

POLICY PRIORITY #1:

DEEPEN INVESTMENT IN MULTILINGUAL & MULTICULTURAL EDUCATOR WORKFORCE

Representation in Education Leadership

CORE MESSAGE

For Latine students and families, the lack of representation in classrooms and decision-making spaces creates barriers to opportunity. When educators, principals, district leaders, and school board members reflect the lived experiences of their communities, schools become places of belonging, possibility, and excellence.

Representation isn't symbolic; it's systemic. A multilingual, multicultural educator workforce ensures every student, regardless of background, benefits from a richer learning environment and is prepared to thrive in a global economy.

WHY REPRESENTATION MATTERS

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Students who see themselves reflected in educators have higher self-esteem, stronger academic outcomes, and lower dropout rates.

ACCESS TO POWER:

Students who see themselves reflected in educators have higher self-esteem, stronger academic outcomes, and lower dropout rates.

WORKFORCE READINESS:

Students who see themselves reflected in educators have higher self-esteem, stronger academic outcomes, and lower dropout rates.



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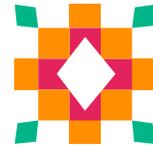
I am American in every way, except on paper. I am also a dreamer, with the exception that my legal status says otherwise.

- Jorge ([Improve the Dream](#))

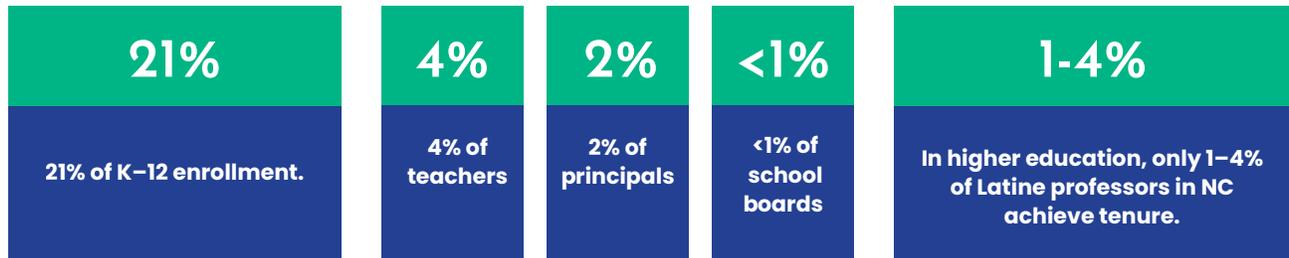
THE CURRENT REALITY IN NORTH CAROLINA

FASTEST-GROWING POPULATION:

Latines are the fastest-growing demographic in NC, increasing by 25% in the last decade. Since 2000, nearly all public school enrollment growth has come from Latine students.



SEVERE UNDERREPRESENTATION:



SYSTEMIC IMPACT:

Without representation, policies and practices often fail to reflect the realities of Latine families, perpetuating cultural isolation and inequity.

FROM DREAMS TO ACTIONS



BOTTOM LINE

FOR ALL STUDENTS:

A diverse, multilingual workforce enriches classrooms, expanding cultural perspectives and deepening critical thinking.

FOR NORTH CAROLINA'S FUTURE:

Preparing students for a dynamic global economy requires leaders who understand and reflect our state's diversity.

FOR STRONGER SCHOOLS:

Representation drives better teacher retention, stronger family engagement, and improved student outcomes.

CALL TO ACTION

Representation is a right, not a privilege. To transform education systems, North Carolina must:

1. Invest in recruitment and retention of multilingual/multicultural educators.
2. Fund leadership pathways that elevate Latine voices.
3. Ensure decision-making tables reflect the diversity of our students and families.

When we invest in representation, we are investing in a future where every child can learn, grow, and thrive.

POLICY & PRACTICE SOLUTIONS

RECRUITMENT & PATHWAYS

- Expand targeted recruitment programs and scholarships for multilingual educators.
- Build grow-your-own teacher pipelines in communities with high Latine enrollment.

RETENTION & SUPPORT

- Provide mental health and wellness supports tailored to educators of color.
- Establish mentorship networks that support Latine educators into leadership roles.

INCENTIVES & FUNDING

- Advocate for state-funded bonuses and incentives for multilingual educators.
- Expand dual-language immersion programs with dedicated funding streams.

LEADERSHIP DEVELOPMENT

- Invest in Latine leadership development programs at the school, district, and board levels.
- Encourage higher education institutions to support Latine faculty advancement and tenure-track opportunities.