



Coalition of Bar Associations of Color

## **RESOLUTION IN SUPPORT OF A STEM WORKFORCE OF COLOR**

Endorsed March 2016

**WHEREAS**, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

**WHEREAS**, the member organizations of the CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

**WHEREAS**, the member organizations of CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

**WHEREAS**, Science, Technology, Engineering, and Mathematics (“STEM”) subjects are increasingly important for students to comprehend and master to be competitive in the 21st century workplace, and which are increasingly taught in interdisciplinary formats; and

**WHEREAS**, the U.S. Bureau of Labor Statistics projects that occupations related to STEM will grow to more than 9 million by 2022; and

**WHEREAS**, the Obama administration has articulated a clear priority for STEM education, with a call on the nation to develop, recruit, and retain 100,000 STEM teachers and for colleges and universities to graduate an additional 1 million students with STEM majors in the next 10 years; and

**WHEREAS**, the Obama administration plans to send Congress a budget proposal that will seek \$4 billion for grants to states and \$100 million for competitive grants for school districts over the next three years to teach computer science in elementary, middle and high schools, and in doing so has stated that “[i]n the new economy, computer science isn’t an optional skill. It’s a basic skill, right along with the three R’s”; and

**WHEREAS**, the Obama administration has created Public Private Partnerships such as Intel’s Science and Math Teachers Initiative under which Intel will launch a ten-year, \$200 million cash and in-kind campaign to support teaching in math and science; and

**WHEREAS**, the Obama administration specifically noted that passionate educators with issue expertise can make all the difference, enabling hands-on learning that truly engages students—including girls and underrepresented minorities; and

**WHEREAS**, Latinos and African Americans are currently underrepresented in undergraduate and graduate STEM programs and are not sufficiently exposed to STEM subjects at the K-12 levels; and

**WHEREAS**, only 9% of students graduating with college degrees in engineering and science fields are Latinos, 1% are Native American, and the number of science and engineering degrees awarded to African American has remained flat since 200 with African Americans receiving just 7 % of all STEM bachelor's degrees, 4 % of master's degrees, and 2 % of PhDs in 2009 (the most recent year for which data is available); and

**WHEREAS**, almost 20 percent of the country's youth population is Latino/a, but current STEM Latino/a workforce remains at less than 2%; and

**WHEREAS**, almost 15 percent of the country's youth population is African American, but the STEM African Americans workforce is only 5.9%.

**NOW THEREFORE BE IT RESOLVED** that CBAC supports funding for program initiatives that expose students of color to STEM-focused education and careers at earlier ages; and

**NOW THEREFORE BE IT FURTHER RESOLVED** that CBAC supports federal funding so that all students are taught computer science in elementary, middle and/or high schools; and

**NOW THEREFORE BE IT FURTHER RESOLVED** that CBAC supports funding for program initiatives that are designed to increase the number of low-income and students of color attaining degrees in STEM fields; and

**NOW THEREFORE BE IT FURTHER RESOLVED** that CBAC authorizes its officers and staff to communicate the content of this resolution to other minority bar association members, members of the U.S. Congress, the press, and to whomever else suited to receive the information in order to effect this Resolution; and

**NOW THEREFORE BE IT FINALLY RESOLVED** that this resolution shall be the legislative priority of the CBAC until it is withdrawn or modified by subsequent resolution.

*[Remainder of page intentionally blank.]*

**CERTIFICATION**

**WE**, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly noticed meeting of the Board of Directors.



*Robert T. Maldonado*

Roberto Maldonado  
President, Hispanic National Bar Association

March 1, 2016  
Date

*Jim Y. Hwang*

Jim Hwang  
President, National Asian Pacific American Bar Association

March 1, 2016  
Date

*BCP*

Benjamin Crump  
President, National Bar Association

March 1, 2016  
Date

*Linda Benally*

Linda Benally  
President, National Native American Bar Association

March 1, 2016  
Date