



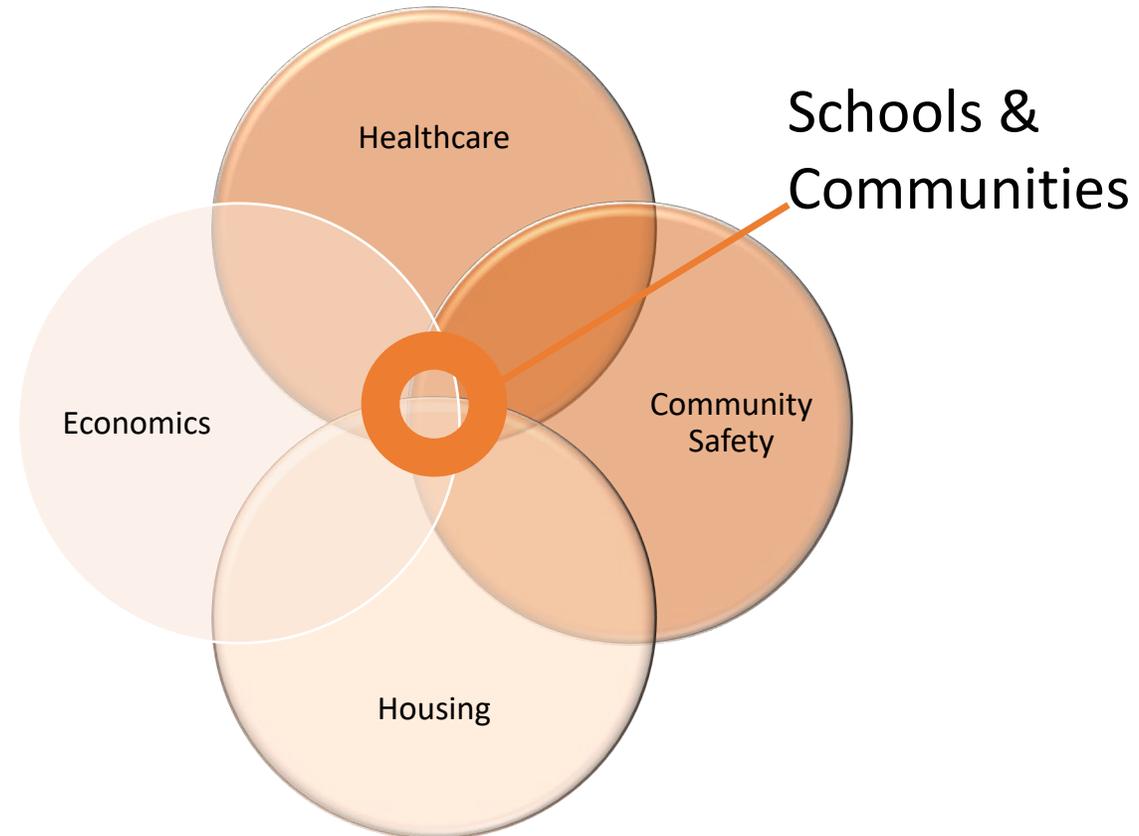
# Building Equity in Education: A Community Conversation

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Center of Pedagogy, Montclair State University

