



The union of 70,000 educators

EDUCATION MINNESOTA AFFIRMATIVE INVOLVEMENT PLAN 2010-2011

The Education Minnesota Affirmative Involvement Plan is designed to develop active participation by teachers, education support professionals and higher education faculty of all ethnic and cultural heritages. It requires attention at all levels of the organization including leadership, membership and staff.

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 provided annually to the governing board members.

Education Minnesota is a multicultural union and works to recruit and mentor educators of color into positions of leadership within the union.

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. However, the following is a partial list of governance members and staff that are responsible for 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 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>
2010	New Orleans	14.2%	20	18	161
2009	San Diego	8.2%	15	18	170
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

2010	St. Bens	.36%	11		549
2009	St. Bens	1.9%	9		470
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

2009	St. Paul		20		
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. Education Minnesota will encourage, in organizational publications, <ul style="list-style-type: none"> • the regular inclusion of racially diverse pictures and articles dealing with members, organizational leaders and students interacting in a meaningful way • the acknowledgement of ethnic and diverse celebrations 	EM Officers in consultation with the EM Public Affairs Manager	Ongoing Review	We need to have monthly celebration events listed (i.e., Black History Month, etc.)	Continuing to improve The Educator continues to monitor for opportunities.
2. Education Minnesota will encourage all sponsored conferences, meetings and workshops to demonstrate inclusiveness in presenters, materials and content.	EM President in Consultation with the EM Exec. Director	Conference Planning Sessions	We feel like we have had a very good percentage of participation.	Very good.
3. Education Minnesota will encourage delegations attending regional, state or national conferences/meetings to reflect diversity (non-elected).	EM Officers	Conference Planning Sessions	Mid-West Regional Minority Pre-Conf. Small Local Grant NEA - MLT	Pretty good Full delegation to the NEA – MLT training in October – 2010.
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	Need to have an ongoing list of who is going. Two tables 20 tickets each year.	Solid participation Continued priority has delivered good numbers.

<p>5. Education Minnesota will urge teacher preparation institutions to develop and deliver multi-cultural and gender-fair curriculum to all education students, and to recruit ethnic minority youth to become educators of color.</p>	<p>EM President in Consultation with the EM Educational Issues Staff</p>	<p>Ongoing Review</p>	<p>Continue to monitor NCATE process. Connect with MCAN Need Teachers of Color as role models. Continue the ELITE program of involvement.</p>	<p>Ongoing discussions with teacher preparation institutions</p>
<p>6. Education Minnesota will provide an orientation and mentoring for new delegates to the Education Minnesota Representative Convention, the NEA Representative Assembly, AFT Convention and the Summer Seminar.</p>	<p>EM Officers</p>	<p>Ongoing Review</p>	<p>We presently do an orientation at all of the events listed.</p>	<p>Doing a good job</p>
<p>7. Education Minnesota will seek to provide additional development, mentoring and training opportunities for leaders of color, and will actively recruit participants.</p>	<p>EM Officers and Staff</p>	<p>Ongoing Review</p>	<p>Ed. Mn. – MLT, EMAC – HR sub-committee NEA – MLT program</p>	<p>Trying several ideas</p>
<p>8. Education Minnesota will seek to build and maintain cooperative relationships with community organizations that address issues of diversity. For example, - Minnesota Minority Education Partnership</p>	<p>EM Officers and Staff</p>	<p>Ongoing Review of the Community Outreach Effort</p>	<p>We are continuing to reach out to the different ethnic minority communities and will continue to work to create partnerships.</p>	<p>We are continuing to build relationships with community organizations.</p>

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
9. Promotion of NEA and AFT human rights awards programs.	EM Governing Board NEA Directors EM Human Rights Committee	Ongoing Review	Consider promotion of all nominees, not just winner.	Much improved NEA Human and Civil Rights award winner.
10. Promotion and continuation of an Education Minnesota state Human Rights Award.	EM Officers EM Human Rights Committee	Ongoing Review	We had 6 applicants last year and we need to continue to increase the number.	Continues to be much improved
11. Create and maintain an online EMAC network.	Staff Liaison	Ongoing Review	Continues to improve. The EMAC committee members along with the staff continue to build the network.	Completed
12. Local presidents will receive information to make them aware of the NEA Bylaw 3-1.g.	EM Officers EM Human Rights Committee	Ongoing Review	Local Presidents need to be notified and encouraged during the first weeks of October.	Not done in 2010
13. Personal contact from the officers and other leaders will be made to educators of color delegates from last year's national conventions, and attendees of minority conferences, asking them to become involved in local, state and national union activities.	EM Officers EM Human Rights Committee	Ongoing	The Ed. Mn. Vice President has been following through on this contact each year.	Is done every year
14. Governing Board members will be asked to help seek out educators of color to become involved in local, state and national union activities.	EM Officers EM Governing Bd EM Human Rights Committee	Ongoing	The "ask" needs to continue to be made at the Dec. Gov. Bd. Meeting. With follow-up in January.	Getting better

15. The Human Rights Committee members will follow up with governing board members to determine if they were successful in contacting ethnic minority members.	EM Human Rights Committee	Prior to the March Representative Convention	Continuing reminders needed.	Suggest follow-up at the January Gov. Bd. Meeting.
16. 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 become involved in local, state and national union activities.	Council of Local Presidents Council of Local Presidents – ESP EM Human Rights Committee	Ongoing Review	The EMAC does a very good job of attempting to improve on this effort.	improving

