

Race and Ethnicity of Early Educators, By State, 2022

CSCCE

State	American Indian/ Alaskan Native	Asian	Black	Latina of any race ⁺	White	Multiracial**	Unspecified
Alabama	0%	1%	31%	4%	63%	2%	0%
Alaska***	14%	4%	10%	16%	41%	14%	1%
Arizona	3%	2%	6%	40%	47%	2%	0%
Arkansas	1%	1%	19%	8%	68%	4%	0%
California	0%	11%	7%	47%	31%	3%	0%
Colorado	0%	2%	6%	20%	67%	4%	1%
Connecticut	0%	3%	12%	23%	59%	2%	1%
Delaware	0%	3%	35%	9%	47%	6%	0%
District of Columbia	0%	4%	55%	23%	15%	2%	0%
Florida	0%	2%	19%	37%	38%	3%	0%
Georgia	0%	3%	36%	10%	48%	2%	0%
Hawaii	0%	42%	2%	15%	19%	19%	2%
Idaho	1%	1%	2%	16%	78%	2%	1%
Illinois	0%	4%	18%	20%	55%	3%	0%
Indiana	0%	1%	12%	6%	78%	3%	0%
Iowa	0%	0%	4%	11%	83%	1%	0%
Kansas	0%	2%	5%	8%	81%	4%	0%
Kentucky	0%	1%	8%	3%	85%	4%	0%
Louisiana	0%	1%	34%	6%	54%	3%	1%
Maine	2%	0%	2%	1%	93%	2%	0%

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Maryland	0%	7%	30%	15%	43%	4%	1%
Massachusetts	0%	5%	8%	20%	62%	3%	2%
Michigan	1%	3%	15%	6%	72%	3%	0%
Minnesota	0%	3%	10%	5%	78%	3%	0%
Mississippi	1%	1%	48%	2%	47%	1%	0%
Missouri	0%	2%	15%	4%	77%	2%	0%
Montana	5%	2%	0%	4%	84%	6%	0%
Nebraska	1%	2%	6%	6%	82%	3%	0%
Nevada	0%	7%	11%	31%	47%	3%	0%
New Hampshire	0%	0%	1%	4%	93%	2%	0%
New Jersey	0%	5%	13%	29%	49%	3%	1%
New Mexico	12%	1%	1%	55%	28%	2%	0%
New York	0%	6%	19%	27%	43%	3%	1%
North Carolina	1%	1%	28%	8%	59%	3%	0%
North Dakota	5%	0%	1%	2%	89%	3%	1%
Ohio	0%	2%	17%	4%	74%	3%	0%
Oklahoma	7%	3%	13%	8%	62%	6%	0%
Oregon	0%	3%	2%	22%	66%	7%	0%
Pennsylvania	0%	2%	13%	8%	74%	2%	1%
Rhode Island	0%	0%	4%	32%	59%	5%	1%

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South Carolina	0%	1%	28%	5%	64%	2%	0%
South Dakota	6%	0%	1%	5%	85%	3%	0%
Tennessee	0%	2%	16%	4%	75%	3%	0%
Texas	0%	4%	14%	42%	38%	2%	0%
Utah	0%	2%	2%	14%	81%	2%	0%
Vermont***	2%	0%	0%	2%	93%	3%	0%
Virginia	0%	8%	20%	16%	51%	3%	1%
Washington	1%	10%	5%	19%	57%	6%	1%
West Virginia	0%	0%	3%	3%	89%	4%	0%
Wisconsin	0%	3%	7%	7%	81%	2%	0%
Wyoming***	4%	0%	0%	21%	73%	2%	0%

Source: Authors’ analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

*Because the early care and education workforce is overwhelmingly composed of individuals who identify as women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as part of the Latin American diaspora. However, we know that data collection has not always accounted for gender diversity beyond a male/female binary. We gratefully acknowledge the contributions of early educators who identify as men, nonbinary, or another gender identity and recognize that the gendered oppression of women in the ECE workforce is related to the gender-based oppression of nonbinary, trans, and genderqueer educators.

**Does not include Latina educators who selected multiple racial identities. Latina educators are grouped under “Latina of any race.”

***Interpret with caution (U.S. Census ECE sample n<200).