# INTERCONNECTING FACTORS IMPACTING THE EDUCATION SYSTEM



# Setting the Context

## Healthcare - NJ State Health Assessment Data (2020)

### Obesity Among Grades 9 through 12 in 2013

White, non-Hispanic 7.2%

Black, non-Hispanic 9.3%

Hispanic of any race 14.6%

Asian, non-Hispanic 2.5%

### Suicide Attempt among grades 9 through 12 in 2013

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White, non-Hispanic 7.4%

Black, non-Hispanic 9.4%

Hispanic of any race 15.8%

Asian, non-Hispanic 11.1%

## Community Safety – NJ Teens and Young Adults (2017)

### Percent of Admission to Juvenile Detention

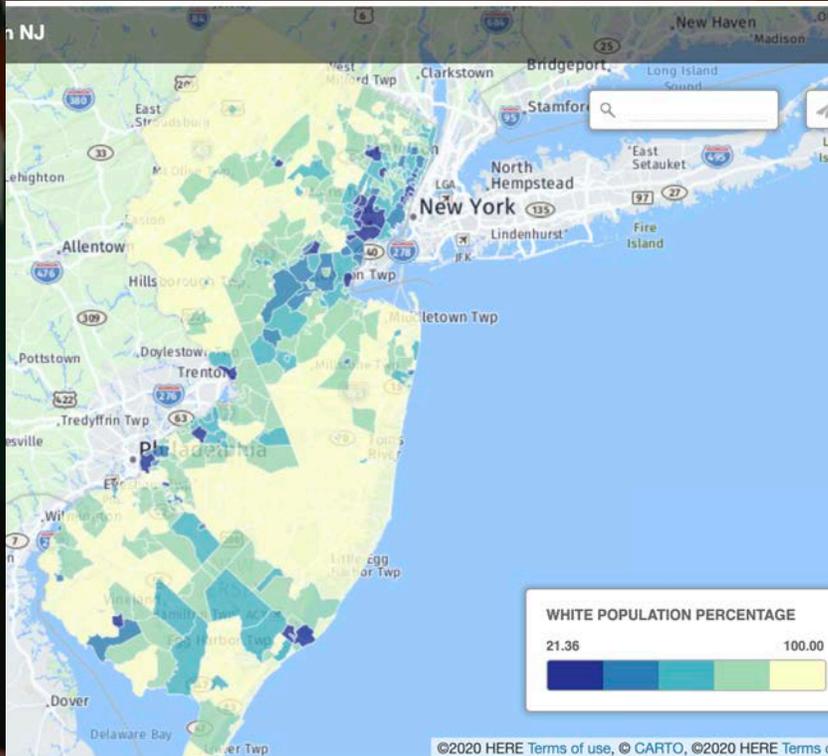
Caucasian 12%

Hispanic 23%

African American 63%

Other 2%

# Setting the Context



## Housing – Mortgage Applications and Outcomes (2018)

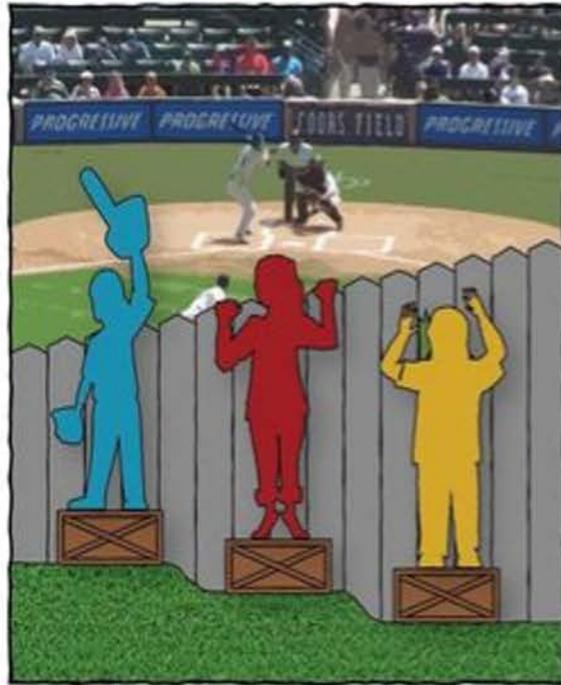
White Applicants: 74.5% approved; 8% denied; 17.5% other outcome  
 Black Applicants: 60.4% approved; **18.9% denied**; 20.7% other outcome  
 Hispanic Applicants: 65.7% approved; **13.8% denied**; 20.5% other outcome  
 Asian Applicants: 69.6% approved; **10.2% denied**; 20.2% other outcome

## Economics – Percent of NJ Children Living Below the Poverty Threshold (2018)

White, non-Hispanic	Black or African American	Hispanic or Latino	Asian	Some Other Race
7%	23%	23%	7%	29%

