COMMUNITY CONVERSATIONS 2022
CULTIVATING A RACIALLY DIVERSE & THRIVING EDUCATOR COMMUNITY
IN SOUTH KING COUNTY AT A GLANCE

120 Youth of Color engaged in conversations with other Youth of Color about supporting, retaining, and recruiting Teachers and other Educators of Color. Almost all youth attended middle schools or high schools in South King County school districts. Conversations focused on experiences with Educators of Color, what it looks like for Educators of Color to thrive, the importance of having a more diverse educator workforce, and youth’s own interests in education and teaching careers.

Youth of Color engaged in all phases of the project from recruiting, generating questions, and hosting conversations to making meaning, developing themes and findings, identifying calls to action, and designing the multimedia report. Youth who worked on any phase of the project were compensated for their time. Conversation participants received gift bags as tokens of gratitude. Major themes, findings, and calls to actions, are below. See the full report and the companion videos for a deeper dive!

**KEY THEMES**

Many high school participants in our project have had limited, if any, exposure to classroom Teachers of Color.

- Of more than 20 classroom teachers we have experienced through middle school:
  - 21% of us have NEVER had a classroom Teacher of Color
  - Another 18% of us have only had 1 Teacher of Color

1 We see & feel the unique strengths that Educators of Color (EOC) bring to our experiences & to ALL students.

"They just know what these students are going through on a personal level because they went through the things that these students are going through."

*Ashley Lopez Mora, Auburn School District*

2 We want EOC to shine. When EOC shine, we can thrive.

"By being comfortable, I would think they would want you to recognize them for who they are, their experiences, like them being a particular race, or if they’re an immigrant, etc., their past life experiences."

*Hannah Park, Auburn School District*

3 We see & feel how hard it is for EOC to shine in white-centered systems.

"In my school I see a lot of microaggressions not only from the students to the teacher, it’s from the teacher to teacher."

*Vislee Roman, Kent School District*

4 We need to change our systems, strengthen our communities of care, & invest resources to support EOC.

"...one of the most important things is the resources that they need, especially for mental health, especially for even just to talk about it, because they don’t have that space or even a network of other EOC that they can relate to..."

*Kaley Duong, Edmonds School District*

5 We believe we can lead change in this work.

"...having Students of Color on interview teams would be really huge because we can see who will be impacting us."

*Anya Souza Ponce, Seattle Public Schools*

**CALLS TO ACTION**

- We need greater access to and experiences with Teachers and other Educators of Color.
- Please improve school & classroom conditions in the same ways we value Educators of Color.
- Provide healing, support and accountability to ensure Educators of Color thrive.
- Partner with Youth of Color leadership to support these calls to action.

See Full Report: [bit.ly/3JH0uIC](bit.ly/3JH0uIC)