

SUSTAINING EDUCATORS OF COLOR IN VERMONT



Educators of color make up 3% of the teaching population in comparison students of color make up 10% of our student population in Vermont. Educational leaders often point to recruiting educators of color as the solution. However, we can't keep recruiting educators of color into environments that are not ready to support them. To sustain the educator of color workforce we need dedicated administrators and school boards to build and maintain equitable systems and processes.

In Spring of 2020, a group of educators of color came together to dream up what support and infrastructure we need to retain and sustain educators of color in Vermont. This includes support for BIPOC students, staff and faculty throughout the state. We ask our educational leaders to commit to allocating time and resources to the following:

1) Affinity networks within and between districts

Affinity spaces are BIPOC spaces to be affirmed and believed. They are time to create and imagine possibilities with other educators of color.

Create affinity spaces that are paid, supported, and scheduled at the district level by districts.

Allocate resources to Vermont Educators of Color Association to coordinate an affinity network statewide.

Inform educators of color of support available, including the Vermont Educators of Color Association.

2) Professional development for White educators

Require racial literacy training in White affinity spaces when districts are beginning this work.

Include PD about systemic racism and connection to social, political, and economic systems.

*don't require educators of color to attend beginner level racial justice trainings, it can be painful.

3) Personal and professional support for educators of color

Have a mentor educator of color for each new educator. Stipend these mentors and hire one from outside the district if needed.

Hire teachers in a cohort model with a group of at least 3 educators of color entering together. Cohort models could cross districts when needed.

Leadership needs to listen to the concerns of educators of color and be willing to take a stance to support them.

Fund professional development and to do work, take trips, attend conferences with BIPOC students.

Invest in BIPOC professional development days (financial support and substitute support).

Offer funding for BIPOC educators and school staff to earn teaching and administrative credentials.

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4) Systems change

A public database to share info about the number of educators of color in each school as well as retention data.

Conflict resolution systems based in restorative justice and applied across conflicts between students, educators, parents, and administration.

Dedicate time and space in all faculty meetings to address equity.

5) Curriculum and teaching resources

Create access to diverse and inclusive curriculum that promotes social justice and equity.

[Sample resources](#)

Educators of color, join our work!

Email Mikaela Simms - msimms@wsesdvt.org
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get involved in our ongoing work.