



2018-2019 Arizona Education Association PLAN FOR ETHNIC MINORITY ENGAGEMENT

Background

The Arizona Education Association (AEA) values diversity and has a strong commitment to diversity, ethnic minority representation, and leadership at all levels of the organization. According to the 2010 U.S. Census, Arizona's ethnic minorities represent 42% of the state's population. By comparison, there are 4,054 identified members of color within AEA's 2018-2019 membership, representing 25.8% of the total membership. Additionally, there are 1,175 members with an unidentified ethnicity, representing 7.5% of AEA's membership. In 2018, AEA's representation of ethnic minorities at the NEA Representative Assembly was 27, falling just 4 members short of the goal of 31 members.

AEA's commitment to an ethnically diverse membership and leadership is addressed within and beyond AEA's efforts to meet the proportional representation requirements described in NEA Bylaw 3-1(g). To be meaningful, the effort to increase the ethnic minority presence in the organization must be systemic rather than limited to addressing a single requirement. Therefore, strategies to comply with the NEA Bylaw 3-1(g) at the Representative Assembly are rightfully placed in a larger approach.

First, ethnic minority engagement efforts must be effectively integrated within AEA's leadership and professional development program. Second, in an organization that mobilizes its members to enter and shape discourse on widely varied issues, we must position ethnic minority issues and perspectives as important subjects of deliberation and policy, both for our members and the general public. We must develop and elevate the local association's role in building a truly inclusive and diverse organization.

GOALS

The Arizona Education Association Plan for Ethnic Minority Engagement outlines three primary goals that will be integrated into the AEA Strategic Plan:

1. Increase ethnic minority representation and leadership at all governance levels
2. Provide visibility and organizing opportunities around ethnic minority issues and concerns
3. Emphasize the role of the local in increasing ethnic minority membership and leadership

Goal 1: Increase ethnic minority representation and leadership at all governance levels.

Strategies

- A. AEA will design and implement an ethnic minority leadership development program that emphasizes participation in local, state, and national leadership roles.
- B. AEA will provide ongoing ethnic minority leadership training.
 - Establish a mentoring system for ethnic minority leaders.
 - Provide funding for ethnic minority members to participate in trainings and conferences.
- C. Monitor progress toward achieving the goals and share progress with the AEA Board of Directors, local presidents, and the Ethnic Minority Task Force throughout the year.

Goal 2: Provide visibility and organizing opportunities around ethnic minority issues and concerns.

Strategies

- A. AEA will provide the Ethnic Minority Leadership Task Force appropriate support to organize and create opportunities for ethnic minority members to communicate and organize around issues and concerns.
- B. AEA will communicate with ethnic minority members regarding AEA information and articles that address issues of special interest to ethnic minorities, including on EdCommunities, and will encourage participation at AEA / NEA events in order to promote ethnic minority participation in local, state and national conferences.
- C. AEA will collaborate with the Ethnic Minority Caucus to distribute information and provide organizing support.
- D. AEA will provide opportunities and resources for ethnic minority leadership participants to share and apply the skills gained at AEA / NEA events and trainings.

Goal 3: Emphasize the role of the local in increasing ethnic minority representation and leadership.

Strategies

- A. AEA will include minority representation / leadership as a continuing focus in local president communications and meetings.
 - Include Plan for Ethnic Minority Engagement at the Local Presidents' Forums.
 - Invite member(s) of the Ethnic Minority Task Force and/or Minority Leadership Trainer(s) to Local Presidents' Forum and Regional Cluster meetings.
 - Provide strategies for encouraging members to verify and/or correct their ethnic identification in AEA / NEA membership records
- B. AEA will include information related to ethnic minority representation as a component of local officer training.
- C. AEA will promote ethnic minority participation at Delegate Assembly and NEA Representative Assembly as an opportunity to participate in ethnic minority issues and concerns.
 - Provide information to local presidents about the history and importance of the NEA Bylaw 3-1(g), emphasizing the organizational imperatives of local participation in the activities leading to achievement.
 - Recognize LEAs which meet NEA Bylaw 3-1(g).