



Minority Involvement Plan

2023-2024



Utah Education Association

Minority Involvement Plan 2023-2024

I. Evidence of Policy Commitment

The Board of Directors of the Utah Education Association (UEA) endorses the National Educational Association (NEA) Policy set forth in Bylaw 3-1(g) and is committed to take “legally permissible steps” to achieve the desired level of ethnic-minority participation in Association activities. The UEA acknowledges that success of our Association is dependent upon the creation of a meaningful plan to increase the inclusion of ethnically and linguistically diverse members throughout all areas of our Association. As the racial and ethnic demographics of our state continue to change dramatically every year, our need to address the issues related to racial justice are a priority not only of the UEA, but the greater education community. The UEA further acknowledges that in addressing racial justice, the vision of a safe and equitable school for every child can be realized.

A. Governing Documents: Bylaws

The UEA governing documents provide, in Section 6.1 of the Bylaws, that one director is elected by the membership to represent ethnic minority members.

The UEA Bylaws, Section 11.7, currently provide that the EMAC will:

(a) encourage the creation of and continuing the support of active UniServ and local EMAC committees;

(b) create a plan to help the association meet the NEA 21 Bylaw 3-1(g), by using the UEA Minority Involvement Plan (MIP) to establish goals, outline strategies, implement and build leadership capacity for Native People and People of Color (Asian, Black, Latin (O/A/X), Middle Eastern, North African, Multi-Racial, and Pacific Islander);

(c) gather data statewide on a regular basis to inform the work of the UEA;

(d) establish a culture of using an equity lens in all association activities;

(e) communicate membership best practices for the recruitment, retention, reclamation, motivation and engagement of Native People and People of Color;

(f) actively advocate for social and education strategies on equity, justice and inclusion.

B. Governing Documents: Strategic Plan

One of the cornerstones of the UEA Strategic Plan are goals and objectives regarding social and racial justice. Specifically, the UEA’s objective is to “work to eradicate institutional discriminatory practices and support equitable outcomes for all.” The objectives under this goal include the following:

- Work with educators and community partners to develop and implement social justice programs including those that address institutional racism and poverty;



Utah Education Association

Minority Involvement Plan 2023-2024

- Provide training to the UEA Board of Directors, UniServ staff and a significant percentage of our local leaders on a cyclical basis regarding the awareness and eradication of white supremacy culture and;
- Create fair and just engagement of educators to increase the diversity of the workforce in the public schools so that it reflects the student populations we serve.

II. Demographic Data

The rapidly changing demographics of our state significantly influence the Association’s ability to meet the NEA Bylaw 3-1(g). The most recent U.S. Census (2020) report issued by the Bureau of Census of the U.S. Department of Commerce (table 1), shows the ethnic minority population in Utah to be approximately 25%. In July 2022, the UEA goal was to have 19 delegates at the NEA Representative Assembly (RA). 8 ethnic minority delegates were in attendance (9.76% of goal).

1. Utah Race and Ethnic Origin (2020)

White alone, not Hispanic or Latino, percent	77.2%
Black or African American, percent	1.5%
American Indian and Alaska Native alone, percent	1.6%
Asian alone, percent	2.7%
Native Hawaiian and Other Pacific Islander, alone	1.1%
Two or More Races, percent	2.8%
Hispanic or Latino, percent	14.8%
TOTAL ETHNIC MINORITY POPULATION	24.5%

2. UEA Race and Ethnic Origin (2023)

	Percent of membership	Percent of leadership
White alone, percent	93%	95%
Black or African American, percent	.38%	.37%
American Indian and Alaska Native alone, percent	.55%	.52%
Asian alone, percent	1.11%	.29%
Native Hawaiian and Other Pacific Islander, alone	.50%	.22%
Two or More Races, percent	.76%	.29%
Hispanic or Latino, percent	3.70%	3.24%
ETHNIC MINORITY TOTAL		



Utah Education Association

Minority Involvement Plan 2023-2024

3. Minority Delegate Count at the UEA House of Delegates

	MINORITY PERCENTAGE (GOAL)	POSSIBLE DELEGATES	DELEGATES IN ATTENDANCE	MINORITY DELEGATES	MINORITY PERCENT (ACTUAL)
2018	20%	459	220	6	2.75%
2019	20%	465	212	6	2.83 %
2020	20%	492	168	7	4.67 %
2021	25%	467	203	15	7.38 %
2022	25%	467	219	11	5.02 %
2023	25%	456	168	16	9.05%

4. Minority Delegate Count at the NEA Representative Assembly

	MINORITY PERCENTAGE (GOAL)	NUMBER OF DELEGATES	3-1(G) GOAL	3-1(G) ACTUAL	MINORITY PERCENT (ACTUAL)
2018	20%	66	16	6	9.09%
2019	20%	79	18	8	10.13%
2020	20%	109	26	11	10.09%
2021	25%	92	22	8	8.70%
2022	25%	82	19	8	9.76%

The UEA, during the 2023-2024 year, will continue to strive to meet and maintain ethnic minority involvement in Association governance and activities, including representation in the NEA RA, commensurate with the ethnic minority rate in Utah.

