

What does the 2021 Increase Teachers of Color Act (ITCA) propose?

1. Creating a state goal to increase the percent of teachers of color and American Indian teachers (TOCAIT) each year so that by 2040 the state's teachers reflect the diversity of the state's K12 students. (Increasing 1% requires 630 more TOCAIT)

2. Addressing significant barriers to TOCAIT by changing state policies to:

- ❖ Ensure school district strategic plans focus on:
 - addressing institutional racism with equitable school policies, structures and practices
 - providing all students with access to ethnic studies and curriculum that is anti-racist, culturally relevant and based in truth
 - ensuring that school learning and work environments validate, affirm, embrace and integrate cultural and community strengths for all students, families and employees
- ❖ Expect principals to have culturally responsive leadership skills
- ❖ Strengthen existing grant programs and create new ones to support recruiting, preparing, mentoring and retaining TOCAIT
- ❖ Eliminate discriminatory teacher licensure exam requirements for those who successfully meet extensive licensure standards while completing an approved state preparation program

3. Increasing funding for the following grant programs:

- ❖ Grow Your Own (GYO) teacher preparation for youth and adults of color
- ❖ College in the schools, dual-credit "Intro to Teaching" courses
- ❖ Scholarships for Aspiring Educators of Color at the undergraduate and graduate level
- ❖ Student Teaching grants
- ❖ Grants to schools for implementing plans to address institutional racism and improve learning and work environments for all students, families and employees
- ❖ American Indian teacher preparation collaboratives
- ❖ Collaborative Urban and Greater MN Educators of Color support programs at colleges and universities
- ❖ Teacher mentorship and retention grants to schools
- ❖ Hiring Bonuses for TOCAIT from other states and countries to teach in MN
- ❖ Teacher shortage loan forgiveness
- ❖ Statewide TOCAIT Recruitment and Marketing Campaign



Why does the 2021 Increase Teachers of Color Act (ITCA) need to pass?

- **REPRESENTATION MATTERS!** Kids learn best when taught by people who understand their communities and life experiences, and all students benefit from diverse teachers.
- **OUR GAPS ARE AMONG THE WORST AND PERSIST.** Minnesota continues to have some of the worst opportunity and achievement gaps in the country, and the severe and persistent shortage of TOCAIT is a big reason our persist even though there has been a lot of focus on these gaps the past 20+ years.
- **STUDENTS ARE BEING DENIED EQUITABLE ACCESS.** Several CURRENT MN Statutes assert that: "*All students shall have improved, equitable access to effective and diverse teachers who reflect the diversity of students in schools and districts.*" However, the Legislature has not done nearly enough to provide such access to teachers of color and American Indian teachers (TOCAIT) by not passing previous ITCA's and only funding relatively few and relatively small programs with relatively little money.
- **WE'RE IN A VERY DEEP HOLE.** Minnesota has had a huge shortage of TOCAIT for decades and this shortage grows each year our K12 students get more diverse. Currently, the 2,745 TOCAIT in Minnesota are only 4% of all 63,436 teachers, but 35% of all students are of color or American Indian. (See tables on next page for differences between the diversity of teachers and students in regions throughout the state).
- **ONLY COMPREHENSIVE CHANGES WILL ADDRESS THE SHORTAGE.** IF students had equitable access to diverse teachers today who reflect the diversity of students, there would be 22,000 TOCAIT in 2020.
- **THE TIME IS NOW** for systemic change. We can't wait any more. Lives are at stake.
- **ITCA 2021 RESPONDS TO INCREASED CALLS FOR RACIAL JUSTICE** from people of all racial groups, ages and geographic regions in summer of 2020.
- **RESEARCH** shows that all students from all racial and ethnic groups benefit from TOCAIT.
- **SOCIETY AND THE ECONOMY BENEFIT** from more TOCAIT as K12 and Higher Education opportunity and achievement gaps close.
- **ITCA HAS BROAD & BIPARTISAN SUPPORT.** In this time of very divisive politics, good and important things still need to get done and most people expect politicians to work together. The ITCA has had bipartisan support and leadership in the House and Senate since 2017, and more than 55 education and community organizations have endorsed same/similar proposals in past bills.



How Severe is Minnesota's Shortage of Teachers of Color and American Indian Teachers (TOCAIT)?

SOURCE: 2019 Teacher Supply and Demand Report

Race of Minnesota Teachers		
American Indian	285	0.4%
Asian	951	1.5%
Hispanic	634	1%
Black	875	1.4%
White	60,691	95.7%
Total	63,436	100%

Source. Minnesota Staff Automated Reporting System –STAR

Economic Development Region (EDR)		Percentage of teachers of color	Number of teachers	Percentage of students of color	Number of students
EDR 1	Northwest	0.4%	1,115	16.8%	14,082
EDR 2	Headwaters	3.6%	1,113	39.6%	14,333
EDR 3	Arrowhead	2.1%	3,237	16.7%	44,510
EDR 4	West Central	1.1%	2,613	15.9%	34,711
EDR 5	North Central	1%	1,992	14.1%	26,069
EDR 6E	Southwest Central	0.4%	1,192	26.2%	16,424
EDR 6W	Upper Minnesota Valley	0.7%	608	18.3%	7,574
EDR 7E	East Central	0.5%	1,816	10.5%	25,886
EDR 7W	Central	1.2%	5,410	17.0%	79,961
EDR 8	Southwest	0.9%	1,742	30.1%	20,632
EDR 9	South Central	0.7%	2,670	20.9%	34,790
EDR 10	Southeast	1.3%	5,890	25.5%	78,728
EDR 11	7-County Twin Cities	7%	34,062	44.4%	487,152
	Minnesota	4.3%	63,436	33.5%	884,852

Source. Minnesota Staff Automated Reporting System –STAR.



What Can and Will You Do to help pass the Increase Teachers of Color Act (ITCA)?

- ✓ Learn more about the proposed legislation at www.tocaimn.com/legislation
- ✓ Join the Coalition to Increase Teachers of Color and American Indian Teachers in Minnesota www.tocaimn.com/join-act to stay informed about what is happening and calls to action.
- ✓ Convince your school, organization or institution to [Endorse 2021 ITCA!](#)
- ✓ Tell all your family, friends, peers, colleagues and neighbors about the ITCA and convince them to also act. **#ITCA2021**
- ✓ Email or leave a voicemail for the following legislative committee chairpersons briefly urging them to have a hearing of the ITCA before the end of February and to strongly support the full bill

Senate Education Committee	Senate Higher Education Committee	House E12 Finance Committee	House Higher Education Committee
Sen. Roger Chamberlain (Republican)	Sen. David Tomassoni (Independent)	Rep. Jim Davnie (Democrat)	Rep. Connie Bernardy (Democrat)

- ✓ Contact Committee Members and urge them to support ITCA (*see committee links in table above*)
- ✓ [Make a short 30-60 second video testimony](#) of why you urge legislators to pass the ITCA
- ✓ “Attend” online meetings of legislative committees whenever ITCA is on the agenda

