

# **RESOLUTION PROMOTING DIVERSITY IN THE NEW YORK CITY TEACHING FORCE**

**(passed by UFT Executive Committee November 2010 and UFT DA January 2011)**

WHEREAS, it has been a long standing policy of the UFT to support the existence of a diverse teaching force, both in the interest of equity and because education research has consistently proven that African-American and Latino students who have had teachers of color as positive role models achieve greater educational progress; and

WHEREAS, a study of the UFT Committee on Civil and Human Rights found that in relation to the numbers of African-American and Latino students in New York City public schools, African-American and Latino educators are dramatically underrepresented;

WHEREAS, the Committee found that while the hiring of new African-American and Latino educators had steadily increased into the early 2000s, there has been a troubling reversal of this trend under the tenure of Chancellor Joel Klein with the effect of exacerbating, rather than abating, the dramatic underrepresentation of African-American and Latino educators; be it therefore

RESOLVED, that the UFT demand that the New York City Department of Education rededicate itself to a policy of actively recruiting and hiring teachers of diverse backgrounds in order to reverse the downward trend of the last eight years in the percentages of African-American and Latino classroom teachers and to diminish the considerable gap between the numbers of African-American and Latino students and the numbers of teachers of color; and be it further

RESOLVED, that the UFT use all its resources to compel the Department of Education to take affirmative action to increase the numbers of teachers of color in its contracts with third party entities engaged in teacher recruitment on its behalf; and be it further

RESOLVED, that the UFT use all of its resources to compel the Department of Education and the third party entities engaged in teacher recruitment on its behalf to target recruitment at public universities such as the State University of New York and the City University of New York; and be it further

RESOLVED, that the UFT lobby the Federal, State and City governments to develop and expand scholarships and other incentives to encourage and support college students in entering the educational profession; and be it further

RESOLVED, that in conjunction with the NYC Department of Education, the UFT encourage the development and expansion of future teacher programs in the NYC public high schools, and highlight education as a viable career path by encouraging its development through the use of financial supports; and be it further

RESOLVED, that the UFT use all of its resources to compel the Department of Education to provide expand its support for existing programs which produce large numbers of experienced and qualified African-American and Latino teachers - the career ladder program for para-professionals and the Success Via Apprenticeship program for aspiring Career-Technical teachers: and be it further

RESOLVED, that the UFT continue to combat the negative depiction of teaching and the teaching profession which can only result in turning away prospective teachers from our profession, and be it further

RESOLVED, that the UFT through its own efforts and in conjunction with the Department of Education persuade the Teach for America program to expand its pool of potential teachers to include more teachers of diverse backgrounds and advocate that both Teach for America and the NYC Teaching Fellows actively recruit more African-American and Latino teachers.