# Expectation

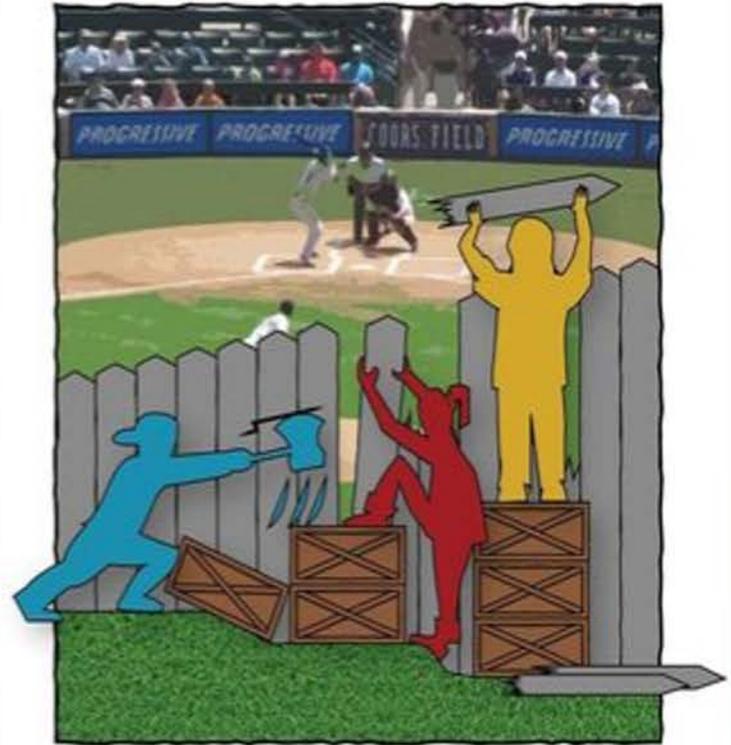
# Reality



EQUALITY



EQUITY



JUSTICE



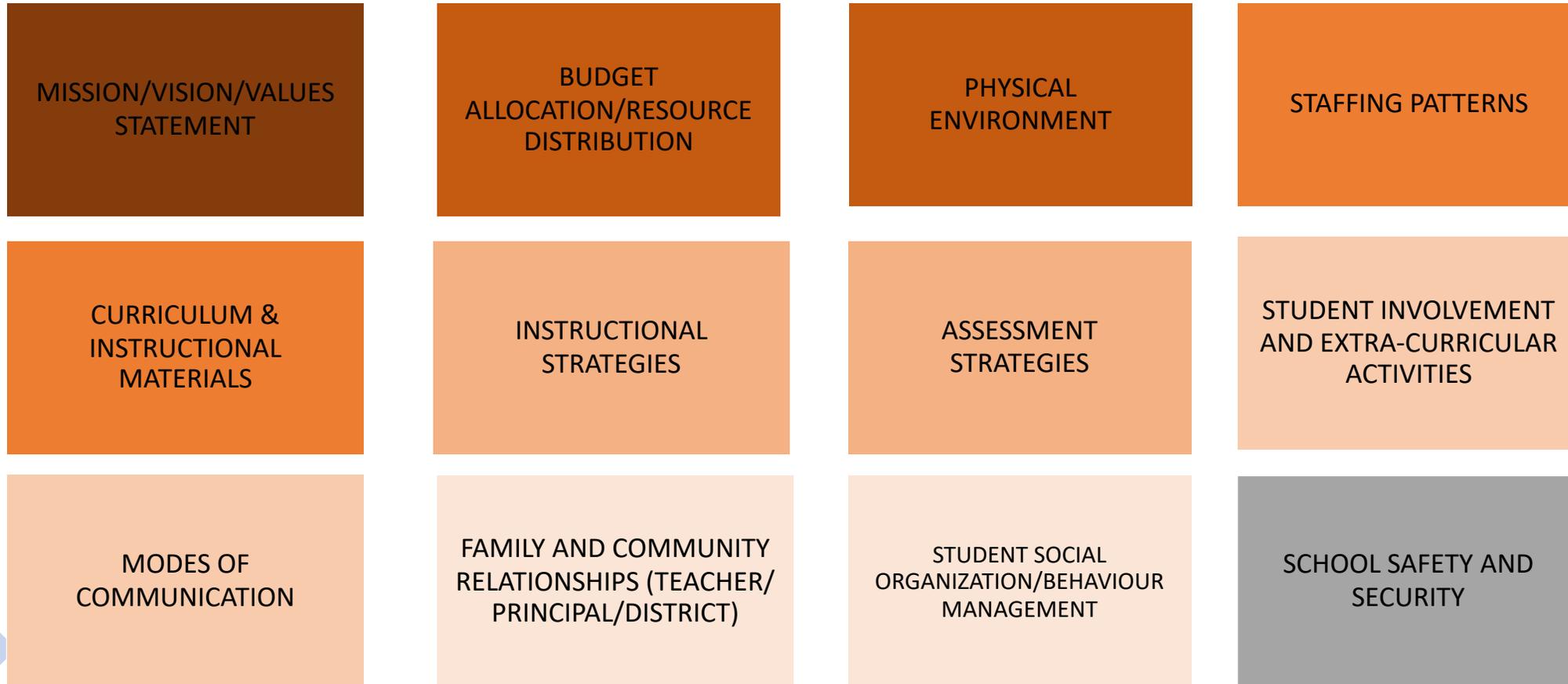
## GUIDING QUESTIONS FOR THE CREATION OF AN EQUITABLE DISTRICT/SCHOOL/CLASSROOM

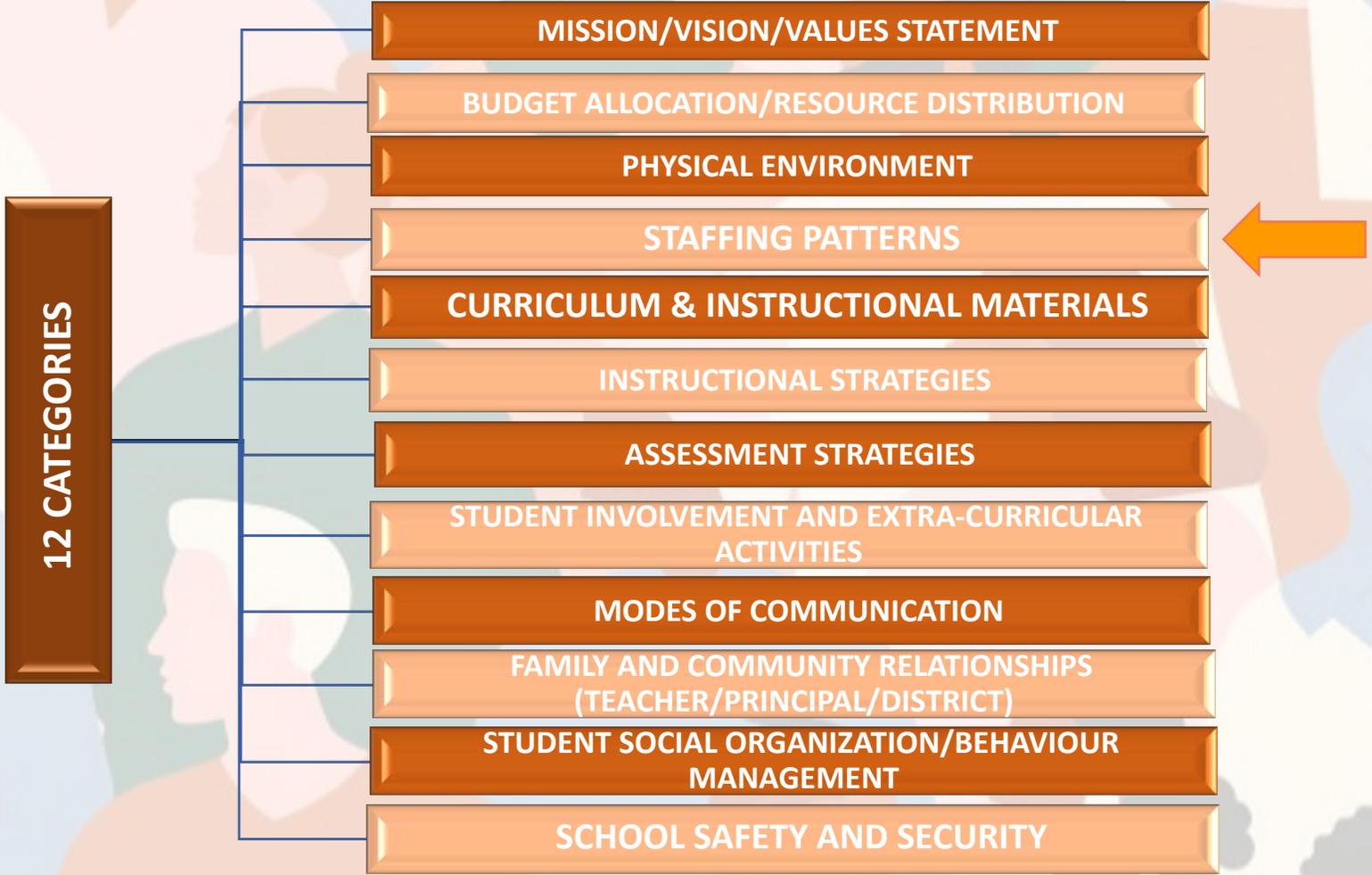


What does it mean to take the “fence” down?



