



EDUCATION MINNESOTA AFFIRMATIVE INVOLVEMENT PLAN 2008-2009

The Education Minnesota Affirmative Involvement Plan is designed to develop active participation by teachers, education support professionals, higher education faculty 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 or their designee shall annually review and update the Affirmative Involvement Plan. A copy of the plan shall be mailed 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 the union.

The responsibility of accomplishing the task of creating an effective union that is reflective of the diversity of the State of Minnesota population is the responsibility of both Education Minnesota members and staff.

However, the following is a partial list of both governance members as well as staff that are responsible for each of the identified strategies and the evaluation for success of each strategy:

Education Minnesota President, Vice President and Secretary / Treasurer
Education Minnesota Executive Director
Education Minnesota Local Presidents
Education Minnesota Human Rights Committee Members
Education Minnesota Governing Board Members
Education Minnesota Council of Local Presidents – Standing Committee
Education Minnesota Council of Local Presidents – ESP

The people identified for primary responsibility of the delivery of the involvement activity will also be responsible for the end of the year review and evaluation of effectiveness.

Organizational Goals for Ethnic Minority Participation

Numerical Goal = 12% participation for all Education Minnesota functions.

History of State / Local Ethnic Minority Participation at the NEA Representative Assembly

<u>Rep Assembly Year</u>	<u>City</u>	<u>Percent</u>	<u>Actual</u>	<u>Goal</u>	<u>Attendance</u>
2008	Washington, D.C.	13%	21	20	164
2007	Philadelphia	10%	14	17	144
2006	Orlando	5%	6	13	112
2005	Los Angeles	9%	13	17	144
2004	Washington, D.C.	4%	6	18	152

Education Minnesota Summer Seminar

2008	St. Bens	2.2%	10		451
2007	St. Bens	1.5%	5		333
2006	St. Bens	2.5%	9		360
2005	St. Bens	1.8%	6		328

Education Minnesota Minority Leadership Training

2008	St. Paul		11		
2007	St. Paul		9		
2006	St. Paul		19		
2005	St. Paul		13		

State Involvement

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

Activity	Person Responsible	Timeline/ Deadline	Member Input and Review	Evaluation				
				1	2	3	4	5
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.	EM Officers in consultation with the EM Public Affairs Manager	Start of Year Planning Cycle. Monthly Ongoing Review						
2. All Education Minnesota sponsored conferences, meetings and workshops will demonstrate inclusiveness in presenters, materials and content.	EM President in Consultation with the EM Exec. Director	Conference Planning Sessions						
3. Delegations attending regional, state or national conferences/meetings shall reflect diversity.	EM Officers	Conference Planning Sessions						
4. Education Minnesota will annually recognize the birthday of Dr. Martin Luther King, Jr. We will be participants in the MLK Holiday Breakfast.	EM Officers	December 1 st Purchase tickets						
5. Education Minnesota will urge teacher preparation institutions to develop and deliver multi-cultural and gender-fair curriculum to all education students.	EM President in Consultation with the EM Educational Issues Department	Start of Year Planning Cycle. Monthly Ongoing Review						
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.	EM Officers	Start of Year Planning Cycle. Monthly Ongoing Review						

7. Education Minnesota will present annual training on cross-cultural communications and/or gender-fairness to the Education Minnesota Governing Board.	EM Officers EM Exec. Director	Start of Year Planning Cycle. Monthly Ongoing Review		
8. Education Minnesota will seek and provide additional development, mentoring and training opportunities for leaders of color and actively recruit participants.	EM Officers	Monthly Ongoing Review as Part of the Conference Planning Cycle		
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.	EM President Local Presidents	Start of the Year Planning Cycle		
10. Education Minnesota will annually acknowledge ethnic and diverse celebrations through organizational publications.	EM President EM Exec. Director	Monthly Ongoing Review as Part of the Publishing Schedule		
11. Education Minnesota will seek to build and maintain cooperative relationships with community organizations that address issues of diversity. Make notation of the different groups. - Minnesota Minority Education Partnership - - -	EM Officers	Monthly Ongoing Review as Part of the Community Outreach Effort		
12. An evaluation of the success of previous educators of color inclusiveness plans from other state affiliates will be reviewed to determine effective strategies.	Human Rights Committee Ethnic Minority Affairs Committee	Start of the Year Planning Cycle		