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
17. Encourage local leaders to seek involvement of educators of color in lobbying activities, workshops, conferences and committee membership.	EM Officers and Staff	Ongoing Review	Once the EMAC group has an opportunity to focus on the effort the involvement increases.	Continuing to improve.
18. Educate locals leaders on the importance of encouraging educators of color in the local to self identify themselves to Education Minnesota for inclusion in developmental data.	EM Officers and Staff	Ongoing Review	An effort that needs to be better refined.	Needs improvement.
19. Encourage local leader to appoint educators of color to organizational and district committees and task forces.	EM Officers and Staff	Ongoing Review	Difficult to collect compete data.	Very hard for us to evaluate this.

2009-2010 EDUCATION MINNESOTA

Summary Report on Activities

During the start of the 2009 – 2010 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 to the union as we do our business for the purpose of 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 attention:

Activity 2: A flagship event for Education Minnesota, with regard to our efforts to reach out to the community in general and to the ethnic minority community in particular continues to be the Education Minnesota Fall Professional Conference. This year, for the second year in as many years, the keynote speaker was a person of color. National Public Radio’s afternoon “All Things Considered” program host, Michele Norris, delivered an engaging speech that focused on her recent book. Her speech provided an enlightening recount of her family’s life experiences growing up in Minneapolis during the later part of the 20th century. Her speech was a very powerful story of dealing with the effects of both subtle and not so subtle forms of discrimination and how her family dealt with this reality on a daily basis.

Activity 3:

Education Minnesota was successful, this past summer at the NEA Representative Assembly in New Orleans, in our efforts to meet the NEA’s 3.1g bylaw goal of ethnic minority representation that equals or exceeds the State of Minnesota ethnic minority identification from the 2000 census (12%). This makes for a successful effort two out of the last 3 years in meeting the 3.1g goal. We were invited and subsequently accepted an invitation on behalf of the NEA to come and share some of what we have been doing to be successful in our efforts with the other NEA state affiliates at the annual 3.1g workshop this past October in Washington, D.C.

Activity 5: As a union, we are in our third year of commitment to the Emerging Leaders in Teaching and Education (ELITE) teacher of color program. We continue to provide outreach to our Local Presidents for the purpose of identifying secondary level students of color for enrollment in the ELITE teacher of color summer camp. We are continuing to offer a matching amount for the nominated student’s registration fee and are seeing increased levels of involvement as our local leaders become more aware of the program from previous year’s experiences.

Activity 8: The delegates to the Education Minnesota 2010 Representative Convention passed an action item (#6) directing the union to reach out to the ethnic minority community for the purpose of establishing roundtable discussions dealing with critical education related issues (i.e.,

achievement gap, alternative routes to licensure, etc.). Our union is in the process of reviewing past efforts and renewing commitments for increased relationship building activities and outreach events with the ethnic minority community.

Activity 9: We had a national level winner of a Human and Civil Rights Award. At the 2010 NEA Representative Assembly Magaly Miralles of the Dakota County United Educators (Rosemount / Apple Valley / Eagan School District) was named as the NEA Human and Civil Rights George J. Sanchez Memorial Award winner.

Activity 14: We continue to refine the “ask” that we have for our Education Minnesota Governing Board members with regard to our personal contacts with ethnic minority members. Providing a structured approach to both the initial ask as well as the follow-up has proven to be effective. We have also initiated a formal outreach effort with the NEA Directors in an effort to target Locals with high numbers of ethnic minority members for personal contacts and encouragement.

2009-2010 Minority Participation

Participants at the NEA Representative Assembly – 2010

22 members from the following locals:

- Robbinsdale
- Minneapolis
- St. Paul
- Osseo
- Dakota County United Educators
- Chaska
- Brooklyn Center
- Lakeville ESP
- Rochester
- Northland United
- South Washington County

Participants at the Education Minnesota Summer Seminar – 2010 (11)

11 members from the following locals:

- Remer-Longville
- Duluth
- St. Paul
- Cass Lake-Bena
- Torah Academy
- Intermediate District 917
- ISD 287
- Osseo
- Sauk Rapids-Rice

Participants at the NEA Midwest Minority Leadership Training – 2010

7 members from the following locals:

- St. Paul
- Minneapolis
- Robbinsdale
- Redwood Falls
- Dakota County United Educators

Participants in the Education Minnesota Minority Leadership Training – 2010

20 members from the following locals:

- Anoka-Hennepin
- Becker
- Brooklyn Center
- Cass Lake-Bena
- Duluth
- ISD 287
- Minneapolis
- Minnesota Valley
- Robbinsdale
- South Washington County
- St Paul

Participants in the Education Minnesota – Ethnic Minority Affairs Committee - 2010

11 members from the following locals:

- Minneapolis
- Richfield
- St. Paul
- Robbinsdale
- Wabasso
- Brooklyn Center
- SRSEA – Rush City

Participants in the AFT Convention - 2010

11 members from the following locals:

- Minneapolis
- St. Paul
- Dakota County United Educators
- Mounds View
- South Washington County