



**Welcome to  
Diversifying the  
Teacher Workforce  
Affinity Group**

**Tuesday, November 7, 2023  
3:00 – 4:00 pm Eastern**

A scenic autumn landscape featuring a dense forest of birch trees with vibrant yellow and orange foliage. The ground is covered in fallen leaves. In the background, a calm lake reflects the sky, with rolling mountains visible under a clear blue sky. The overall atmosphere is peaceful and picturesque.

**Check in :**

**My favorite food to eat in  
the fall is...**

# Welcome & Introductions



**LaRon Scott**

Associate Dean for Diversity,  
Equity and Inclusion Associate  
Professor, University of Virginia



**Nichole Spalding**

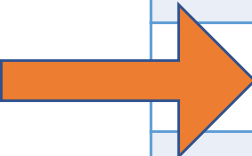
Technical Assistance Specialist,  
CEEDAR, University of Florida





# Diversifying the Teacher Workforce Scope and Sequence

Date	Topic
June 6	Overview & Framework, spotlight on Virginia
July 11	DEI Legislation Tracker & Spotlight on Hawaii
August 1	Spotlight on Alternative Pathways in Florida
Sept. 5	Spotlight on Mentorship in Mississippi
Oct. 3	Spotlight on Recruitment in Massachusetts
Nov. 7	Spotlight on Recruiting Diverse Teachers in California
Dec. 5	Spotlight on Arizona



# Today's Agenda

Welcome and introductions – 5 min

Resource Highlight – 10 min

Example in Action (guest speaker) - 20 min

Breakout Groups – 20 min

Final Thoughts – 5 min



# Resource Highlight

One Million  
Teachers of Color

<https://1mtoc.org/resources>

**1MTC**

[Journal of Special Education  
Preparation \(bsu.edu\)](http://bsu.edu)



**Journal of Special  
Education Preparation**



# Special Guest: Examples in Action



**Eric Engdahl, MFA, PhD**

Professor Emeritus, Art Methods  
Department of Teacher Education



**ANTI-RACIST ART TEACHERS**

Working towards removing biases,  
stereotypes, and false narratives in art  
education.



# Recruiting A Diverse Teaching Work Force

Eric Engdahl, MFA, PhD

Cal State East Bay

[Eric.Engdahl@csueastbay.edu](mailto:Eric.Engdahl@csueastbay.edu)





# Setting the Scene

- In 2015 – our credential candidates were primarily white and female.
- Our region, the East Bay of the greater San Francisco Bay Area, is hyperdiverse. (One partner school district had over 60 languages represented.)
- Our school district partners (45+) are diverse as well: from some of the highest performing schools to some of the lowest. From large and urban to one building districts.
- We wanted to work to create a pool of candidates that looked like the students they teach.

# Created a plan for recruitment built into our CTC Accreditation Improvement Plans

**Unit Improvement Objective: Each program will: (a) identify categories of California's population that are currently underrepresented in the program; and (b) develop and implement a plan to recruit and admit candidates from those underrepresented categories.**

- 1. Admission Advisement Sessions – Diversity Component**
- 2. Case Management of Diverse Applicants**
- 3. Involvement of Diverse Program Completers**
- 4. Outreach in Selected Communities**

# Here's what we did ...

- Worked with school districts to write Classified School Employee Teacher Credentialing Program grants.
- Worked with school districts to create bespoke pathways.
- Worked with Linked Learning.
- Visited education pathways at high schools.
- MAST/MSTI



## And also ...

- Worked with residency programs
- Faculty sat on district induction boards
- Increased partnerships and articulation with Community College partners.
- F2MTC
- Went to lots of recruitment fairs.
- Better Together
- Worked with district leadership teams whenever we could doing whatever they asked.
- Used placements strategically to build relationships.
- Workshops and PD.
- Hired a STEM concierge.
- Whatever, wherever, whenever, we tried to be there.
- EduCorps

# Changing the Narrative

- Teaching is a viable career choice.
- Teacher Education is part of the educational environment.



# Results, by 2021

- Asian 14%
- Black 8%
- International 1%
- Latinx 29%
- Multirace 5%
- Native American 1%
- NHPA 1%
- Unknown 39 %
- White 37%

- Female 68%
- Male 32%

In terms of race/ethnicity we match the student population of the region.

We do not match in terms of gender.

# Breakout room norms

1. We are here to learn, and we take responsibility for our own growth
2. Speak your “truth” in ways that respect other people’s “truth”
3. Respond to others with honest, open questions
4. When the going gets rough, turn to wonder (for example, ask yourself, “I wonder what brought her to this belief?”)
5. Trust and learn from the silence







# Final Thoughts & Takeaways

**See you next time!**

Next Meeting: Dec 5, 2023