Education Minnesota Human Rights Committee Involvement

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

Activity	Person Responsible	Timeline/ Deadline	Governing Board Evaluator	Evaluation 1 2 3 4 5
13. Promotion of NEA and AFT human rights awards programs.	EM Governing Board NEA Directors EM Human Rights Committee	Monthly Ongoing Review		
14. Promotion and continuation of an Education Minnesota state Human Rights Award.	EM Officers EM Human Rights Committee	Monthly Ongoing Review		
15. Create and maintain an online EMAC network.	Staff Liaison	Monthly Ongoing Review		
16. Local presidents will receive information to make them aware of the NEA Bylaw 3-1.g and requests to encourage them to seek out involved members of color to help them seek out more members who may be interested state and national activities.	EM Officers EM Human Rights Committee	Monthly Ongoing Review		
17. 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. . Personal contact from the officers to members who went to minority conferences will be made asking them to run for delegate positions.	EM Officers EM Human Rights Committee Local Presidents	November And December - Prior to the Filing Closing Date		
18. Governing Board members will be asked to help seek out educators of color to be candidates within their locals or election districts and	EM Officers EM Governing Bd EM Human Rights Committee	November And December – Prior to the Filing		

personally ask them to run as state or local delegates.		Closing Date		
19. The Human Rights Committee members plan to follow up by personally contacting them to see if they were successful.	EM Human Rights Committee	Prior to the March Representative Convention		
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.	Local Presidents Council of Local Presidents Council of Local Presidents – ESP EM Human Rights Committee	Monthly Ongoing Review		
21. Educate Local Presidents and Board members to self identify on the ‘how to’.	Local Presidents EM Governing Bd.	Monthly Ongoing Review		

Local Organization Involvement

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

Activity	Person Responsible	Timeline/ Deadline	Governing Board Evaluator	Evaluation
22. Actively seek involvement of educators of color in lobbying activities, workshops, conferences and committee membership.	Local Presidents	Monthly Ongoing Review		
23. Actively encourage educators of color in the local to self identify themselves to Education Minnesota for inclusion in developmental data.	Local Presidents	Monthly Ongoing Review		
24. Appointment of educators of color to organizational and district committees and task forces.	Local Presidents	Monthly Ongoing Review		
25. Provide mentors for educators of color to encourage participation in the organization.	Local Presidents	Monthly Ongoing Review		

2007-2008 EDUCATION MINNESOTA Summary Report on Activities

During the start of the “2008 – 2009” school year, Education Minnesota, as a state affiliate of both the American Federation of Teacher (AFT) and the National Education Association (NEA), facilitated a review of the Education Minnesota Affirmative Involvement Plan. The Affirmative Involvement Plan is designed to serve as a guide as we do the business of our union for the purpose reaching out and connecting with our ethnic minority members. The leadership and members of Education Minnesota believe in the importance of the voice of diversity when it comes to setting policy and direction for the union. To that end, we submitted a plan that included activities that would raise awareness of all members to the issues of minority involvement and seek to meet the goals of bylaw 3-1(g) as spelled out in the NEA Constitution and Bylaws.

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. There continues to be an emphasis on measuring our levels of ethnic minority involvement for the purpose of incremental improvements each year in every event / conference.

Activity 3: For the first time, in many years, Education Minnesota was able to reach the NEA 3.1g bylaw goal for the NEA Representative Assembly in Washington, D.C. By having an ethnic minority delegate participation rate of 13% Education Minnesota met the established goal for ethnic minority participation. In the area of overall participation for conference and leadership development we saw the following increases in terms of our ethnic minority members over the previous year:

- NEA Representative Assembly = 50%
- Ed. Mn. Summer Seminar = 100%
- NEA Minority Leadership Training = 17%
- Ed. Mn. Minority Leadership Training = 33%

Activity 8: Education Minnesota has an ongoing effort to develop a continuing relationship with our ethnic minority members through the Ethnic Minority Affairs Committee (EMAC). The EMAC is a group of members who work for the purpose of better connecting with the needs of our ethnic minority members. There is no requirement that the EMAC members be ethnic minority in their membership status, just that they be interested in promoting ethnic minority involvement. The establishment of the EMAC group is a big reason why Education Minnesota was able to meet the NEA 3.1g goal at the Representative Assembly.

