

# 2021-2022 AEA ETHNIC MINORITY ENGAGEMENT PLAN

---

## **Background**

The Arizona Education Association (AEA) values diversity and has a strong commitment to educators of color 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 4,821 identified members of color within AEA's 2020-2021 membership, representing 27.5% of the total membership. Additionally, there are 1,332 members with an unidentified ethnicity, representing 7.6% of AEA's membership. In 2020, 25 educators of color represented AEA at the NEA Representative Assembly. The Bylaw 3.1(g) goal was 27.

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 educators of color 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, educators of color 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 educators of color 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

# 2021-2022 AEA ETHNIC MINORITY ENGAGEMENT PLAN

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

### Strategies

- A. AEA will investigate the feasibility of designing an educators of color leadership development program that emphasizes participation in local, state, and national leadership roles.
- B. AEA will investigate the opportunities available to provide leadership training for educators of color.
  - Investigate establishing a mentoring system for educators of color leaders.
  - Provide funding for educators of color members to participate in training and conferences.
- C. AEA will continue to monitor progress toward achieving these goals by utilizing data (surveys or assessments) from annual workshops, training, and conferences to meet compliance and improve on leadership development practices.

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

### Strategies

- A. AEA will provide opportunities for educators of color members to communicate and organize around issues and concerns.
- B. AEA will communicate with educators of color members regarding AEA information and articles that address issues of special interest including edCommunities.
- C. AEA will encourage participation at AEA / NEA events in order to promote educators of color participation in local, state and national conferences.
- D. AEA will collaborate with all educators of color caucuses to distribute information and provide organizing support.
- E. AEA will provide opportunities and resources for educators of color leadership participants to share and apply the skills gained at AEA / NEA events and trainings.

## Goal 3: Provide emphasis on the role of the local in increasing educators of color representation and leadership.

### Strategies

- A. AEA will include educators of color representation / leadership as an ongoing focus in local president communications and meetings, such as:
  - Include the Educators of Color Engagement Plan at the Local Presidents' Forums for discussion or for reference.
  - Provide strategies for encouraging members to verify and/or update their ethnic identification in AEA / NEA membership records as needed.
  - Continue to build a stronger connection between the association and members of color by having visible representation at the local/state leadership meetings.
- B. AEA will continue to include information related to educators of color representation as a component of local officer training.
- C. AEA will continue to promote educators of color participation at AEA Delegate Assembly and NEA Representative Assembly as an opportunity to participate in educators of color 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).
  - Recognize LEAs annually at the Delegate Assembly who meet NEA Bylaw 3-1(g).