# Categories for Examining and Creating an Equitable District/School/Classroom





# Examining and Creating an Equitable District/School/Classroom

# Why Teacher Diversity?

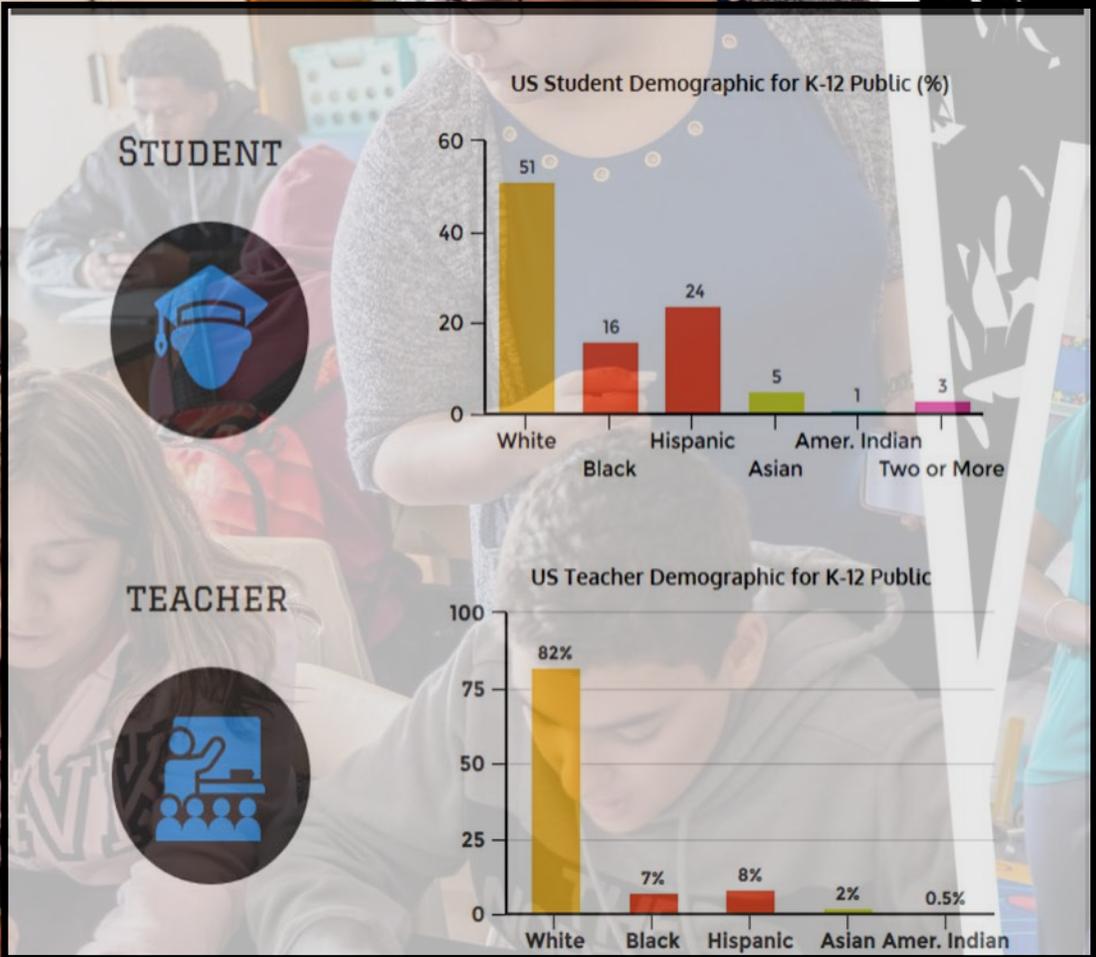
Percentage of non-White students in public schools (K-12)

