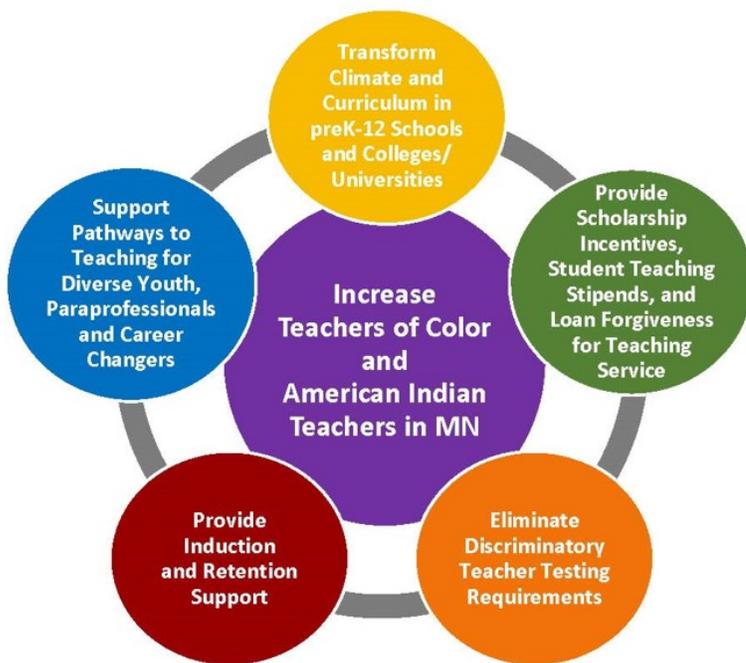


# Support the 2021 Increase Teachers of Color Act

## REPRESENTATION MATTERS!

- Kids learn best when taught by people who understand their communities and life experiences, and all students benefit from diverse teachers.
- Minnesota continues to have some of the worst opportunity and achievement gaps in the country.
- 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."*



## Ways You Can Make a Difference

- ✓ **JOIN** the Coalition [www.tocaimn.com/join-act](http://www.tocaimn.com/join-act)
- ✓ **LEARN** more at [www.tocaimn.com/legislation](http://www.tocaimn.com/legislation)
- ✓ **LEVERAGE** social media to raise awareness
- ✓ **MOBILIZE** students and families to demand passage
- ✓ **CONVINCE** your district/organization to [endorse ITCA](#)
- ✓ **CONTACT** [key legislators](#) urging their support
- ✓ **ATTEND** virtual bill hearings

## IF students had equitable access

to diverse teachers who reflected their racial and ethnic diversity, **there would be 22,000 teachers of color and American Indian teachers (TOCAIT).**

But, **there are only 2,745 TOCAIT (just 4% of all teachers!)** while students of color and American Indian students represent 35% of all students in Minnesota.

## Legislation Needed for Change

The **2021 Increase Teachers of Color Act (ITCA)** is a package of comprehensive bills that strengthen existing education programs and propose new efforts to attract, prepare, and retain 600–1000 more teachers of color and American Indian teachers (TOCAIT) in Minnesota per year. ITCA's proposed policy provisions and state investments are needed to change our education system and address the severe shortage of TOCAIT.

Key Proposals, among many others, will:

- ✚ **Expand** "Grow Your Own" program pathways to teaching for students, parents and non-licensed employees who are Black, Indigenous, Latinx or Asian
- ✚ **Increase** college scholarships and loan forgiveness opportunities for teachers
- ✚ **Require** school districts to address institutional racism within their school policies, structures and practices to close opportunity and achievement gaps
- ✚ **Provide** all students with access to ethnic studies curriculum that is anti-racist and culturally relevant
- ✚ **Ensure** that school learning and work environments affirm, embrace and integrate cultural and community strengths