

Six Barriers to Racial Equity in Teacher Education Programs



Data Collection & Methods

Type	Time of Data Collection
TEP Student Focus Groups	Spring 2021
TEP System Lead Interviews	Spring 2021
CA Teacher Survey	Summer 2022
CA Pre-service Teacher Interviews	Summer 2022

Financial Burden as a Barrier

The economic challenges and stress one either perceives or experiences as a result of the financial obligation and responsibility associated with accessing and attending a teacher education program in California.



Essential Recommendation: Increase state contribution of funding for teachers and teacher education programs.

“I became less motivated because I realized very quickly that teachers have to take on a lot of work for unsatisfactory and unlivable wages. Many student teachers do not receive any scholarship stipend, so we are doing it without pay and it is hard to provide for yourself while having a full-time job without pay. This aspect was very hard for me and caused hardship, because I was commuting an hour and with inflation and rising gas prices it became very costly.”
(Black student, 2021)

Capitalistic Values as a Barrier

The prioritization of making a profit.



Essential Recommendation: Ensure adequate resources and institutional support are available for historically marginalized preservice teachers.

*“I was asked to increase the revenue, and what I saw happening is that we did that and increased the diversity over six years. We went up about 12%-13%, in the diversity of our student population, a little more in teacher education....[But] I was worried we’re increasing revenue on the backs of students of Color [...] I was really concerned about it, because we did not have the structural supports in place.”
(Andrew Wall, 2021)*

Compositional Diversity as a Barrier

The numerical and proportional representation of various groups of people at a higher education institution.



Essential Recommendation: Prioritize diversity across all levels (students, faculty, adjunct, administrators).

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" [...] a bit self-conscious [...] sometimes it feels as if I have to walk a tightrope [...] I generally feel as though there are a lot of eyes watching me and there's more attention on me [...] I feel as though I stand out more than I'd like to, I suppose."

(Black student, 2021)

Community & Culture as a Barrier

The ideologies, customs, norms, policies and practices that govern how people and systems operate and interact; The environment.



Essential Recommendation: Prioritize inclusive action over value statements.

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*“I know teacher candidates of Color absolutely experience racism, aggression, micro-aggression, feeling like it's not their place, their program, feeling like the preparation isn't for them”
(Tine Sloan, 2021).*

Curriculum & Pedagogy as a Barrier

The content of what is taught and the practices employed to teach it.



Essential Recommendation: Embed culturally responsive curriculum and pedagogies that support the diverse student body.

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“And I can tell you I remember the day, it was a young lady who happen[ed] to be a blonde-haired, blue eyed, white young lady. And she came into my office, and I was regional director at the time, and she said, “I expected that there would be more social justice in these courses.” And we talked for a long time and I realized that she's right. We live in California, 70% of our students here are students of Color. Why are we training teachers to teach white students in 1950?”
(Earnest Black, 2021)

Testing as a Barrier

The evaluations and examinations involved in the process to successfully obtain a teaching credential in California.



Essential Recommendation: Create alternative approaches to assessing preservice teacher readiness and embed testing support.

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“For CSETs, you're on your own...What happens if I want to be able to study for it? Well, I have to pay for those workshops, which are not cheap [...] You can be a fabulous teacher and not be able to pass those tests because you don't have the support. You don't have the finances to be able to pay for all the extra stuff.”

(Multiracial Student, 2021)