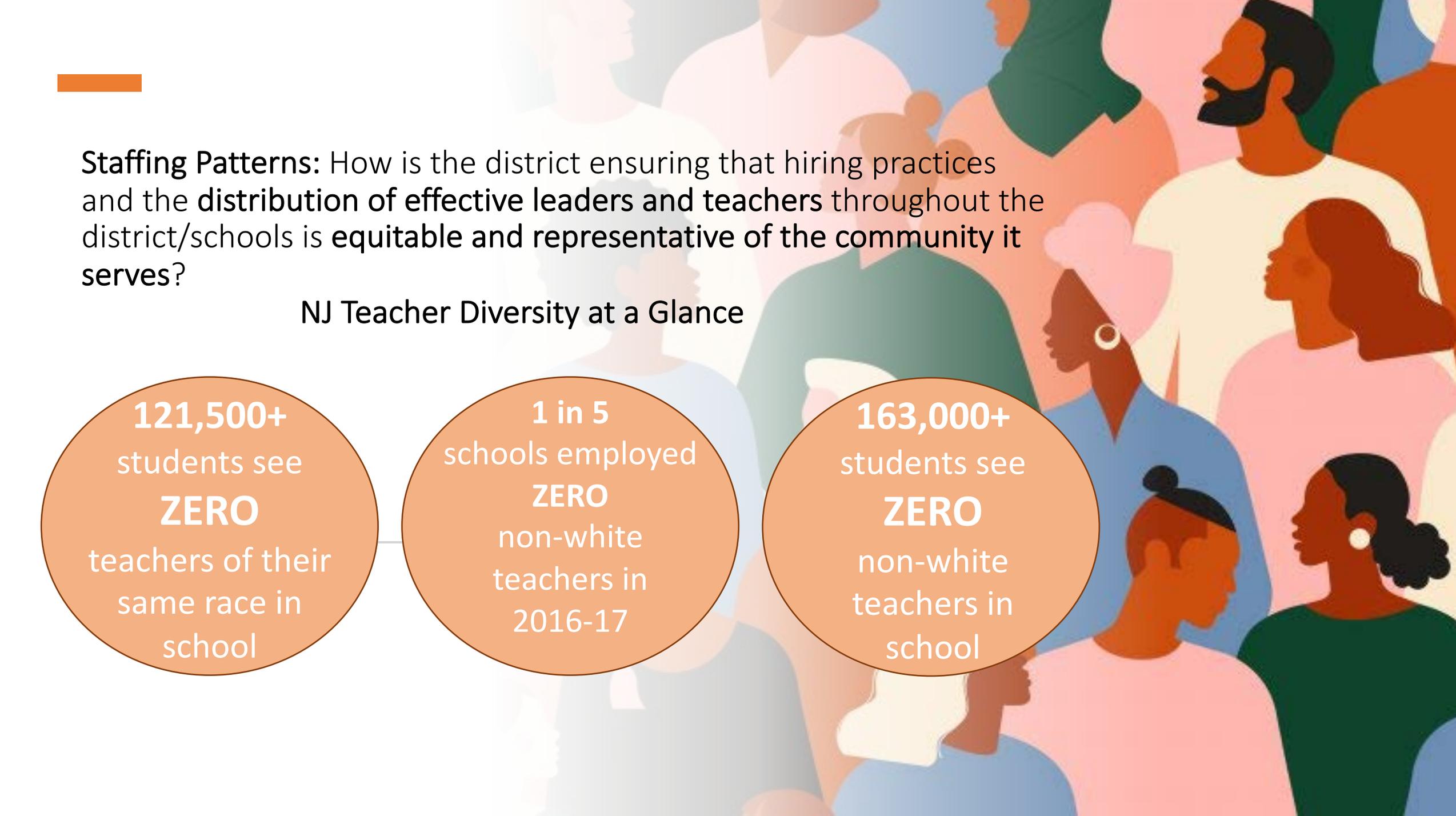
49%

Percentage of White teachers in public schools (K-12)

82%

- Policymakers are increasingly concerned about the relatively low percentages of teachers of color working in the nation's schools (Boser, 2011).
- The elementary and secondary school teacher workforce in the United States is not as racially diverse as the population at large or the students (U.S. DOE, 2016)





**Staffing Patterns:** How is the district ensuring that hiring practices and the **distribution of effective leaders and teachers** throughout the district/schools is **equitable and representative of the community it serves?**

### NJ Teacher Diversity at a Glance

121,500+  
students see  
**ZERO**  
teachers of their  
same race in  
school

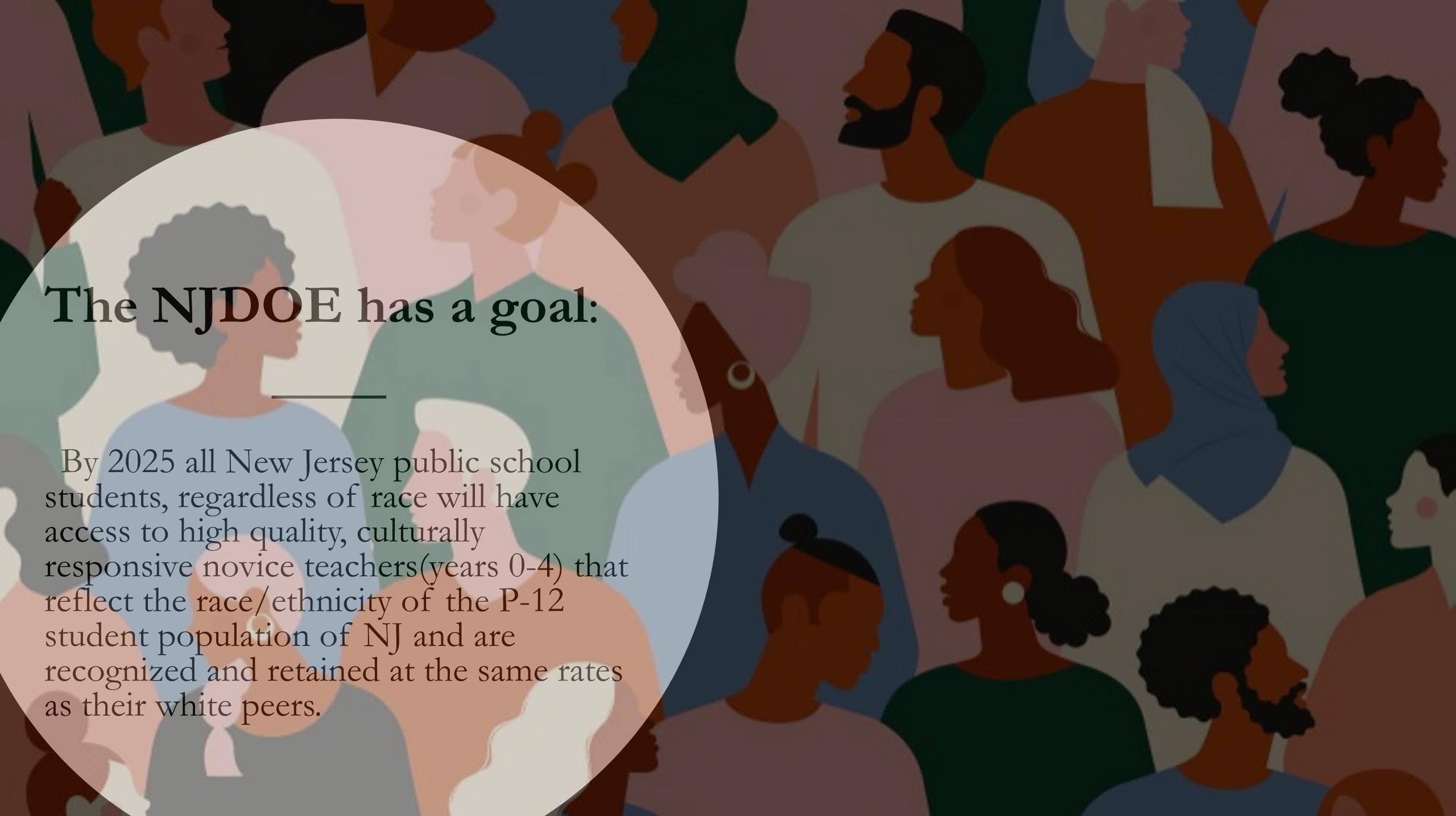
1 in 5  
schools employed  
**ZERO**  
non-white  
teachers in  
2016-17

