

DIVERSIFYING EDUCATION:

CENTER FOR WORKPLACE DIVERSITY AND INCLUSION

Joint research by the University of Phoenix (UOPX) Center for Diversity and Inclusion Research and the National Network of State Teachers of the Year (NNSTOY) highlighted the importance of Black male teachers in America's P-12 classrooms.

WHERE ARE THE BLACK MALE TEACHERS?

P-12 classrooms in the U.S. have an increasingly diverse student population, yet there is a shortage of black male teachers nationwide.



<2%
OF TEACHERS ARE BLACK MALES



* U.S. Department of Education. (2016). The state of racial diversity in the educator workforce. Retrieved from <https://www2.ed.gov/rschstat/eval/highered/racial-diversity/state-racial-diversity-workforce.pdf>

Students of all races are impacted by the lack of teacher diversity. These are some of the issues faced by U.S. students as early as age 4:



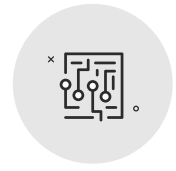
PERCEPTION BIAS



STAGNATION OF IDEAS



DIMINISHED CREATIVITY



LOWERED PROBLEM-SOLVING ABILITIES

LEAKY PIPELINE FACTORS

Black males often do not aspire to be teachers because of deterrents to the profession. Those who do pursue academic paths face unique challenges.

DETERRENTS



OVER-DISCIPLINE



LACK OF MENTORSHIP



REVERENCE OF BLACK CAREERS IN FILM, MUSIC AND PRO SPORTS

CHALLENGES



STEREOTYPING



PLACEMENT IN OVER-POPULATED, UNDERFUNDED SCHOOL DISTRICTS



PRESSURE TO ALSO BE THE "FATHER FIGURE" AND "DISCIPLINARIAN"

WHAT WE NEED TO DO NOW

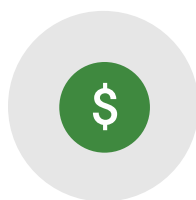
To ensure quality, equitable learning for all students, we must recruit and retain teachers of color by committing to:



NATIONWIDE CRITERIA FOR ALTERNATIVE CERTIFICATION



INCREASE DIVERSITY AND REPRESENTATION OF SCHOOL LEADERS



FINANCIAL AID FOR PROFESSIONAL DEVELOPMENT



EXPOSURE TO ACADEMIC CAREERS THROUGH HBCU PARTNERSHIPS



AWARENESS AMONG SECOND-CAREER AND POST-MILITARY CANDIDATES

“ At the end of the day, it's about us contributing to the next generation and making a difference for kids. ”

– NNSTOY fellow

JOIN THE CONVERSATION

Register now for our Classroom Diversity webinar:
<https://uopx-diversifying-education-webinar.eventbrite.com>

Or, read the full publication here:
<https://www.phoenix.edu/content/dam/uopx/doc/external/having-our-say.pdf>