

# **A Case Study on Why Teacher Diversity Matters: My First Latina Teacher**

**FLI's Educator Project  
Fellows represent  
more than 10,000  
students each day.  
This work matters.**



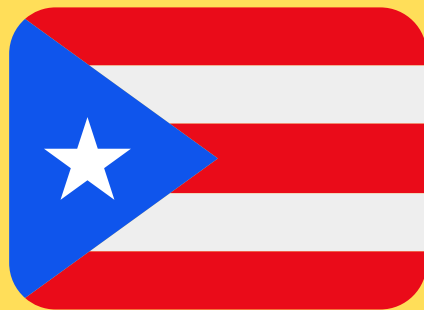
**Adapted from Katusca Moreno's "My First and Only Latina Teacher:  
Why Teacher Diversity Matters," June 2021**



**Learn more about how representation impacts our students.**

## **Moreno explains her all-too-familiar experience as a Latina in school:**

**"Most of us remember the teachers who made a powerful difference in our lives. I remember the ones who felt like family."**



**"Ms. Heyward was one of those teachers. She kept a small Puerto Rican flag on her desk ...**

**...gave instructions in Spanglish and often said, "but you need to know that's not the full story," while teaching U.S. history.**



**"Being Latina and the daughter of Ecuadorian immigrants, I felt connected to Ms. Heyward because she too was Latina."**

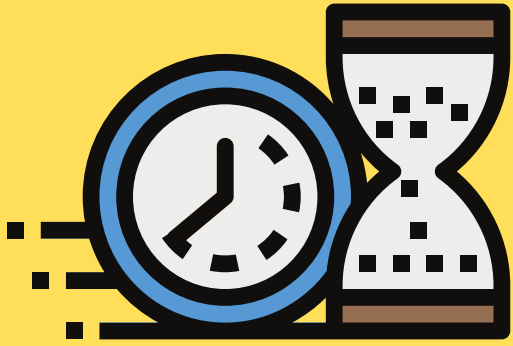
**"She spoke Spanish, like me and mami, who until then had relied on me to be her interpreter at parent-teacher conferences. I still remember the smile of relief that came over mami's face when Ms. Heyward said...**