163,000+  
students see  
**ZERO**  
non-white  
teachers in  
school

# Teacher Diversity: NJ State Landscape

Diversity of Schools in New Jersey		
NJ Counties	Students of Color	Teachers of Color
Atlantic	57.5%	14.4%
Bergen	46.2%	9.9%
Burlington	37.3%	8.7%
Camden	52.2%	16.3%
Cape May	23.3%	3.6%
Cumberland	68.4%	13.5%
Essex	70.7%	37.3%
Gloucester	27.3%	5.5%
Hudson	82.7%	32.6%
Hunterdon	15.5%	3.1%
Mercer	62.9%	18.1%
Middlesex	66.9%	13.0%
Monmouth	30.7%	6.1%
Morris	31.0%	4.9%
Ocean	25.6%	3.3%
Passaic	69.0%	26.3%
Salem	36.9%	7.5%
Somerset	49.7%	8.7%
Sussex	12.4%	2.7%
Union	65.0%	23.2%
Warren	22.9%	6.3%
Charters	91.2%	36.2%
State Total	52.3%	15.6%
Source: NJ DOE, 2014		

NJ Counties with the highest percentage of students of color:	Percentage students of color	Percentage Gap Students of Color vs. Teachers of Color
Hudson	82%	32%
Essex	70%	33%
Passaic	69%	43%
Cumberland	68%	55%
Middlesex	67%	53%
Charter Schools	91%	55%

