

# WISCONSIN EDUCATION ASSOCIATION COUNCIL 3-1 (G) PLAN

September 1, 2022



## 1. Evidence of Policy Commitment



- WEAC will meet or exceed NEA bylaw 3-1 (G) requirements
- WEAC will engage members from marginalized populations
- WEAC will communicate to members, potential members, and all other education stakeholders about our union as an equitable and inclusive organization
- WEAC will recruit and retain Aspiring Educators, teachers, and ESPs
- WEAC will partner with the Wisconsin Department of Public Instruction
- WEAC will train, guide, and grow leaders of color
- WEAC build more ESPs of color and grow your own teacher (ESP to teacher)

## 2. Responsibility, Accountability and Leadership

**i** The WEAC Board of Directors will:

- Approve the 3-1 (G) plan
- Ensure the allocation of funding in the WEAC budget supports the 3-1 (G) plan
- Promote and increase active participation by ethnic and other minority group members in WEAC activities, conferences, workshops, and the NEA Representative Assembly
- Invite and encourage Regions and Locals allocate funding for ethnic minority trainings and events
- Actively work to integrate a racial and social justice framework within the WEAC Strategic Plan

The WEAC President will:

- Monitor the implementation of the WEAC 3-1 (G) plan
- Inform and encourage members to join and attend meetings of the *NEA Ethnic Minority Caucuses*
- Perform other activities, including but not limited to, convening the *Educators of Color Advisory Council* to increase engagement of marginalized populations and inform the President of real issues facing educators of color thus informing her organizational decision making.

The WEAC NEA Directors will:

- Serve as liaison between WEAC and the NEA
- Inform the President and Board of Directors of new or upcoming initiatives or activities related to racial and social justice work

### 3. Promising Strategies for 3-1 (G) Success

i Action Item	Strategy	Person(s) Accountable
Recruit members to attend WEAC Equity Ambassador training events	Targeted mailing, social media posts, word of mouth, Hustle	President, Board of Directors, Equity Ambassadors, IPD staff
Build staff capacity within and equity framework	Invite staff to train-the-trainer training	President, Executive Director, IPD staff
Draw awareness to and make accessible WEAC & NEA leadership opportunities	Create a resource hub on the WEAC website	President, public affairs staff
Coordinate Regional & Urban equity work already in process into WEAC's 3-1 (G) plan.	Utilize WEAC Board of Directors for data input	President & Executive Assistant
Partnership with other State Education stakeholders	Draw on relationships that exist (e.g., Attraction & Retention Team)	President
Engage with Aspiring Educators and WI Early Career Educators (WECE) for recruitment & retention efforts	Coordinate between Aspiring Education State leaders & Chair/Vice-Chair of WECE Committee	Secretary-Treasurer
Review Education Summer leader identification data	Invite educators of color to the <i>Educators of Color Advisory</i> convenings	President, data coordinator, public affairs staff
Identify and implement strategies for member and leader engagement to attend training opportunities	Research	President, NEA Directors
Identify up and coming leaders of color through the WEAC monthly local leader network meetings or Regional local leader's meetings/roundtables	Engagement through one-one-one conversations, personal text messages, email, etc.	President, WEAC Board of Directors, local leaders, staff

## 4. Media Messaging and Engagement



- WEAC will highlight existing work by educators of color using internal external communication platforms
- WEAC will make data readily accessible to the WEAC Board of Directors and the *Teachers of Color Advisory Council*
- WEAC will translate membership materials as needed (Spanish complete)
- WEAC will investigate the development of an app such as the app Kansas NEA developed and uses with members and potential members
- WEAC will intentionally uplift all opportunities with the national, state, and local affiliates during all statewide events and within the *Educators of Color Advisory* convenings

## 5. State and Local Collaboration and Relationship Building



- Direct mailing and digital promotion of [WEAC Equity Ambassadors](#) training and course to data informed select school districts
- Broaden the coalition of education stakeholders—including families and students—to engage in equity work
- Continue and expand course offerings through the WEA Academy with targeted promotion
- Add *Educators of Color Advisory Council* meetings to the existing event calendar
- Intentionally check-in with educators of color (Hustle)
- Encourage members in *The Educators of Color Advisory Council* to personally invite colleagues to join the team, to ensure Equity work is visible in membership recruitment efforts such as *Education Summer* and workplace organizing efforts
- Build inclusive spaces within WEAC events for specific constituency groups such as ESP, educators of color, LGBTQ+, and co-conspirators

- Initiate a conversation with the USU leaders about equity work and potential training opportunities
- Gauge interest in developing an educators of color mentorship process for early career educators
- Actively recruit educators of color to run for local, state or national office

## 6. Evidence of Statewide Commitment to Racial Justice in Education



- Begin the process for development for a statewide strategic plan and budget which clearly delineates funding for social justice
- Increase budget engagement with constituency groups
- Funding commitment to [WEAC Equity Ambassador](#) training (course) upon exhaustion of NEA GPS grant funds
- Build and offer Board development for WEAC Board of Directors around racial and social justice
- Continue and expand educators to attend conferences (EMELT, NEA RA Preconference, MLT/WLT)
- Explore options for configuration and voice on the WEAC Human and Civil Rights Committee

## Addendum – 3-1 (G) Bylaw



*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.*