

Teacher Diversity Petition

To: New York City Schools Chancellor Carmen Fariña
 CC: Members of the Panel for Educational Policy

We the undersigned are concerned by the statistic below which shows that, since the 2001-2002 academic year, there has been a 57.4% **decrease** in the number of Black teachers hired by the New York City Department of Education, and a corresponding 22.9% **increase** for white teachers hired:

Hiring data			
Academic year	2001-2002	2012-2013	%change, new hires
Black teachers	27.2	11.6	-57.4
White teachers	53.3	65.6	+22.9

Independent Budget Office

NYC public schools, 2012		
Race	%teachers	%students
Latino	14.4	40.3
Black	19.6	27.2
Asian	5.9	16.0
White	58.6	15.0
Other	1.5	1.5
Total	100.0	100.0

NYC Department of Education

In a school system that is 67.5% Black and Latino (as of 2012 - 13), the combined percentage of Black and Latino teachers in the system is only 34%.

This lack of diversity reinforces already existing practices of segregation and leaves out diverse cultural perspectives that inform curriculum, pedagogy and practice. It also shortchanges our students by replicating and reinforcing societal structures that devalue the contribution and perspectives of non-dominant racial and cultural groups.

In this connection, we ask that you do the following:

- Make a policy statement that acknowledges the value of teacher diversity and the lack of such diversity in New York City public schools.
- Centrally monitor the racial demographic of hiring and firing in NYC public and charter schools. In public school data reports include the racial profile for the teachers and administrators in each school as is currently done for the students.
- Raise the percentage of Black and Latino teachers hired in the system overall, with a special focus on raising the percentage of male teachers in those groups.
- Raise the percentage of persons of color in the NYC Teaching Fellows program to more closely match the NYC student body demographic. Make public the number and racial demographic of NYC Teaching Fellows hired.
- ~~Settle *Gulino vs. Board of Education*, in which a recent court ruling found that the NY State LAST certification exam was not validated yet was used in 2002 to dismiss thousands of NYC teachers who were disproportionately Black and Latino. **When the TDC petition was launched, *Gulino vs. Bd. Of Ed.* was still open: the case has recently settled after nearly 20 years. The settlement covers 8,000-15,000 Black and Latino teachers, who stand to win back pay and benefits from 1995-2004: <http://www.gulinolitigation.com>**~~
- Invest in a clear and distinct paraprofessional-to-teacher career path that offers qualified applicants provisional teaching licenses while completing graduate degree requirements and subsidizes both undergraduate and graduate tuition at CUNY and SUNY.

Sign on the back of this sheet →

Mail completed petitions to: Teacher Diversity Committee of NYC, c/o Ahern, P.O. Box 1025, New York, NY 10002

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Name	Signature	Address	Email	Phone

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