

**POLICY NO. 160.10**

**MTA ETHNIC MINORITY**

**INVOLVEMENT PLAN**

**2019 - 2020**

## **MTA ETHNIC MINORITY INVOLVEMENT PLAN**

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**MTA ETHNIC MINORITY INVOLVEMENT PLAN  
MTA ETHNIC MINORITY AFFAIRS COMMITTEE**

**I. THE POLICY STATEMENT**

The Massachusetts Teachers Association (MTA) reaffirms its commitment to represent and include its ethnic minority members in all phases of the Association. The MTA shall develop effective mechanisms for:

- \* the communication of the affairs and concerns,
- \* the promotion of participation in governance by elected and non-elected members, and
- \* the monitoring of this policy as it concerns the various ethnic and minority constituents (as defined by MTA Resolution F-31).

**Resolution F-31**

*The Massachusetts Teachers Association believes that discrimination because of race, color, creed, size, national origin, religious belief, residence, physical disability, mental disability, political activity, professional association activity, age, marital status, family relationship, gender, or sexual orientation should be eliminated. The MTA supports the development and implementation of programs to eliminate such discrimination in public education at all levels.*

**Annual Meeting of Delegates: May 1994**

**Edited: April 2002**

To accomplish these ends, the MTA commits to increases in administrative, technical, and financial resources to promote maximum ethnic minority participation within the organization in accordance with MTA Resolution F-31.

**Ethnic Minority Participation in Governance**

The Massachusetts Teachers Association (MTA) reaffirms its commitment to the goal of maximum ethnic minority participation in all levels of organizational governance. The MTA actively encourages and recruits ethnic minority members to participate in committees, conferences, and workshops; and to become candidates for all elective positions. The MTA will include ethnic minority members in all strategic actions. The MTA will encourage and support the involvement of a broad spectrum of seasoned ethnic minority leaders as mentors and consultants at all levels of local, state, and national membership.

## **II. MTA**

### ***1. Ongoing Responsibilities***

- A. To monitor and update the Minority Involvement Plan.
- B. Identify ethnic minority members within the MTA.
- C. Demonstrate ethnic minority involvement in MTA organizational activities (local and state).
- D. Monitor and encourage MTA participation in conferences supported by NEA/MTA and local funds to assure the 24.2% ethnic minority participation required by NEA.
- E. Monitor and share educational reports for impact on minority educators and students.
- F. Communicate with/to the membership via mass and social media.
- G. To create new and utilize existing training programs to address ethnic minority issues, including affirmative action and affirmative retention, to be used by local associations.
- H. Involve EMAC Chair to develop program budget recommendations.
- I. To communicate MTA's position on affirmative action and affirmative retention.
- J. To communicate an interest in and support of the MTA Equal Employment and Affirmative Action Policy.
- K. Encourage local associations to provide funding for ethnic minorities training/workshop programs.
- L. Will hire people from diverse and underrepresented backgrounds.

## **III. ETHNIC MINORITY AFFAIRS COMMITTEE**

### ***1. Mission Statement***

The Ethnic Minority Affairs Committee (EMAC) is established to advise the MTA Board of Directors as to the status, concerns, and affairs of ethnic and minority groups on a local, state, and national level. EMAC advocates for the identification, development, and empowerment of MTAs' American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, Black, Hispanic, and other racial or ethnic minority (includes Cape Verdean) members.

### ***2. Purpose of the Ethnic Minority Affairs Committee***

The Ethnic Minority Affairs Committee (EMAC) exists to advise the MTA Board of Directors, and to advocate for ethnic minority constituents within the Association. Specifically, EMAC will monitor the implementation of the MTA's Ethnic Minority Involvement Plan.

### 3. *Composition of the EMAC*

EMAC shall consist of 11 members which include, when possible, the following representatives: at least one representative from each of the four (4) ethnic minority groups defined by the NEA -American Indian/Alaska Native, Asian, Native Hawaiian, or other Pacific Islander, Black, Hispanic, and other racial or ethnic minority (includes Cape Verdean), *at least one ethnic minority from higher education (not one of the four defined groups), one ESP, one non-minority member, one member from the MTA Board, one EOC chair/designee (ex-officio).* An effort will be made to have representation from each Executive Committee region. The At-Large Director to represent ethnic minority membership shall serve ex-officio.

