



SPONSOR: Rep. Bolden & Rep. Heffernan on behalf of all
Representatives & Sen. Delcollo & Sen. Henry on behalf
of all Senators

HOUSE OF REPRESENTATIVES
149th GENERAL ASSEMBLY

HOUSE CONCURRENT RESOLUTION NO. 97

ACKNOWLEDGING DELAWARE'S LOW RATE OF TEACHER DIVERSITY AND RECOGNIZING THE NEED
FOR EFFORTS TO DIVERSIFY THE TEACHING WORKFORCE.

1 WHEREAS, nationally, while black students comprise around 13 percent of all school-aged children, black
2 teachers represent just about 8 percent of all young teachers—and while Hispanic students comprise around 24 percent of
3 all school-aged children, Hispanic teachers represent just about 9 percent of all young teachers; and

4 WHEREAS, the diversity rates of teachers according to the Delaware Department of Education in the State of
5 Delaware are 11 percent and 2 percent for African American and Hispanic teachers respectively; and

6 WHEREAS, Delaware's student population is growing increasingly diverse, comprised 30 percent and 17 percent
7 of black and Hispanic students respectively; and

8 WHEREAS, there is a growing body of research that shows teacher diversity has positive effects for all students,
9 especially students of color; and

10 WHEREAS, studies show that students of all races desire a diverse teaching population in their classrooms; and

11 WHEREAS, studies also show that minority students are three times less likely to be identified and assigned to
12 gifted-and-talented reading courses when their teachers are non-minority compared to students who are taught by minority
13 teachers; and

14 WHEREAS, studies show that black males who have at least one black teacher by the fifth grade are less likely to
15 drop out of high school, and more likely to aspire to attend a four-year college; and

16 WHEREAS, with the growing amount of evidence for the benefits of diversity, and the growing demand for
17 diverse teachers among students, there is a need for a more diverse teacher population.

18 NOW, THEREFORE:

19 BE IT RESOLVED: by the House of Representatives of the 149th General Assembly, the Senate concurring
20 therein, that the General Assembly:

21 (a) Acknowledges the fundamental importance and benefits of a diverse teaching workforce.

22 (b) Acknowledges the need for intentional action on behalf of Delaware's students in diversifying Delaware's
23 teacher population.

- 24 (c) Implores the Delaware Department of Education, districts, and charters to actively improve upon their teacher
25 diversity percentages.
- 26 (d) Commits to working with the Delaware Department of Education, districts and charters in identifying policies
27 that will lead to attracting and retaining more teachers of color.

SYNOPSIS

This resolution acknowledges the need for the State of Delaware to actively work to increase the number of minority teachers in the classrooms and recognizes the benefits of diversity in Delaware's educators.