



EDUCATION MINNESOTA AFFIRMATIVE INVOLVEMENT PLAN 2006-2007

The Education Minnesota Affirmative Involvement Plan is designed to develop active participation by teachers of all ethnic and cultural heritages. It requires attention at all levels of the organization including organizational structure, practices, member education, and outreach efforts.

The Affirmative Involvement Plan seeks to increase involvement of educators of color in the organization.

The President of Education Minnesota and other coordinators named in each area of the plan are responsible for ensuring budget implications are dealt with during the Education Minnesota budget development process.

The Education Minnesota President and the Executive Director shall annually review and update the Affirmative Involvement Plan. A copy of the plan shall be sent annually to all local presidents and governing board members during the month of February.

Education Minnesota views itself as a multicultural union recruiting and mentoring educators of color into positions of leadership within education and within the union.

State Involvement

Education Minnesota as a state organization will work to increase ethnic minority educator involvement in the following manner.

Activity	Responsibility President/Executive Director
1. Education Minnesota will provide regular inclusion of racially diverse pictures of and articles on members, organizational leaders and students interacting in a meaningful way in organizational publications.	Education Minnesota Executive Director
2. All Education Minnesota sponsored conferences, meetings and workshops will demonstrate inclusiveness in presenters, materials and content.	Education Minnesota President Education Minnesota Executive Director
3. Delegations attending regional, state or national conferences/meetings shall reflect diversity.	Education Minnesota President
4. Education Minnesota will annually recognize the birthday of Dr. Martin Luther King, Jr.	Education Minnesota President Education Minnesota Executive Director
5. Education Minnesota will urge teacher preparation institutions to develop and deliver multi-cultural and gender-fair curriculum to all education students.	Education Minnesota President Education Minnesota Executive Director
6. Education Minnesota will provide an orientation and mentoring for new delegates to the Education Minnesota Representative Convention, the NEA Representative Assembly, and the AFT Convention.	Education Minnesota President
7. Education Minnesota will present annual training on cross-cultural communications and/or gender-fairness to the Education Minnesota Governing Board.	Education Minnesota President Education Minnesota Executive Director
8. Education Minnesota will seek and provide additional development, mentoring and training opportunities for leaders of color and actively recruit participants.	Education Minnesota President
9. Education Minnesota will assign an officer or staff member to form partnerships with locals to seek their help with involvement of educators of color.	Education Minnesota President Local Presidents

10. Education Minnesota will annually acknowledge ethnic and diverse celebrations through organizational publications.	Education Minnesota President Education Minnesota Executive Director
11. Education Minnesota will seek to build and maintain cooperative relationships with community organizations that address issues of diversity.	Education Minnesota President
12. An evaluation of the success of previous educators of color inclusiveness plans from other state affiliates will be reviewed to determine effective strategies.	Education Minnesota President

Education Minnesota Human Rights Committee Involvement

Education Minnesota committees will work to promote the involvement of educators of color through the following activities.

Activity	Responsibility: President, Executive Director, Education Minnesota Human Rights Committee, NEA
13. Promotion of NEA and AFT human and civil rights awards programs.	Education Minnesota Human Rights Committee NEA Directors Education Minnesota Governing Board
14. Promotion and continuation of an Education Minnesota state Human Rights Award.	President Education Minnesota Human Rights Committee
15. Local presidents will receive information to make them aware of the NEA Bylaw 3-1.g and requests to encourage them to seek out members who may be interested in becoming a delegate to this year's RA as well as other state and national activities.	Education Minnesota President Education Minnesota Human Rights Committee
16. Personal contact from the officers and other leaders will be made to educators of color delegates from last year's national conventions asking them to run again.	Education Minnesota Officers Education Minnesota Human Rights Committee
17. Personal contact from the officers to members who went to minority conferences will be made asking them to run for delegate positions.	Education Minnesota President
18. Governing Board members will be	Education Minnesota Governing Board

asked to help seek out educators of color to be candidates within their locals or election districts and personally ask them to run as state or local delegates.	Education Minnesota Human Rights Committee
19. The Human Rights Committee members plan to follow up by personally contacting them to see if they were successful.	Education Minnesota Human Rights Committee
20. Continuation of a plan to submit names for appointment to committees or task forces at the state level, and to encourage educators of color to run for election at all levels of the organization.	President Education Minnesota Human Rights Committee

Local Organization Involvement

Education Minnesota will encourage and support local organization’s efforts to involve educators of color in the union.

Activity	Responsibility-Local Presidents, Council of Local Presidents, Council of Local EASRP Presidents, and Human Rights Committee
21. Identification and encouragement of educators of color to submit names for appointment to committees or task forces at the state level and to run for elected positions within the organization.	Local President, Council of Local Presidents, Council of Local EASRP Presidents, and Human Rights Committee
22. Actively seek involvement of educators of color in lobbying activities, workshops, conferences and committee membership.	Local President
23. Actively encourage educators of color in the local to self identify themselves to Education Minnesota for inclusion in developmental data.	Local President
24. Appointment of educators of color to organizational and district committees and task forces.	Local President
25. Provide mentors for educators of color to encourage participation in the organization.	Local President



2005-2006 EDUCATION MINNESOTA **Report on Activities**

In the fall of 2005, Education Minnesota reaffirmed its commitment to increasing involvement of minority members in all aspects of organizational activities. To that end, we submitted a plan that included activities that would raise awareness of all members to issues of minority involvement and seek to meet the goals of bylaw 3-1(g).

With the help of an NEA grant, Education Minnesota conducted state-level minority leadership training this past year. Planning is already underway to offer similar training in early 2006. Both national organizations have committed to help fund the effort.

Many of the activities have become continuing threads of our organizational fabric while new initiatives are being developed. What follows is an assessment of some of those activities that merit particular notation.

Activity 2: Our fall professional conference had increased inclusiveness and the follow-up meeting included discussion of doing even better next year.

Activity 3: We still struggle to meet this goal when election is the method of participation. We will continue to work with locals to find strategies that allow a greater diversity of delegates to be elected. Our delegations are much more diverse when some method of appointment can be used.

Activity 7: We benefited from a growing relationship with the Minnesota Minority Education Partnership (MMEP) as they provided training for our Board of Directors this year on several topics.

Activity 11: Added this year was a specific focus on developing relationships with other community groups that share our goals in these areas. Initial efforts have been positive and we hope to nurture those contacts as we go forward.

Activity 14: Our Human Rights Awards program generated an increasing number of quality nominees and the winner was named at a ceremony during our annual Representative Convention.

Activity 20: Qualified candidates of color are sought for committee vacancies and new appointments were made in this area.

Activity 21: Increasingly locals are responding positively with efforts to recruit and involve their members of color. Our larger urban locals have the most potential in this area and some of their efforts have been particularly encouraging.