**"No te preocupes.  
Hablo español  
tambien."**

**"Don't worry. I speak Spanish, too."**



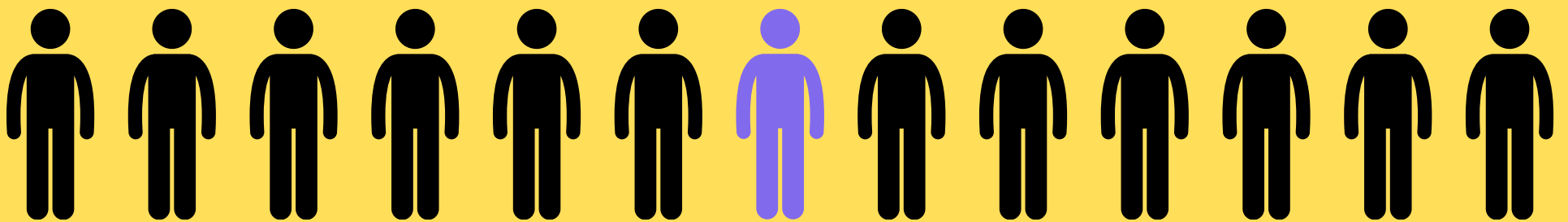


**"A few months later, Ms. Heyward was gone."**

**"She was the first, and only Latina teacher I had throughout my K-12 public school experience."**



**"Teachers of color like Ms. Heyward are still few and far between these days."**

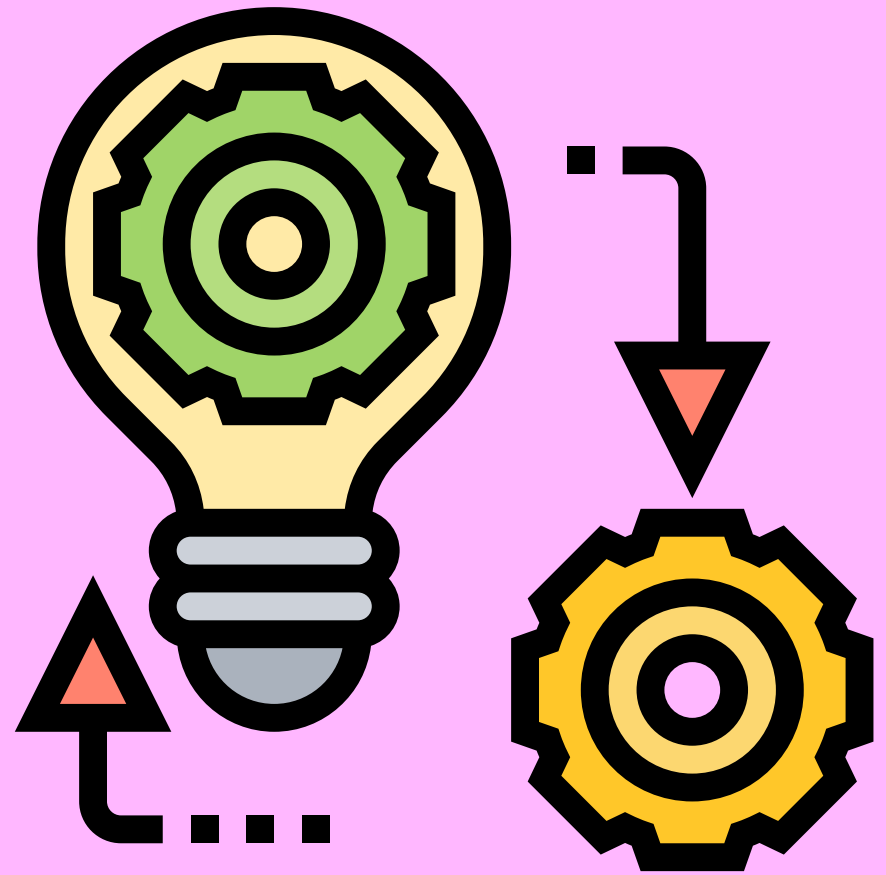


***BIPOC Teachers leave the profession at astounding rates... but there is action we can take.***





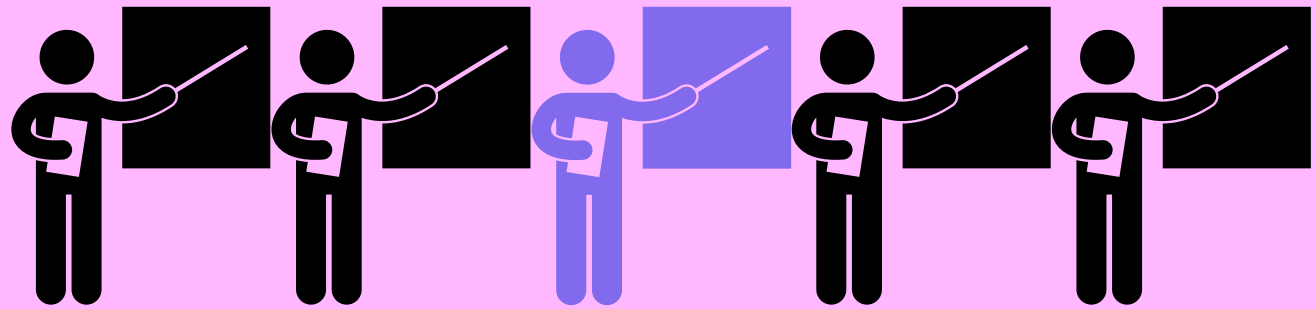
**Unfortunately, Katusca Moreno's experience is common for most BIPOC students. We understand that barriers that make it difficult for students to access excellent education opportunities also prevent the same individuals from becoming teachers as adults, but something has to change!**



***Katusca remembers feeling "at home" with her only Latina teacher.***



**Only about one in five educators in public schools are teachers of color.**



**Meanwhile, students of color account for more than half of the PreK-12 student population. In some communities students spend 14 years of their schooling without having a single teacher who looks like them.**



**Prioritize teacher diversity in our public schools!  
Hiring and retaining effective BIPOC teachers  
creates a reimaged education system that  
supports all children, especially those most affected  
by racial and economic inequities.**

# There is a need for more BIPOC teachers in our schools. FLI can help:



## DEIA

### Professional Development

We provide DEIA workshops to help schools create an inclusive professional environment and increase teacher of color retention rates.

## Diverse Hiring

Having teachers of color has shown to be beneficial to students of all races. We help connect partner schools with qualified teachers of color.

## Educator Project

We provide free training, placement, and professional development support for new and current educators of color. Swipe to find out more.



**Contact: [info@futureleadersincubator.org](mailto:info@futureleadersincubator.org)**

# **FLI'S EDUCATOR PROJECT FELLOWSHIP IS CURRENTLY RECRUITING!**

**The Educator Project Fellowship supports first-time educators to secure careers as entry-level teachers, to be successful in graduate and teacher certification programs, and to develop key competencies that will provide entry to school leadership roles with transformative impact in their schools.**

**Our ability to support, coach, and select "right-fit" schools for high-potential candidates of color will improve educational experiences for children, support teacher and leader retention, and provide access to much-needed potential educators to alternate teacher certification pathways already being supported by PK-12 schools in urban, minority-majority communities that struggle to recruit, retain, and support BIPOC teachers and leaders.**



**CONTACT:**

**[info@futureleadersincubator.org](mailto:info@futureleadersincubator.org)**