



September 23, 2017

Mr. Michael Mulgrew
President — United Federation of Teachers
52 Broadway
New York, NY 10004

Dear Brother Mulgrew,

We urge you to include specific contractual demands in the upcoming negotiations to stop and reverse the disappearing of Black and Latino educators from all NYC public, charter and parochial schools that receive public funding.

Towards this end, we urge you to form a Teacher Diversity Committee to assemble data and to submit specific demands for consideration by the UFT 2018 Negotiating committee.

The UFT Delegate Assembly passed the “Resolution on Teacher Diversity” in 2011. A recent study, *The State of Teacher Diversity in American Education*, published in 2015 by the Albert Shanker Institute concludes:

“...the policies and practices that have the greatest impact on the diversity of a teaching force are determined at the local level, not at a state capitol or in Washington, D.C.”

and:

“School districts, charter schools and teacher unions should use contract negotiations as a vehicle for increasing teaching diversity, incorporating programs and features...that serve to increase teacher diversity. (p.109)

As the largest union local in the largest public-school system, the UFT can lead the way, unite the membership and align more closely with the diverse communities we serve. The about face on teacher diversity can be stopped and progress resumed when the policies and practices that have given rise to this phenomenon are forthrightly identified, presented to the membership and public at large, and their support elicited for corrective measures.

This is urgent union business. No single constituency or organization has a more compelling self-interest or is better situated to advocate for teacher diversity than the UFT itself.

Neither Mayor de Blasio nor Chancellor Fariña have conducted an internal review to identify and reverse the policies and practices that have contributed to the 42% decline in the percentage of new Black teachers hired under the Bloomberg administration. The Latino and Asian student population increased during the Bloomberg years, yet the percentage of Latino and Asian teachers hired has remained stagnant.

Now more than ever we believe that raising awareness among the membership regarding this matter is central to defining who we are as a union and what we stand for in these challenging times. We believe that solidarity, our defense of learning, working conditions and public education will be greatly augmented by our initiative on this matter.

In solidarity,

Sean Ahern
Teacher, Parent and UFT Delegate