### 4. *Ongoing Responsibilities*

- A. To advise and assist the Board and locals regarding minority affairs.
- B. Assist the EOC in monitoring MTA's employee recruitment efforts.
- C. Monitor the MTA's Ethnic Minority Involvement Plan

## IV. **IDENTIFICATION/PARTICIPATION OF ETHNIC MINORITY MEMBERS**

### 1. *MTA*

- A. The MTA will obtain official census and employment data from:
  - 1. Federal
  - 2. State
  - 3. Massachusetts Department of Education
  - 4. MTA and NEA sources

These statistics will be provided to EMAC and local presidents.

- B. MTA publications will be used to ask ethnic minority members to self-identify annually and to get involved in organizing activities.
- C. MTA will conduct an identification survey of ethnic minority members and their concerns and issues by group.

EMAC recommends the following steps to meet the objective:

- D. EMAC will host regional forums for ethnic minority and other members to discuss their concerns and issues.
- E. Encourage self-identification through the statewide membership drive. Identified ethnic minorities will be reported to the MTA President and EMAC through the regular annual membership reporting process.

2. ***Local Association***

- A. The local presidents will be asked to identify ethnic minority members within their membership.
- B. The local presidents will be asked to distribute materials and share information when asked by MTA or EMAC.

V. **COMMUNICATION WITH ETHNIC MINORITIES**

- 1. Improve communication between the MTA and NEA and ethnic minority members by utilizing current means of communication, such as *MTA Today*, web pages, survey and social media.
- 2. Update and publish EMAC brochure for ethnic minority involvement; include brochure in Professional Development, Summer Conference, and other conference packets.
- 3. Special communications may be sent from time to time to the ethnic minority membership.
- 4. To make maximum use of local newsletters.
- 5. Show the involvement of ethnic minorities in the general activities of MTA in *MTA Today* and other media outlets used by MTA.

VI. **TRAINING PROGRAMS FOR ETHNIC MINORITIES**

- 1. Continue Minority Leadership Training conferences and other specialized training programs.
- 2. Continue ethnic minority leadership activities at Summer Conference.
- 3. Facilitate and encourage ethnic minority participation at MTA/NEA conferences, meetings and workshops.
- 4. Provide information to ethnic minorities on the process of becoming candidates/delegates on local, state and national levels to encourage their candidacy.
- 5. Continue to increase the utilization of minorities, tapping a broader spectrum of seasoned experienced ethnic minority members.

## **VII MTA ANNUAL MEETING OF DELEGATES**

1. The MTA President, EMAC, and MTA Board members will communicate with local presidents to emphasize the importance of encouraging ethnic minority members to become delegates to the Annual Meeting.
2. The MTA President and EMAC will jointly correspond with all identified MTA ethnic minority members, urging their candidacy for delegate to the Annual Meeting.

## **VIII. NEA BYLAW 3-1(g)**

The plan below reflects an attempt to use more one-to-one member outreach to members who are choosing to attend EMAC sponsored events with the direct goal of encouraging them to consider nominating themselves as delegates to the NEA RA. We believe that if we reach out to members who have already shown an interest in union activities we will have a greater chance of success.

The following plan is set forth to encourage ethnic minority members to become delegates to the NEA Representative Assembly. The Executive Director-Treasurer will assign staff as need to work with NEA for implementation of Bylaw 3-1(g).