III. Plan Responsibility, Accountability, and Leadership

As part of the ongoing work with racial justice, equity and inclusion, the following amendments were adopted at the 2021 UEA House of Delegates:

1. **NBI 2 from 2019**

In 2019, NBI 2 required the creation of an Equity, Justice and Inclusion Task Force to assess the needs of the UEA related to white-supremacy culture, including institutional racism. In 2021, The Equity, Justice and Inclusion Task Force (Task Force) made their recommendations to the UEA Board of Directors.

In 2021, the Task Force recommended the hiring of an Equity and Membership Director to the Board of Directors. The Executive Director and Personnel Committee then hired an Equity and Membership Director in June of 2022.



Utah Education Association

Minority Involvement Plan 2023-2024

In 2021, the Task Force also recommended amendments to the UEA governing documents to the UEA Board of Directors and in 2022, the House of Delegates approved the following amendments to the UEA Constitution:

- Constitution Amendment C1 – Replaces references to “class/classes” to “category/categories” when referring to membership groups or types.
- Constitution Amendment C3 – Changes a reference to the word “disciplinary” to the more inclusive term “corrective”.

In 2022, the House approved the following changes to the UEA Bylaws:

- Bylaw Amendment B1 – Replaces references to “class/classes” to “category/categories” when referring to membership groups or types (matching Constitutional Amendment C1).
- Bylaw Amendment B3 – Replaces gendered pronouns his/her, he/she, him/her with inclusive them, their, they.
- Bylaw Amendment B5 – Strengthens language regarding equitable representation at the House of Delegates.
- Bylaw Amendment B7 – Updates terms for ethnicity for consistency with the U.S. Census.
- Bylaw Amendment B8 – Replaces several references to ‘teacher’ with the more inclusive ‘educator’.

2. UEA Resolutions

In 2022, the House adopted the following changes to the UEA Resolutions:

- Resolution Amendment R1 – Changes language to acknowledge specific groups within our diverse populations, and according to terms included in the most recent U.S. Census.
- Resolution Amendment R2 – Removes a reference and definition for “Multicultural Education” and replaces it with a reference and definition to “Culturally Responsive Education.”
- Resolution Amendment R3 – Removes a reference and definition for “Restorative Practices” and replaces it with a reference and definition to “Equitable Corrective Practices.”
- Resolutions Amendment R8 – Adds a new resolution in Goal F to support a well-designed program of Ethnic Studies.

3. UEA JEDI Values Alignment

As stated previously, the social and racial justice strategic goal of the UEA is to “work to eradicate institutional discriminatory practices and support equitable outcomes for all”. As a result, the UEA Justice, Equity, Diversity, and Inclusion Mission and Vision Values Alignment was drafted in order to ensure the UEA’s stated beliefs and values are in alignment with its actions. The UEA JEDI Values Alignment serves as a resource for leaders and members to promote equity, justice, and inclusion for members of color and other members with marginalized life experiences. The alignment was approved and adopted by the Board of Directors in 2022. This information is posted on the UEA website.



Utah Education Association

Minority Involvement Plan 2023-2024

4. Promising Strategies for 3-1(g) Success

The UEA will strive to accomplish the following to meet its 3-1(g) goal:

Ethnic Minority Affairs Committee

The UEA EMAC, traditionally chaired by the Ethnic Minority Affairs Director, will continue to meet regularly, in person and/ or virtually, to develop tactics and strategies to achieve the Minority Involvement Plan goals. EMAC will be comprised of members from each UniServ

Leaders for Just Schools

Three members from the UEA, including UEA President Renee Pinkney, are participating in the Leaders for Just Schools program. This experience will give them the tools, knowledge, and skills necessary to disrupt systems of oppression that breed educational inequities in their classrooms, districts, and communities.