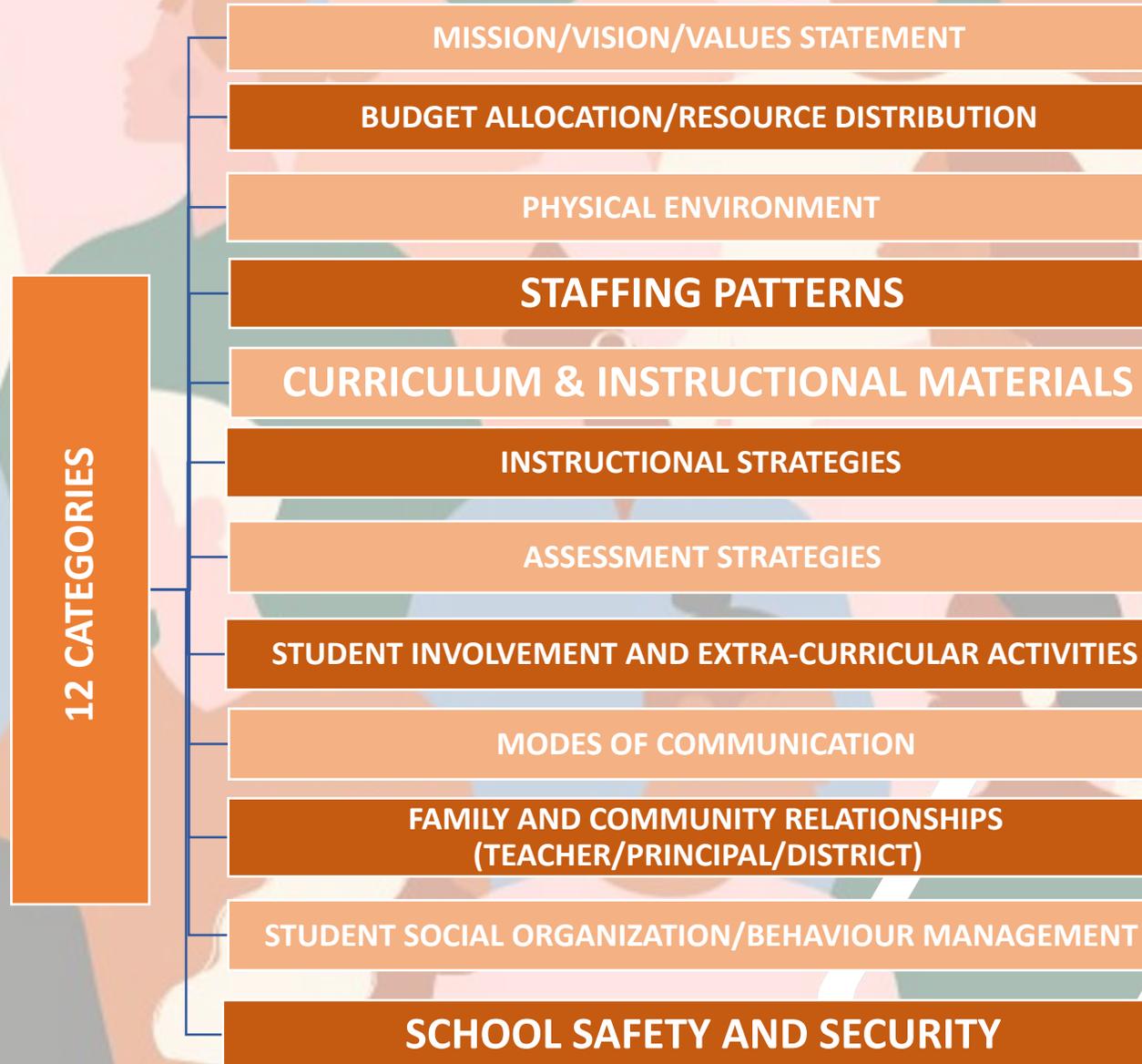


## The NJDOE has a goal:

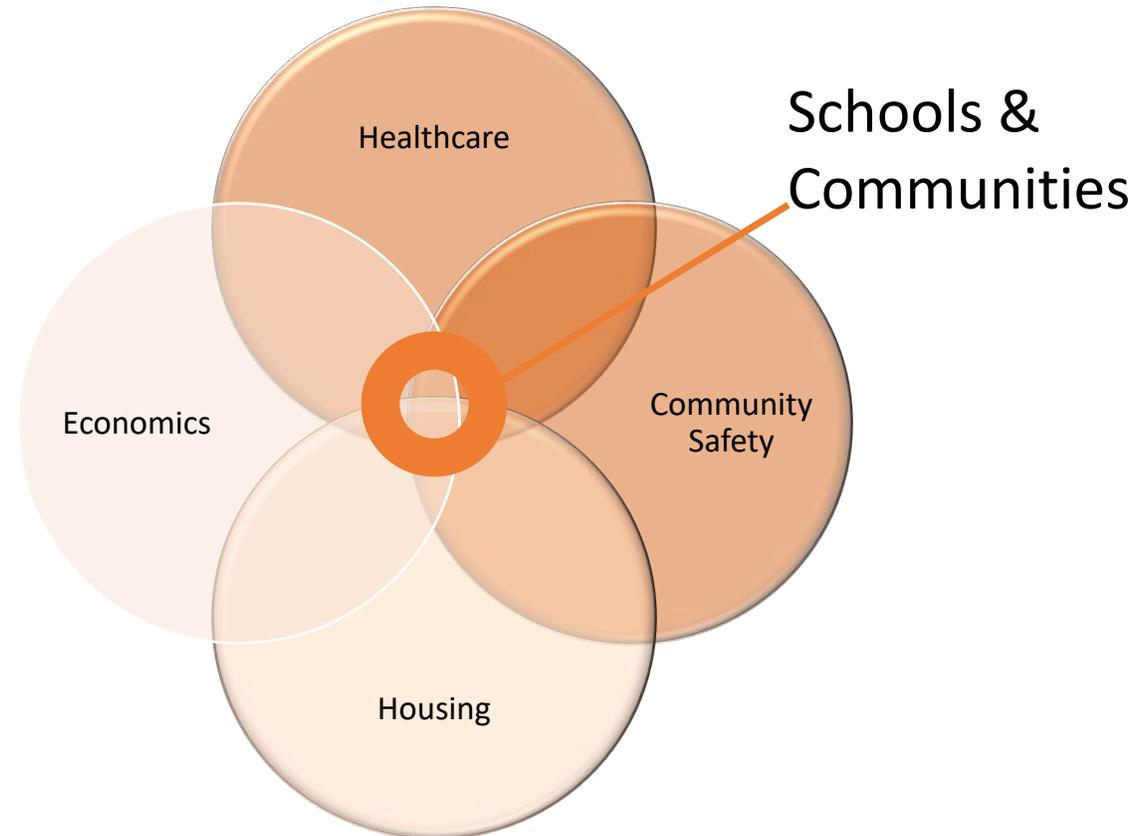
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By 2025 all New Jersey public school students, regardless of race will have access to high quality, culturally responsive novice teachers (years 0-4) that reflect the race/ethnicity of the P-12 student population of NJ and are recognized and retained at the same rates as their white peers.

# Examining and Creating an Equitable District/School/Classroom



# INTERCONNECTING FACTORS IMPACTING THE EDUCATION SYSTEM



What's  
Next?



Plan to attend the **Third Annual NJ Convening on Diversifying the Teacher Workforce** Virtual Conference on 4 consecutive Wednesdays:

