

Workforce Diversity Matters - What the Research Says

- Having a black teacher in grades 3 through 5 significantly reduces the probability of dropping out of high school among low-income black males ([Gershenson et al., 2017](#))
- Having at least one black teacher in grades 3-5 increased black male students' self-reported intent to pursue a four-year college degree by about 19 percent ([Gershenson et al., 2017](#))
- Schools with larger numbers of black teachers or a black principal have greater representation of Black students in gifted programs relative to the school's general student body, similar patterns for Latinx teachers/students. ([Grissom et al., 2017](#))
- Students perceive Black teachers more than their White peers to hold students to high academic standards and support their efforts, to help them organize content, and to explain clearly ideas and concepts and provide useful feedback ([Cherng and Halpin, 2016](#))
- "For White students, diverse learning communities provide exposure to multiple perspectives and can improve their ability to solve problems, think critically, and develop creativity (Page, 2007; Phillips, 2014). Having teachers from multiple backgrounds may also increase White students' sense of civic engagement while offering important cognitive, social, and emotional benefits (Wells, Fox, & Cordova-Cobo, 2016)."