Women and Minority Leadership Training

To encourage more members of color to become involved within the Association, promote parity, and remove barriers to participation, an interest form is used to generate a pool of prospective participants to attend the annual NEA Minority Leadership Training & Women's Leadership Training. The interest form was shared directly with UEA's BIPOC member list. The President appointed attendees from the interest pool, with priority given to members from communities that have been historically marginalized and/ or UniServes and locals that have been underrepresented at this training. Additionally, attendees will present the information learned at the annual UEA Summer Leadership Academy in June 2024.

"Why I Identify" Campaign

Currently, 14% of UEA members have not self-identified their race or ethnicity. The UEA believes that the correct identification of, as well as active participation and representation of members of color is paramount to the Association's success. Thus, the EMAC, with the support of the Equity Director and with assistance from the Organizing and Membership Capacity Building Committee (OMC), will develop a plan for implementing this initiative which will incorporate a Hustle marketing campaign to share the initiative with members and answer member questions. Social media will also be used to share this information with members. This initiative is expected to be completed by 2025.

3-1(g) Reporting

Anecdotal data indicates members and to a lesser degree leaders do not understand the purpose of Bylaw 3-1(g) nor the UEA's current progress towards meeting the goal. To engage members and encourage transparency, the Ethnic Minority Director will report on the status of the 3-1(g) plan and EMAC initiatives employed to assist in meeting this goal at the 2024 UEA House of Delegates. This



Utah Education Association

Minority Involvement Plan 2023-2024

information will also be shared by the Ethnic Minority Director at the Council of Local Presidents (CLP) convenings, in the UEA newsletter, and on the UEA website.

UEA Ethnic Minority Leadership Summit

To increase the number of leaders of color within the Association, the EMAC, with the support of the Equity Director, will begin developing a leadership summit targeted to members of color. Participants will receive training on the UEA structure, as well as running an effective campaign for local and state office. This training will be shared via the UEA monthly newsletter, the UEA website, as well as through the UEA social media channels. The summit will be developed with the intent to be held during the week of the UEA Summer Leadership Academy in 2025.

One-on-One Communication

Because of imposter syndrome, (Clance & Imes, 1978) members of color may be less likely to see themselves in leadership roles. To counter this, the UEA will be taking more concerted action to speak with members of color and encourage them to lead. EMAC, with the support of the Equity Director, will work with local leaders within their UniServes to develop a strategy for reaching and engaging members of color. This will be addressed throughout the 2023-2024 plan year.

BIPOC Affinity Group

Beginning in July 2020, the UEA has provided a virtual space for self-identified Black, Indigenous, and other People of Color (BIPOC) members to connect and find solidarity with members who share their lived experiences. The group will continue to meet once a month.

White Ally Training

Because the work of becoming an equitable and just organization should not fall solely on the shoulders of members of color, the UEA will work to develop White Ally Groups which will be available to members who are interested in learning how to use their privilege to advocate for members of color. This group will be available by January 2023. Additionally, blended learning courses will be offered to members who wish to increase their understanding of how race is manifested within society and within the Association. These courses are expected to be live in the Fall of 2024.

5. State/ Local Collaboration and Relationship Building

The UEA will continue to aid local affiliates in identifying leaders of color and recruiting members of color to leadership positions. The governing body of the UEA will also continue to advocate for policies and programs that focus on diversifying the teaching force to reflect the race and ethnicity of students,



Utah Education Association

Minority Involvement Plan 2023-2024

promote more inclusive civil rights for our students and members, and educate our members on systemic and cultural issues of inequity.

Additionally, each UniServ unit will continue to have a member on the EMAC. Annually, prior to the state elections, UniServ or local elections, EMAC representatives will reach out to ethnic minority members in their UniServes to run for positions.

The UEA EMAC will be staffed by the UEA Equity Director to ensure the Committee has the support and resources needed to continue its work.

Additionally, the UEA EMAC will continue to work with the UEA Organizing and Membership Capacity Building Committee (OMC) to increase the membership and participation of members of color.

Furthermore, the meetings of the UEA Council of Local Presidents (CLP) have included a standing agenda item for the EMAC Director to share a short presentation raising awareness and advancing our charges. This will continue into 2023-2024. Additionally, the Ethnic Minority Director will explain Bylaw 3-1(g) and remind leaders to encourage members of color to serve as delegates to the NEA Representative Assembly.



Utah Education Association

Minority Involvement Plan 2023-2024

References

Clance, P. R. & Imes, S. (1978). The imposter phenomenon in high achieving women dynamics and therapeutic intervention. *Psychotherapy Theory, Research and Practice*, 15(3).