Utah Education Association
Minority Involvement Plan 2019-2020

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, 2019 the UEA achieved participation at slightly over 50% of our goal. The UEA, during 2019-2020, 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 2019-2020 strategic plan, which incorporates some of the tactics and activities from last year as well as initiating some new activities for the coming year.

The governing body of the UEA will continue 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. This shall include the inclusion of specific RJE goals in the adaptive UEA Strategic Plan. The RJE strategic goals will be set by governance, local leaders, and participating members. The UEA Board of Directors shall provide opportunities for input into the RJE strategic plan goals, and these goals shall be adaptable as the UEA carries out the minority improvement plan.
The governing body of the UEA will continue to advocate for identification 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.

**2019-2020 Strategies for 3-1(g) Success**

In April 2018 UEA House of Delegate Assembly passed three New Business Items which extend into 2019-2020. These included to direct the UEA Board of Directors to publicize funding opportunities available through NEA ED Justice or NEA Racial & Social Justice Department, research for available stipends and/or grants to mentor and assist in developing and implementing solutions for existing inequities, and directed UEA to apply for grants to raise awareness and train leaders in trauma-informed and restorative justice teaching methods statewide and make that training available to UEA members.

Significant progress was made on these New Business Items. Pursuant to the governing documents of the UEA, work on these New Business Items is ongoing in nature, and therefore these New Business Items will be subject to additional work during 2019-2020 and 2020-2021, and be supplemented by those activities designated for 2019-2020. For 2019-2020, the UEA will engage with our members at multiple levels to continue the work begun at the Board of Directors level during 2018-2019.
On April 27, 2019, the UEA House of Delegates passed an additional New Business Item which required the creation of an Equity 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. This task force is charged with creating a statewide survey to assess attitudes of UEA membership toward equity, justice, and inclusion. The task force will also examine UEA rules, policies, and institutional practices to assess whether these align with NEA resolutions and policies regarding racial justice. The work of the Task Force has now been initiated.

Further, for 2019-2020 the UEA Standing Committee Summit again included training on the Minority Involvement Plan. The UEA EMAC was constituted and has executed an ongoing strategic plan, which includes specifically working toward the UEA’s 3-1(g) goal by building capacity in buildings and supporting new leaders. The UEA EMAC will also be actively working with other committees and task forces to meet these goals.

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 City 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 will be conducting a series of convenings during 2019-2020 regarding trauma-informed learning and racial justice, building on the work of the UEA Board and leaders during 2018-2019. The first several convenings have already been scheduled. In addition, the UEA will hire a Racial Justice and Inclusion Program Coordinator to handle and promote these crucial programs into 2020.

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. Last year, EMAC members presented at the conference, and the UEA will seek to support the symposium during 2019-2020.

EMAC members will continue to support UEA with providing a track at Summer Leadership Academy held in June. Tracks last year included viewing and discussion of film Resilience, highlighting the impacts of trauma and adverse childhood experiences (ACES) and training on peace circles. The UEA is currently in the planning process for a Racial Justice in Education track for 2019, which will cover all modules of the UEA’s racial justice training.
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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 Minority Director will continue provide to EMAC members and the UEA Board of Directions any information in regard to the Dream Center at the University of Utah or any other university in the state that shares information with the director.

During 2018-2019, the UEA Board engaged in training and other activities led and facilitated by Harry Lawson and William Pritchett. The elements of takeaways of this training have been shared to a limited extent already. For 2019-2020, the elements of this training and the work being done by the Board shall be shared with UEA units and locals, as well as members of the EMAC. As part of this process, UEA members will create a Values Statement for Racial Justice in Education which will, in turn, support the UEA Board’s work on a new strategic plan for 2020-2021.

UEA will continue to send members of the EMAC to the 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. The goal of assuring representation from each UniServ on EMAC was successful for the first time this year. Annually prior to the state elections, UniServ or local elections, Ethnic Minority Director will reach out to ethnic minority members to run for positions. The UEA EMAC will continue to be staffed in the hear future by the UEA Executive Director to insure 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 have included a standing agenda item for the EMAC to share a short presentation raising awareness and advancing our charges. This will continue into 2019-2020.

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 2020 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.