Activity 11: We continue to maintain our full membership with the Minnesota Minority Education Partnership (MMEP) and have had full participation at the different functions throughout the year. We continue to look for greater involvement in other organized groups that focus on the needs of ethnic minority members. Our goal is to add two additional partnerships during the course of this year.

Activity 20: Qualified candidates of color are sought for committee vacancies and new appointments were made in this area. This past year we had an ethnic minority member run and be elected to one of the positions of NEA Director for Education Minnesota.

The Education Minnesota Governing Board – Human Rights Committee continues to have oversight over the monitoring and implementation of the Affirmative Involvement Plan. At the end of the year the Human Rights Committee generates an overall evaluation of the plan for review and improvement using the 1 to 5 Likert Scale as listed.

2007-2008 Minority Participation List

<u>Name</u>	<u>Local</u>
<u>Participants at the NEA Representative Assembly - 2008</u>	
Vicky Anderson	Princeton
Rowena Aubrey	Minneapolis
Jefferey Byrd	Minneapolis
Monica Byron	Richfield
JoAnn Campbell-Sudduth	Osseo
Chen Wendi	MnSCU
Kimberly Colbert	St. Paul
Nancy Cordes	Robbinsdale
Hilda Dominguez	Minneapolis
Eriq Duong	Dakota County United Educators
Michael Fridgen	Hastings
Elisa Gusdal	Minneapolis
Earline King	Watertown – Meyer
John Lecompte	St. Paul
Virtis Lanier	St. Paul
Jacqueline Lemieux	Duluth
Edna McKenzie	West Metro United Educators
Chrissie McKinnon	Rochester
Bill Mitchener	Goodhue County Education District Cluster
Lindsey Mulder	Burnsville
Kaye Peters	St. Paul
Robert Nystrom	Burnsville
Nicole Ponce Carmond	Richfield
Ckhristian Quintero	St. Paul
Elda Sifuentes	Duluth
Venus Thomas	Sauk Rapids – Rice
Brian – Trung Vo	South Washington County

Participants at the Education Minnesota Summer Seminar – 2008

Kimberly Colbert	St. Paul
Nancy Cordes	Robbinsdale
Hilda Dominguez	Minneapolis ESP
Steve Floyd	Burnsville
Estelle Garcia	Intermediate District #917 Teachers
Thomas Jellum	Intermediate District #917 ESP
Holly Maddox	Roseville
Ramon Martinez	Brooklyn Center
Mia Reynolds	Bagley
Marty Scofield	SRSEA

Participants at the NEA Midwest Minority Leadership Training – 2008

Kimberly Colbert	St. Paul
Nancy Cordes	Robbinsdale
Jeff Byrd	Minneapolis (ESP)
Greg Gilreath	Brooklyn Center
Vertis Lanier	St. Paul
Jackie Lemieux	Duluth
Eriq Duong	DCUE

Participants in the Education Minnesota Minority Leadership Training - 2008

Wendi Chen	MSCF
Randolph Cooper	Osseo
Ling-Yi Chang	Fridley
Michelle Dennard	Osseo ESP Paras
Steven Floyd	Burnsville
Greg Gilreath	Brooklyn Center
Esther Hammerschmidt	Wabasso
Louis Morreno	Rochester
Pamela Rojas	South Washington County
Maureen Tobin-Stanley	UEA
Brian Vo	South Washington County

Participants in the Education Minnesota – Ethnic Minority Affairs Committee - 2008

Rowena Aubrey	Minneapolis
Frances Bland	Normandale – MSCF
Jefferey Byrd	Minneapolis
Monica Byron	Richfield
Kimberly Colbert	St. Paul
Mathew Collier	Minneapolis
Nancy Cordes	Robbinsdale
Nhat Dang	Minneapolis

Hilda Dominquez
Kathryn Fairbanks
Greg Gilreath
Elisa Gusdal
Gwen Hurt
Earline King
Jacqueline Lemieux
Ramon Martinez
Shoua Moua
Desiree Payne
Ramon Querales
Ckhristian Quintero
Venus Thomas
Arthur Williams

Minneapolis
Cass Lake
Brooklyn Center
Minneapolis
West Metro Education Project – Integration District
Watertown – Meyer
Duluth
Brooklyn Center
St. Paul
St. Paul
Rocori
St. Paul
Sauk Rapids
Bloomington

Participants in the AFT Convention – 2008

Greg Gilreath
Lia Montesinos
Mathew Collier

Brooklyn Center
Dakota County United Educators
Minneapolis`