) of U.S. public school students are people of color.\(^1\)

But only 21% of American public school teachers are people of color.\(^2\)

Disparities are particularly striking among special education teachers.\(^3\)

Principals are also disproportionately white.\(^6\)

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

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

- 88% White
- 9% Hispanic
- 7% Black
- 2% 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.\(^2\)

- 16% Hispanic
- 10% Black
- 17% Hispanic
- 14% Black
- 8% Asian & Pacific Islander

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.\(^5\)

There is more diversity among teacher assistants/paraeducators, suggesting one avenue for recruiting and developing teachers of color.\(^3\)

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

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%.\(^6\)

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.\(^7\)

Sources can be found at 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.