Utah Education Association
Minority Involvement Plan 2020-2021

Commitment by the Utah Education Association

The Board of Directors of the Utah Education Association (UEA) endorses the National Education 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 most recent U.S. Census (2010) report issued by the Bureau of Census of the U.S. Department of Commerce shows the ethnic minority population in Utah to be approximately twenty percent. In July 2020 the UEA achieved participation at 50% of our goal (the UEA goal was 20 delegates, the UEA had 10 delegates fitting the NEA’s ethnic minority description). The UEA, during 2020-2021, will continue to strive to meet and maintain ethnic minority involvement in UEA governance and activities, including representation during the NEA Representative Assembly, commensurate with the ethnic minority rate in Utah.

To meet these goals and expectations the following actions and activities shall be implement and sustained.

State Goals, Expectations and Leadership

The governing body of the UEA, as well as the UEA staff, will seek recommendations from and collaborate with the UEA Ethnic Minority Affairs Committee (EMAC) regarding implementing best practices to engage our ethnic minority members in governance and activities of the UEA.

The UEA EMAC has begun work on its 2020-2021 plan, which incorporates some of the tactics and activities from last year as well as initiating some new activities for the coming year. Some of these tactics and activities were postponed at the outset of the COVID-19 pandemic, and the UEA EMAC intends to carry out some of those in early 2021 if possible.

After a year of work on the UEA strategic plan, the UEA Board approved the Plan in September 2020. One of the cornerstones of the Strategic Plan are goals and objectives regarding social and racial justice. Specifically, the UEA’s objective is to “[w]ork 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;
- Provide training to the 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.

The governing body of the UEA has continued to work with the NEA Human and Civil Rights Department to build knowledge and awareness of racial justice in education (RJE) with leaders, members, and staff. The UEA Board will continue its work this year by supporting the Strategic Plan and conducting regular book studies on issue of racial justice and equity. The UEA Council of Local Presidents is also doing a book study of Debby Irving’s *Waking Up White*, which should be completed in the next six months.

The UEA headquarters and field staff have initiated a training program for Advancing Racial Justice Through Affiliate Staff Work under the direction of Ellen Holmes of the NEA Center for Social Justice. To date, two two-hour sessions have been held with another to occur on November 13, 2020. These trainings will continue throughout the year.

The governing body of the UEA will continue to advocate for identification of leaders of color and recruitment to leadership positions. The governing body of the UEA will also continue to advocate for policy and programs that focus on diversifying the teaching force to reflect the race and ethnicity of students, promote more inclusive civil rights for our students and members, and educate our members on systemic and cultural issues of inequity.

**Governing Documents**

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) Increase ethnic minority representation in all levels of the Association;
(b) Assist ethnic minority members to be elected to positions of Association leadership so they can experience the NEA RA, help the Association meet the NEA Bylaw 3-1(g) goal, advocate for and train potential ethnic minority leaders and increase active involvement of ethnic minority members;
(c) Educate school districts in the hiring of a diverse work force and increase the awareness of diversity in our schools;
(d) Educate our members on inclusions education and other issues affecting students, e.g., school to prison pipeline, immigration reform, institutional racism and privilege using crucial conversation skills, etc.
(e) Promote more inclusion civil rights programs for student and members;
(f) Collaborate with the UEA Board of Directors on program including mentoring programs that recruit, support and retain ethnic minority educators;
(g) Advise, recommend and advocate ethnic minority viewpoints, concerns and issues to the UEA Board of Directors; and
(h) Maintain, edit and implement the UEA Minority Involvement Plan.

As part of the ongoing work with racial justice, equity and inclusion, the following amendments and additions are being prepared for the 2021 UEA House of Delegates:

**Proposed Bylaw Amendment, Section 11.7**

This year EMAC made great progress in addressing its strategic direction, and setting its course for the future, in discussing, drafting, and approving a proposed UEA By-Law change to Section 11.7. This By-Law amendment would address continuing the work of EMAC and gathering additional data on a statewide basis to inform the work of UEA in addressing racial and social justice and equity. This would include best practices for the recruitment, retention, and engagement of educators of color. This proposed change will be finalized and brought to the 2021 House of Delegates.

**Proposed New Business Item**

EMAC continues to draft and revise a proposed New Business Item for the 2021 House of Delegates. This NBI would provide guidance regarding honoring indigenous persons and acknowledging their enduring relationship to the land. The purpose of this NBI is to raise awareness about histories that are often suppressed or forgotten.

