MINNESOTA
PROFESSIONAL EDUCATOR
LICENSING AND STANDARDS BOARD

MEMORANDUM

To: Professional Educator Licensing and Standards Board

From: Dr. Yelena Bailey, Executive Director

Date: November 13, 2026

Subject: Increase Educators of Color and Indigenous Educators Committee Update – ACTION

Background

The Board's Increase Educators of Color and Indigenous Educators of Color (IEoCIE) Committee was established in 2020 in response to community partners' requests that the Board address issues specific to BIPOC educators. Over the years, the committee has translated community engagement into actionable policies, such as the removal of testing barriers and the creation of the Heritage Language Portfolio Cohort Program.

While the Committee was doing that work, it also brought important issues to the full Board, helping to shift the Board's attention and priorities to better align with its stated mission and vision. Over the past few years, issues that may have gone to the committee have instead come directly to the full board. As a result, the IEoCIE Committee has had less reason to formally meet.

Since last month's discussion, community partners have raised some important questions that should be addressed publicly, such as:

Q. What are the current duties of the IEoCIE and which of these duties will move to Executive Committee?

A. The duties of IEoCIE are:

a. Host regular meetings that facilitate community partner input on the obstacles and opportunities related to increasing educator diversity in Minnesota.

b. Help develop Board definitions and statements related to culturally responsive pedagogy, teacher diversity, and educational equity.

c. Research and recommend policies and strategies to the Board that would help increase the number of educators of color and Indigenous educators in Minnesota, including possible changes to state law and/or rules.

d. Build partnerships with other state agencies and organizations to collective work towards the Board goal of increasing educators of color and Indigenous educators.

e. Upon request, review Cultural Competency Trainings offered to Minnesota's educators.

All but "e" would be transferred to Executive Committee because "e" has been taken up by the Renewal Subcommittee.

Q. Is there a method for members of the public to submit recommendations related to recruiting and retaining teachers of color and American Indian teachers?

A. Yes, members for the public may submit requests via email or make public comment at a Board meeting. Community members may submit any topics they propose for the Board agenda to the Executive Director or the Board Chair and these will be brought to the Executive Committee.

Q. Will the Board provide data on its efforts to recruit and retain teachers of color and American Indian teachers?

A. This is important data that is publicly available in our Data Center and the Board Metrics page (specifically under goal 1).

Discussion

Last month the Board discussed the Executive Committee's recommendation to fold the duties of the IEoCIE Committee into those of the Executive Committee. This would require changes to the bylaws. This proposal is before the Board for a vote today.

Options

1. Move to adopt the proposed revisions to the bylaws.
2. Table for further discussion.
3. No action.