

Support the Educator Diversity Act

HD. 3641 (Rep. Peisch) & SD.2208 (Senator Lewis)

For students of color to thrive in the classroom, they need to see themselves represented in their teachers and role models. As a Commonwealth, we have an opportunity to ensure we are building the next generation of diverse educators who can transform the experience of students of color by passing the Educator Diversity Act this sessions

The Educator Diversity Act would accomplish the following:

Alternative Certification: Establish a pathway for alternative certification to the MTEL by 2024 and provide safeguards for negative impacts of certification on candidates of color

Educator Diversity Data Dashboard: Charge DESE to work with stakeholders to establish an Educator Diversity Data Dashboard which would disaggregate data in areas such as educator retention by race and set clear targets for the diversification of the educator pipeline

Hiring & Promotional Practices, Biases, & Mandated Diversity & Inclusion training: Require uniformity across school districts to appoint diversity officers or teams to set the vision for DEI plans, set measurable goals, and to ensure compliance with all provisions

Require mandatory diversity training for the school committee, district leaders, and all staff.

Require anti-bias training for all screening committees prior to reviewing candidate applications.

Elevate the Voices of Diverse Educators: Establish Educator Diversity Councils to serve as advisory councils to school committees and district leaders to address issues of diversity, equity, and inclusion in local school districts