



UTAH EDUCATION ASSOCIATION MINORITY INVOLVEMENT PLAN 2017-2018

Pursuant to the requirements of the National Education Association (NEA) Bylaw 3-1(g), the 2017-2018 Utah Education Association (UEA) Minority Involvement Plan (MIP) is submitted to achieve the recommended ethnic minority representation in the UEA's total local and state delegation to the NEA Representative Assembly (RA):

NEA Bylaw 3-1(g)

"It is the policy of the Association to achieve ethnic minority delegate representation at least equal to the proportion of identified ethnic minority populations within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers, and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall in addition be grounds for censure, suspension or expulsion pursuant to Bylaw 6-5."

UEA 2017-18 Plan to Update the Minority Involvement Plan

The UEA is committed to racial justice through equity and inclusion. For many years, updating the UEA MIP has been a process of tweaking the previous year's plan to reflect the work that was being done in hope that the work was moving forward at all levels of the Association. The UEA is committed to making the MIP a document that guides our work.

This year, the UEA commitment is to update and establish protocols, priorities, timelines and indicators of success regarding minority involvement. We will create a communications protocol to not only guide input and feedback between the members of the Ethnic Minority Affairs Committee (EMAC) and the UniSerts they represent, but also to utilize our EMAC to expand efforts in other UEA Committees and with partners. First assuring that all UniSerts are represented on the UEA EMAC, our plan is to strengthen communications and build capacity for minority involvement and issues.

UEA Policy Commitment

The UEA president and the UEA Board of Directors (BOD) are committed to statewide racial justice in education in the state of Utah. The UEA policies that supports this commitment are:

- The UEA is on record in support of the NEA RA ethnic minority delegate representation from Utah to be at least equal to the percentage of the state's ethnic minority population.

- The UEA Bylaw, Article VI, Section 6.2, designates an ethnic minority director seat on the UEA BOD representing ethnic minority members. The ethnic minority director also serves as the chair of the UEA EMAC.
- The UEA Bylaw, Article X, Section 10.4 establishes the UEA EMAC as a UEA standing committee. The UEA EMAC responsibilities are set forth in Article XI, Section 11.7, and may have other duties as specified by the UEA BOD.
- The UEA Bylaw, Article X, establishes the appointment, terms of office and selection of committee members.
- We will continue our efforts as the UEA Board, EMAC, Rules and Resolutions Committee and members to update the UEA Resolutions (statements of the Association's beliefs) for educational justice. The UEA House of Delegates (HOD) adopted a new resolution in 2016 defining institutional racism and acknowledging its existence in Utah schools and impact on students and staff. In 2017 the HOD also adopted a new resolution supporting immigration policy that protects human and/or civil rights, provides educational opportunities to immigrants and their children, and maintains schools as safe spaces

Accountability and Leadership

- The UEA and NEA provided funding for the UEA president and the majority of the UEA EMAC to attend the 2016 NEA Minority Leadership Training/Women's Leadership Training (MLT/WLT) Conference in San Diego.
- The UEA will continue to send members to the regional NEA MLT/WLT and other conferences and workshops when financially appropriate and when offered.
- UEA and UEA EMAC member Chelsie Acosta, was a finalist for the 2017 NEA Social Justice Activist of the Year.
- Four UEA EMAC members and others attended the Second Annual School to Prison Pipeline Symposium at the University of Utah.
- Several UniSerts and locals established ethnic minority positions on their executive boards including Eastern UniServ and Alpine, Davis, Granite Education Association (GEA) and Weber locals.
- The UEA provided funding for two UEA EMAC members to attend the NEA Ethnic Caucus Symposium in Las Vegas, Nevada.
- The NEA provided funding for a UEA EMAC member to attend the Congressional Hispanic Caucus Institute (CHCI) in Washington, D.C.

Identification, Outreach, Recruit/Retain Members of Color

- The UEA EMAC created a Self-Identifying Ethnicity card encouraging members/potential members to update their records in the NEA IMS database. Members were encouraged to update their records at several UEA events. The reverse side of the card explains the importance of self-identification:

“Ensuring diversity of membership participation in all organizational activities is deeply important to us. The Association follows a long-standing practice of member self-identification for providing information about one's race or ethnicity. Members are not required to provide their race/ ethnicity

information on membership, delegate, and other forms. However, doing so contributes to helping the UEA maintain high quality, comprehensive data critical to improved diversity efforts—for example, providing UEA leaders with means to include members of color when considering recommendations for appointment to standing and special committees and task forces at the state and national levels.”

The UEA will continue to educate the Association and members on the importance of self-identification of ethnic minority status and can assist leaders to develop a plan designed to identify and/or update the ethnicity of members in its membership database.

- The UEA EMAC hosted tables at the UEA House of Delegates (HOD), the Utah National Association for Multicultural Education (NAME) Conference and the National NAME Conference. UEA members were encouraged to complete the Self-Identifying Ethnicity card.
- The UEA, EMAC, UniServs and locals share information regarding the Teacher Recruitment Scholarship. Salt Lake Community College, the University of Utah and Canyons, Davis, Granite, Jordan and Salt Lake School Districts partner on this scholarship that is designed to support diverse high school graduates who are interested in becoming teachers.
- The UEA will continue to support and have a presence at UEA events and other statewide events, such as: Latinos in Action, Utah NAME, Utah School to Prison Pipeline, etc.

