

WEAC Strategic Plan for 3.1(g)

Developed by the WEAC HCR Committee

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 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 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.

Overview

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

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

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.

Commitment by WEAC

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.

WEAC displays a commitment to minority involvement in the following Constitution and Bylaws 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.

BY-LAW 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.

Outcomes

1. To raise awareness of white educators on the importance of racial justice issues in education.
2. To raise awareness of white educators on the importance of minority participation in our organization.
3. To assist educators of color to be more confident in their role within WEAC.
4. To increase involvement of educators of color in the overall governance of WEAC (local, regional, and state).
5. To increase participation of educators of color within WEAC (conference attendance and RA attendance).
6. To increase the number of educators of color running for all offices.

Accountability and Evaluation

At the end of 5 years...

Outcomes	Activities
<p>To raise awareness of white educators on the importance of racial justice issues in education.</p>	<ul style="list-style-type: none"> ● Human and Civil Rights offerings at Professional Issues Conference ● WEAC Academy ● Other conferences (being looked at through an equity lens) – Summit, ESP, Higher Ed., Retired ● Early Career Educators, Aspiring Educators, Educators Rising (equity lens) ● Conduct a survey of delegates at the WEAC RA about Racial Justice issues and activities happening around the state ● Presentation to the WEAC BOD on “Why 3.1g is more than a number?” ● Explore hosting a Racial Justice Conference ● Include racial justice in the WEAC budget ● Review all WEAC governance documents ● Review racial equity within WEAC Standing Committees ● Promote pathways to attract and retain people of color to the education profession
<p>To raise awareness of white educators on the importance of minority</p>	<ul style="list-style-type: none"> ● Human and Civil Rights offerings at Professional Issues Conference ● WEAC Academy ● Other conferences (being looked at through an equity lens) – Summit, ESP, Higher Ed., Retired

<p>participation in our organization.</p>	<ul style="list-style-type: none"> ● Early Career Educators, Aspiring Educators, Educators Rising (equity lens) ● Conduct a survey of delegates at the WEAC RA about Racial Justice issues and activities happening around the state ● Presentation to the WEAC BOD on “Why 3.1g is more than a number?” ● Explore hosting a Racial Justice Conference ● Include racial justice in the WEAC budget ● Review all WEAC governance documents ● Review racial equity within WEAC Standing Committees ● <u>Promote pathways to attract and retain people of color to the education profession</u>
<p>To assist educators of color members to be more confident in their role within WEAC.</p>	<ul style="list-style-type: none"> ● Minority Leadership Training ● Human and Civil Rights offerings at Professional Issues Conference ● WEAC Academy ● Ethnic Minority Affairs Committee Meeting ● Other conferences (being looked at through an equity lens) – Summit, ESP, Higher Ed., Retired ● Early Career Educators, Aspiring Educators, Educators Rising (equity lens) ● Conduct a survey of delegates at the WEAC RA about Racial Justice issues and activities happening around the state ● Explore hosting a Racial Justice Conference ● Include racial justice in the WEAC budget ● Review all WEAC governance documents ● Review racial equity within WEAC Standing Committees ● <u>Promote pathways to attract and retain people of color to the education profession</u>
<p>To increase involvement of educators of color in the overall governance of WEAC (local, regional, and state).</p>	<ul style="list-style-type: none"> ● Minority Leadership Training ● Ethnic Minority Affairs Committee Meeting ● Presentation to the WEAC BOD on “Why 3.1g is more than a number?” ● Explore hosting a Racial Justice Conference ● <u>Promote pathways to attract and retain people of color to the education profession</u>
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<p>within WEAC (conference attendance and RA attendance).</p>	<ul style="list-style-type: none"> ● WEAC Academy ● Ethnic Minority Affairs Committee Meeting ● Other conferences (being looked at through an equity lens) – Summit, ESP, Higher Ed., Retired ● Early Career Educators, Aspiring Educators, Educators Rising (equity lens) ● Presentation to the WEAC BOD on “Why 3.1g is more than a number?” ● Include racial justice in the WEAC budget ● Review all WEAC governance documents ● Review racial equity within WEAC Standing Committees ● Promote pathways to attract and retain people of color to the education profession
<p>To increase the number of educators of color running for all offices.</p>	<ul style="list-style-type: none"> ● Minority Leadership Training ● Include racial justice in the WEAC budget ● Review all WEAC governance documents ● Review racial equity within WEAC Standing Committees ● Promote pathways to attract and retain people of color to the education profession