**Proposed Resolutions**

EMAC continues to work on an array of proposed resolutions. These resolutions may also be proposed for the 2021 House of Delegates. These proposed resolutions include provisions related to elimination of discrimination, opposition to racist and extremist groups, civility in public discourse, and use of prejudicial terms and symbols. This work is ongoing for 2020-2021.

**2020-2021 Strategies for 3-1(g) Success**

On April 27, 2019, the UEA House of Delegates passed a New Business Item (NBI 2019-2) which 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. The task force also required that it be composed of a high degree of diverse membership. The Task Force was charged with creating a statewide survey to assess attitudes toward equity, justice, and inclusion, and was also charged with reviewing current UEA rules, policies, and institutional practices to assess whether they align with NEA resolutions and
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policies regarding racial justice. This Task Force is currently beginning its work on the second year of a two-year plan. By October 1, 2021, the Task Force will report its findings, which are required to inform the work of the UEA going forward in actively advocating for social and educational strategies on equity, justice and inclusion.

After a comprehensive application process and selection of the Task Force members in compliance with NBI 2019-2, the Task Force met on January 6-7, 2020, led by the NEA’s Harry Lawson and Heidi Matthews, the President of the UEA. The Task Force initially engaged in a “leveling” process to review the racial justice and equity work which the UEA Board has engaged in since December 2018. The Task Force also discussed the survey requirement, and how that could be accomplished, and the Task Force divided into areas of interest to work on the survey, equity evaluation and assessment, and preparation for the Task Force report.

At the outset of the 2020 school year, the UEA established a “safe space” for educators and leaders of color to come together virtually to discuss issues of importance and help and support educators of color in the state. These meetings will be held on a semi-regular basis.

A draft of the survey was created in the spring and early summer 2020 and was also targeted to include questions regarding the COVID crisis and educational equity and the national civil rights crisis. The survey was fielded and garnered 3,168 responses statewide. The Task Force is currently in the process of analyzing this data, which will inform the required work of the Task Force going forward.

The UEA, including the UEA EMAC, UEA UniServs, and locals will continue to support the Utah National Association for Multicultural Education (NAME) by attending their yearly conference.

The UEA, the UEA EMAC, UEA UniServs, and locals will continue to share information regarding Teacher Recruitment Scholarship. The UEA has engaged in partnerships with Salt Lake Community College, the University of Utah, and several local school districts to fund the scholarships. The scholarships are designed to support diverse high school graduates who are interested in becoming teachers.

The UEA EMAC encourages and sponsors teachers to attend the Utah School to Prison Pipeline Symposium held in the spring at the University of Utah.

The EMAC will continue to support ethnic minority members who hold various leadership positions at the national level, state level and local level. The UEA Ethnic Minority Director will continue provide to EMAC members and the UEA Board of Directions any information concerning the Dream Center at the University of Utah or any other university in the state that shares information with the director.

EMAC members will continue to support UEA with providing a track at Summer Leadership Academy held in June. Although last year’s Summer Leadership Academy
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was cancelled due to the COVID-19 pandemic, the event for 2021 has been scheduled and should be held, at least virtually but hopefully in person.

UEA will continue to send members of the EMAC to the NEA Women’s & Minority Leadership Training in San Diego, including funding for additional participants if possible.

**General Ongoing Implementation**

Each UniServ unit will continue to have a member on the EMAC. Annually prior to the state elections, UniServ or local elections, the UEA Ethnic Minority Director will reach out to ethnic minority members to run for positions. The UEA EMAC will continue to be staffed in the near future by the UEA Executive Director to ensure a level of staff support insuring that the EMAC has the resources to continue its work.

The UEA President will select members to attend the NEA Minority Leadership Training & Women’s Leadership Training held annually. The President will gather input for these selections from local presidents and from the Ethnic Minority Director. Further, the EMAC will continue to work with the UEA Organizing and Membership Capacity Building Committee (OMC) to increase the membership of UEA through consistently communicating ways in which EMAC can continue to partner with the OMC.

The meetings of the UEA Council of Local Presidents (CLP) have included a standing agenda item for the EMAC to share a short presentation raising awareness and advancing our charges. This will continue into 2020-2021.

The UEA EMAC is charged with yearly updates and maintenance of the UEA Minority Involvement Plan. This MIP will be subject to approval by the UEA Board, after which it will be presented to the Council of Local Presidents and made available to membership on the UEA webpage. The Ethnic Minority director will report on EMAC progress to the Board of Directors and at the 2021 UEA House of Delegates.

The UEA will continue to publicize its efforts to grow engagement and commitment to the UEA’s 3-1(g) goals.