Messaging and Engagement

- The UEA ethnic minority director will report regularly to the UEA BOD regarding the implementation of the UEA MIP and activities of the UEA EMAC.
- Annually, the UEA BOD will devote a portion of a meeting to discuss the UEA MIP and explore ways to build Association capacity, including involving more ethnic minority members in the work and leadership of the Association. Also, they will explore new opportunities to address the needs of ethnic minority members, Utah’s diverse student population and its ethnic minority communities and educate UEA members and leaders on ethnic minority concerns and issues.
- For the first time, the 2017 UEA Summer Leadership Academy (SLA), which is training for continuing and new leaders of the Association, offered a Social Justice Track. The UEA EMAC organized and facilitated the track.
- The UEA has both public and members-only sites on the UEA website dedicated to sharing information. Among other documents, the UEA MIP is posted on the members-only site.
- The UEA will be mindful to use official UEA communications to highlight ethnic minority involvement, including photos and pictures depicting ethnic individuals and/or themes.
- The UEA will encourage ethnic minority members to run for Association leadership positions at all levels of the Association. They will share the pamphlet about “How to Run for Association Office” and/or conduct a training with information on how to file and campaign.
- The UEA offered a session on Social Justice in Education to educators under 35 through the ‘Take Charge’ program. It was presented by GEA leaders, one of whom is also a UEA EMAC member.
- Salt Lake Education Association (SLEA) offers the NEA workshop “Our Association in Action: Creating Change Through Social Justice” to Salt Lake School District teachers. They are presented

by the SLEA president and a member of the SLEA executive board, both of whom are UEA EMAC members and NEA trainers for this program.

- Two social justice workshops were offered at the 2017 UEA Convention, “Social Justice in Education” and “Social Justice: Equity and Healing” that were presented by a UEA EMAC member.
- A special event was offered at the 2017 UEA Convention, “Trauma-Informed Teaching; School and Student Care.” The movie *“Resilience”* was presented after which the UEA president and panelists discussed research showing childhood trauma and direct links to student success and achievement. They also explored trauma-informed teaching practices and developing skills in building safe environments, developing relationships and trust and championing support for students in need.
- The GEA local started a Social Justice Book Club and Social Justice Coalition group open to all members which meets monthly.
- At the UEA caucus meetings that occur during the NEA Representative Assembly (RA), a member of the UEA EMAC was invited to be part of the NBI Committee that met prior to the Utah caucus.

State and Local Collaboration

- The UEA ethnic minority director and the UEA EMAC will present the UEA MIP to the Council of Local Presidents (CLP) and lead a discussion on the involvement of ethnic minority members in the work of the Association.

The UEA will encourage local affiliates to sign the UEA Minority Involvement Commitment Card as a demonstration of its awareness and commitment to the goals and purposes of NEA Bylaw 3-1(g) and the UEA MIP. The Commitment Card will ask Association leaders to actively work to identify and involve ethnic minority members in the work and activities of the Association.

After the UEA MIP presentation at the CLP, a spreadsheet will be sent to each local affiliate with the names, contact information, ethnicity and number of ethnic minority members in their local association.

- The UEA president and the UEA EMAC led a discussion at the CLP about the presidential election results and to discuss how their students are feeling. Leaders were invited to write down how the UEA EMAC can help them. The UEA EMAC pulled the responses together and have used it to guide their priorities and goals for this year.
- The NEA will fund Educators for Justice Members Terry Jess and Lukas Michener, 2017 NEA Social Justice Activist finalists and Washington State Education Association members, to share their presentation with UEA members. The focus of their presentation is to ask the question ‘What does anti-racism look like for white educators?’
- The NEA provided funding for the UEA ethnic minority director, a BOD member and a local leader to attend the 2017 NEA Equity Leadership Summit in October 2017.
- The UEA will reach out to the Utah School Employees Association (USEA) and share the UEA MIP with USEA via the NEA state directors.

Statewide Commitment to Racial Justice in Education

The UEA is committed to racial justice through equity and inclusion. Our commitment is to actively identify opportunities within the UEA Board action priorities of 2017-18 to promote racial justice for all students.

- Priority: Our Schools Now – Citizen’s initiative for education funding offers opportunities to advocate for equitable access and opportunity, targeted resources for our neediest students, scholarship funds to promote a diverse teaching force as well as training in cultural competencies, restorative practices, anti-racism awareness etc.
- Priority: Increase Social Media – Social media platform will assist us in engaging around issues related to racial justice, from Immigration/DACA and promotion of the Clean Dream Act, to raising awareness about the School to Prison Pipeline and other practices of institutional racism.
- Priority: Teacher Shortage/Retain/Recruit – The teacher shortage in Utah provides an opportunity to raise awareness about the importance of a diverse teaching force, recruiting early and supporting our underrepresented educators in their careers. The UEA, and especially the EMAC are committed to continuing our work in recruiting a diverse teaching force, particularly by replicating partnerships with universities and districts that offer scholarships to become teachers for underrepresented groups.

PARTNERS:

- Governor’s Education Excellence Commission
- Governor’s Road Map – The Road Map represents the collaborative efforts of the Governor’s Education Excellence Commission in an effort to unite the vision for education for all stakeholders. The UEA president served as the chair of the drafting committee on Equity, which now includes language supporting diversity in the teaching force and the elimination of barriers to success for all students.
- Dream Center at the University of Utah
- The UEA Student Program Task Force is working to connect with the universities in Utah. The UEA has been invited to present to students in teacher prep programs and invites the students to attend Educator Day on the Hill.
- The UEA ethnic minority director works with the chief diversity officer at Weber State University to connect with the students and community.
- Envision UEA Task Force – Comprised of young professionals under the age of 35 from all UniServs. Their goals are: (1) Delve deeply into future issues and opportunities for the profession and Association; (2) Research related studies, data; (3) Collect input from leaders, members, and potential members in each UniServ; (4) Engage in the design prototyping of future images of the profession; and (5) Report findings and recommendations to the UEA Board (April) for consideration by the House of Delegates at the 2018 meeting (May).
- Envision Utah, Teacher Shortage Project
- ACLU
- United Way – Community Schools