**October 7, 2020**

**October 14, 2020    October 21, 2020**

**October 28, 2020**

**3:00 - 5:00 p.m.**

Admission is free, but you must register.  
Registration opens 9/3/2020

Sponsored by the NJDOE, NJACTE, and Rutgers University





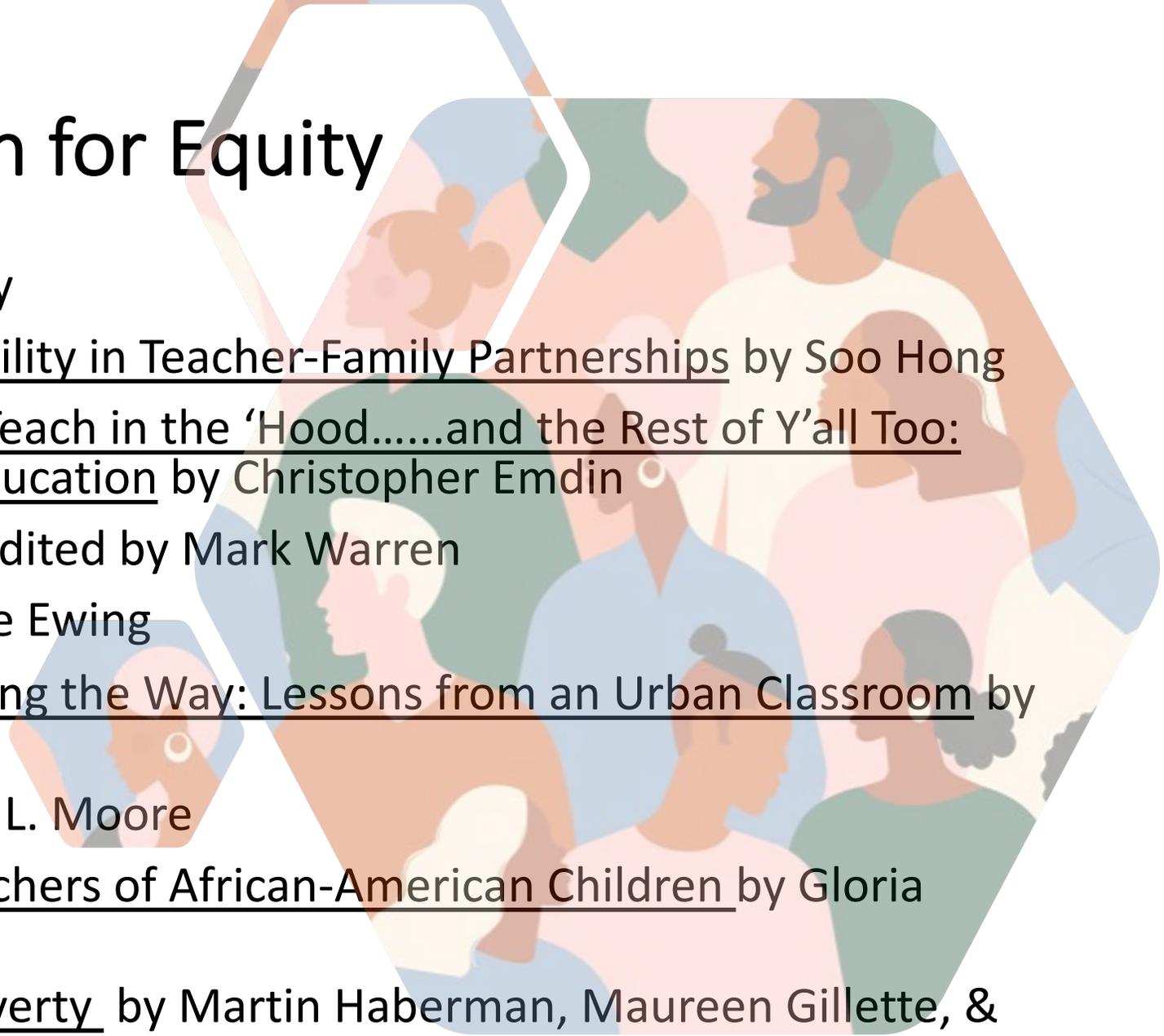
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# References and Resources

**Books** and **Podcasts** that address the intersection of education and other societal factors:

- [The New Jim Crow](#) by Michelle Alexander
- [The Color of Law](#) by Richard Rothstein
- [Five Days](#) by Wes Moore
- [Intersectionality Matters! with Kimberlé Crenshaw](#)
- [The Children in Room E-4](#) by Susan Eaton
- [Evicted: Poverty and Profit in the American City](#), by Matthew Desmond
- [What the Eyes Don't See](#) by Mona Hanna-Attisha
- [Code Switch \(NPR\)](#)
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [Family Properties](#) by Beryl Satter
- [Decolonizing Wealth](#) by Edgar Villanueva

# Books on Education for Equity



Troublemakers by Carla Shalaby

Natural Allies: Hope and Possibility in Teacher-Family Partnerships by Soo Hong

For White Folks Who Want to Teach in the 'Hood.....and the Rest of Y'all Too: Reality Pedagogy and Urban Education by Christopher Emdin

Lift Us Up, Don't Push Us Out Edited by Mark Warren

Ghosts in the Schoolyard by Eve Ewing

Spectacular Things Happen Along the Way: Lessons from an Urban Classroom by Brian Schultz

No Ashes in the Fire by Darnell L. Moore

Dreamkeepers: Successful Teachers of African-American Children by Gloria Ladson-Billings

Star Teachers of Children in Poverty by Martin Haberman, Maureen Gillette, & Djanna Hill

# Other Resources

- Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color, by Desiree Carver-Thomas, A report of the Learning Policy Institute  
<https://learningpolicyinstitute.org/product/diversifying-teaching-profession-report>
- Southern Poverty Law Center's *Teaching Tolerance* Project
- [ARRAY 101](#), Ava Duvernay's company
- [Eyeseeme.com](#), bookstore promotes positive images and stories about African American culture and history.
- *Rethinking Schools* (Milwaukee, WI)
- Pathways2Teaching: Creating a New Generation of Community Responsive Teachers  
<https://www.teachlarc.org/wp-content/uploads/2019/10/PATHWAYS2TEACHING-2019-V.pdf>
- *Project Citizen* (Civiced.org)
- [Talking About Race](#), National Museum of African American History and Culture
- [Teaching for Change](#)
- *Abolitionist Teaching Network* (new Guide for Racial Justice & Abolitionist Social & Emotional Learning)