### **September- October**

Update on identification of ethnic minorities

1. MTA
  - a. The MTA will obtain official census and employment data from:
    - i. Federal
    - ii. State
    - iii. Massachusetts Department of Education
    - iv. MTA and NEA sourcesThese statistics will be provided to the EMAC and local presidents.
  - b. MTA publications will be used to ask ethnic minorities to self-identify annually.
  - c. MTA will conduct an identification survey of ethnic minority members and their concerns and issues.
  - d. MTA will encourage self-identification through statewide membership drive. Identified ethnic minorities will be reported to the MTA President and EMAC through the regular annual membership reporting process.
2. Local Association
  - a. The local presidents will be asked to identify ethnic minority members within their membership.
  - b. The local presidents will be asked to distribute materials and share information when asked by MTA or EMAC
  - c. The local presidents will be asked to encourage members to attend events like the EMAC Winter Conference.

EMAC assists MTA President in identifying ethnic minority members to send to the NEA Minority and Women's Leadership Training

**October - November**

Publicize in *MTA Today* date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of MTA delegates to the NEA Regional Assembly, (including MTA's policy statement).

The MTA President and Vice President will meet with the large local presidents to distribute lists of self-identified ethnic minorities and encourage these presidents to reach out to these individuals as potential candidates for the NEA Regional Assembly.

Submit an article in *MTA Today* in support of ethnic minority nominations and MTA's policy.

**December-January**

At Annual EMAC Winter Conference, Chair will review date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of MTA delegates to the NEA Regional Assembly.

EMAC will provide copies of election procedures and nomination forms at annual EMAC Winter Conference.

EMAC will distribute and collect demographics cards that members can use to self-identify, and committee can use cards to reach out to these members as potential candidates for the NEA Representative Assembly.

EMAC will review and make changes in Minority Involvement Plan to be ready for presentation at the February Board Meeting.

**Mid December**

MTA President and EMAC jointly correspond with every identified MTA ethnic minority member urging candidacy and directing them to MTA article on NEA/RA Elections and emailing nomination forms.

MTA President and EMAC jointly correspond with every local president regarding NEA/RA Statewide and Regional Delegate Elections; enclose copy of memo to ethnic minority members and request their encouragement of ethnic minority participation.

EMAC communicates need for support from MTA Board of Directors and Executive Committee to carry out the adopted procedure to promote the election of ethnic minority delegates to the NEA/RA.



### **January**

EMAC plans for Spring forums to discuss race, ethnicity, and public education or educational training summits to support diverse learners.

### **February**

Publish an article in MTA Today to encourage voter participation. Include MTA's policy statement on ethnic minority involvement in the article.

EMAC solicits the support of MTA Board of Directors and Executive Committee to carry out the adopted procedure to promote the election of ethnic minority delegates to the MTA Annual Meeting and the NEA/RA.

### **March**

Election ballots mailed with accompanying photo and bio statements. Candidates will have been given the option of declaring their ethnic background in the bio statement.

Spring Forum/Summit to discuss current events as it pertains to race, ethnicity, and public education. Collect member identification with demographics and contact information from attendees to be used for fall follow-up regarding nominations for NEA RA.

### **April-June**

Planning for ethnic minority training at the MTA Summer Leadership Conference and for the EMAC Winter Conference

### **August**

MTA Summer Conference with ethnic minority leadership training. Collect member identification with demographics and contact information from attendees to be used for fall follow-up regarding nominations for NEA RA.

**Adopted by MTA Board of Directors: December, 1979**

**Most Recently Amended: November 1991**

**Reaffirmed: November, 1991**

**Reaffirmed: November, 1992**

**Reaffirmed: November, 1993**

**Most Recently Amended: December, 1994**

**Reaffirmed: December, 1996**

**Reaffirmed: December, 1997; Reaffirmed: December, 1998**

**Reaffirmed: December, 1999; Reaffirmed: December, 2000**

**Reaffirmed: December, 2001; Reaffirmed: December, 2002**

**Reaffirmed: December, 2003; Reaffirmed: January, 2004**

**Amended and Reaffirmed: December 2005**

**Amended and Reaffirmed: December 2006**

**Reaffirmed: December 2007**

**Reaffirmed: December 2008**

**Reaffirmed: November 2009**

**Amended & Adopted: December 2010, 2011**

**Reaffirmed: December, 2012, December, 2013, December, 2014, December 2015**

**Amended & Adopted: February 2018, February 2019**