

**WEAC Plan to Implementation NEA Bylaw 3-1g  
2015-2016**

**NEA Bylaw 3-1(g)**

***It is the policy of the Association to achieve ethnic minority delegate representation at least equal to the proportion of identified ethnic minority populations within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan, designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year, which reflects these ethnic minority proportions.***

***If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association offices, and (ii) vote on increases in Association membership dues.***

***Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall, in addition, be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.***

**PURPOSE**

It is the policy of NEA that the delegation from each state to the Representative Assembly shall include ethnic minority delegates in numbers commensurate with the population of the state. The Wisconsin Education Association is committed to the use of all legally permissible means to achieve this goal in the Wisconsin delegation.

The objective of WEAC's plan is to reinvigorate our 3.1g commitment. We want to encourage and empower ethnic minority members to be fully active participants in our association at all levels, including elected positions.

Ultimate responsibility for overseeing implementation of the plan will reside with the WEAC Board of Directors. Responsibility for monitoring implementation of the plan between meetings of the WEAC Board will rest with the officers of WEAC.

## PUBLICITY

WEAC will publicize the 3-1(g) Plan with:

- ◆ An article in appropriate WEAC communications
- ◆ An article on the WEAC Web site
- ◆ An idea list for Regional/Urban/Local Leaders available electronically
- ◆ A joint letter from the WEAC President and Chairperson of the Human and Civil Rights to presidents of Regions/Urband
- ◆ Targeted emails sent out to identified minority members

## STATE RESPONSIBILITIES

1. The Wisconsin Education Association Council's President, other officers, Board of Directors, Human and Civil Rights Committee, Regions, Urbans, and local affiliate presidents will recruit ethnic minority members to run as state and local delegates to the NEA Representative Assembly according to the current Plan to Implement NEA Bylaw 3-1(g).
2. WEAC will design informational pieces to encourage Ethnic Minorities to seek election as delegates to the NEA Representative Assembly. This information will be provided electronically to Regions/UrbandLocals and in print at all WEAC conferences.
3. WEAC will identify and observe days which are significant to the culture and heritage of identified ethnic minorities through appropriate WEAC communications.
4. WEAC will promote the recruitment of ethnic minorities at the following levels: state, Region, Urban and local.
5. WEAC will establish an email list of all ethnic minority members in Wisconsin for use in periodic communications.
6. Representatives of the WEAC HCR Committee are willing to meet and/or consult with the Region/Urban/Local leadership to assist in their endeavor to involve more ethnic minority members in the Association. Such requests will go through the office of the WEAC president.
7. WEAC will survey the Regional/Urban presidents on their 3.1(g) activities on a yearly basis.
8. WEAC will encourage training for Regional Directors via state staff meetings on the importance of ethnic minority outreach and engagement to strengthen our Association.
9. WEAC will add a learning session to the Summer Leadership Academy.

## Wisconsin Delegates to NEA Representative Assembly

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- i. The following is taken from the "Procedures to be Employed in Election of Wisconsin's 2016 and 2017 State Delegates to the NEA RA":

"The procedures outlined below are to be followed to conduct the election for Wisconsin 2016 state delegates to the NEA RA. (The exact number will be based upon Wisconsin NEA membership as of January 15, 2016). It is the policy of NEA that the delegation from each state to the Representative Assembly shall include AHANA delegates in numbers commensurate with the population of the state and the Wisconsin Education Association Council is committed to the achievement of this goal in the Wisconsin delegation."

- ii. Information about candidates for WEAC NEA delegates will be found on the WEAC web site at <http://www.weac.org/members>. It will be made clear to each candidate that members should indicate their ethnic background.
- iii. The Local President will be made aware of the Wisconsin plan and suggestions will be made as to how locals may assist in achieving Ethnic-Minority goals.
- iv. The following is taken from the WEAC Policy Handbook: "It is the policy of the Wisconsin Education Association Council that locals' delegate election provisions shall include the requirements, amenable to WEAC and NEA standards, that the election of local affiliate delegates to the WEAC and NEA Representative Assemblies shall assure the local affiliate's delegation includes Ethnic-Minority representation at least equal to the proportion of Ethnic-Minority population within the school district."
- v. WEAC will encourage and assist locals in recruiting and promoting Ethnic-Minority delegates to the WEAC and NEA RAs. All candidates for RA delegate will be strongly encouraged to complete the Ethnic-Minority section of the candidate and delegate forms. A letter from the President will be sent to locals. The locals will respond by telling how many minorities sought election and how many were elected and funded.
- vi. WEAC will be encouraged by the Human and Civil Rights Committee to achieve Ethnic-Minority delegate representation at least equal to the proportion of identified Ethnic-Minority populations within the state.

**Region/Urban 3-1(g) Plan**  
To Achieve Ethnic Minority Representation at the NEA RA  
And to Achieve Greater Ethnic Minority Participation in  
WEA Delegate Assembly and Local Associations' Work

1. The \_\_\_\_\_ of the  
(official governing body, e.g., Executive Committee, Association Rep Council)

\_\_\_\_\_  
(name of local affiliate)

- endorses the policy set forth by NEA Bylaw 3-1(g)\* and commits the Wisconsin Education Association to take "legally permissible steps" to achieve the desired level of ethnic minority representation. Furthermore, it is the policy of the National Education Association that the delegation from each state to the Representative Assembly shall include ethnic minority delegates in numbers commensurate with the population of the state. This local affiliate is committed to the achievement of this goal in its delegation.
2. The Regional/Urban affiliate president will advise members of the Association's commitment to minority involvement and encourage members, especially ethnic minorities, to seek election as delegates to the WEAC and NEA assemblies and will advise them of the positions available, the WEAC and NEA requirements, nomination procedures, and election procedures.
3. The Regional/Urban affiliate president will provide information to members of the Association and will encourage members' and ethnic minorities' involvement in local activities (e.g., leadership training programs, political action, governance, committees, and delegations to WEAC and NEA conferences.)
4. The Wisconsin Education Association is responsible for providing information to the local affiliates on leadership training, committees, delegations to WEAC and NEA assemblies, and information on elections for both WEAC and NEA. Upon request, the President will work with local leadership to assist the local in its endeavor to involve more ethnic minority members in the Association.

**\* NEA Bylaw 3-1(g) Bylaw 3-1: Delegate Allocation**

- g.** It is the policy of the Association to achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic-minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall in addition be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

Commitment by WEAC

- a. It is the policy of the NEA that the delegation from each state to the Representative Assembly shall include Ethnic-Minority delegates in numbers commensurate with the population of the state and the Wisconsin Education Association Council is committed to the achievement of this goal in the Wisconsin delegation.
- b. WEAC displays a commitment to minority involvement in the following Constitution and Bylaw provisions:

ARTICLE VI, Section 2 (c) There shall be minority representation on the Board of Directors in proportion to the number of minorities that are governed by WEAC. The Representative Assembly shall elect members-at-large and their alternates to fulfill this guarantee. The representation of each Region, affiliate, or organization shall reflect the ethnic-minority population within its membership where possible.

BYLAW 1-1 (h) To encourage all members, without regard to race, creed, sex, sexual orientation, color, national origin, to share equally in the full benefits of this organization and its local affiliates, the National Education Association and the WEA, Inc.

BYLAW 1-1 (l) To provide involvement of minority members in association activities.

BYLAW 1-1 (n) To promote the human and civil rights and educational welfare of all students.

BYLAW 7-2 (b) The Wisconsin Education Association Council shall charge the President to actively seek out minority persons (as defined in the U.S. Census) for representation on Standing Committees of the Council

