

160.10 MTA Ethnically Marginalized Involvement Plan

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MTA ETHNICALLY MARGINALIZED INVOLVEMENT PLAN

MTA ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

I. THE POLICY STATEMENT

The Massachusetts Teachers Association (MTA) reaffirms its commitment to represent and include its ethnically marginalized 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-33).

Resolution F-32: Diversity

The Massachusetts Teachers Association believes that the diversity of our society enhances the lives of all individuals. The similarities and differences among people in regard to race, color, ethnicity, national origin, religion, language, gender, sexual orientation, gender identity and expression, immigration status, age, physical and mental ability, size, occupation, marital or parental status or social class form the fabric of our society.

The MTA also believes that education should raise the awareness and understanding of the qualities that individuals and members of diverse groups possess. The MTA urges that inaccuracies and biases be identified and corrected.

The MTA further believes that basic education should reflect our multicultural society. In addition, the MTA believes that the contributions of historically marginalized groups should be recognized and become a part of the established curriculum.

Resolution F-33: Non-Discriminatory Practices

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, gender identity 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

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To accomplish these ends, the MTA commits to increases in administrative, technical, and financial resources to promote maximum ethnically marginalized participation within the organization in accordance with MTA Resolutions F-32 and F-33.

ETHNICALLY MARGINALIZED PARTICIPATION IN GOVERNANCE

The Massachusetts Teachers Association (MTA) reaffirms its commitment to the goal of maximum ethnically marginalized participation in all levels of organizational governance. The MTA actively encourages and recruits ethnically marginalized members

to participate in committees, conferences, and workshops; and to become candidates for all elective positions. The MTA will include ethnically marginalized members in all strategic actions, including but not limited to: Involvement in shaping budget priorities and implementation of the “Blueprint” Properties and/or other corresponding governmental documents about the goals or direction of the MTA. The MTA will encourage and support the involvement of a broad spectrum of ethnically marginalized 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 Ethnically Marginalized Involvement Plan and monitor and help implement the Ethnically Marginalized Action Plan.
 - B. Identify ethnically marginalized members within the MTA.
 - C. Demonstrate ethnically marginalized 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% ethnically marginalized 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 ethnically marginalized 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.
 - M. Have a structured onboarding process for appointed committee members, which will include but is not limited to what/who is EMAC, history of the committee, MIP, expectations of appointed members, some of the resources available within and outside the organization.
 - N. Update process on how ethnic members are recruited and selected to serve on the committee and ensure those that are appointed have the will and ability to actively support the work at hand.
 - O. Annual report/discussion/update on numbers within the MTA from membership.
 - P. Assist locals who want to establish committees or task forces at their locals.

III. ETHNICALLY MARGINALIZED AFFAIRS COMMITTEE

1. Mission Statement

The Ethnically Marginalized Affairs Committee (EMAC) is established to advise the MTA Board of Directors as to the status, concerns, and affairs of ethnically and racially marginalized groups in the United States on a local, state, and national level. EMAC advocates for the identification, development, and empowerment of MTA’s American Indian/Alaska Native, Indigenous, Native Hawaiian or other Pacific Islander, Asian, Black, Hispanic, Latino/a, Middle East and North African (MENA) and other ethnically and racially marginalized members.

2. Purpose of the Ethnically Marginalized Affairs Committee

The Ethnically Marginalized Affairs Committee (EMAC) is comprised of multiethnic/multiracial educators. It exists to advise the MTA Board of Directors, by advocating for ethnically and racially marginalized constituents within the Association. Specifically, EMAC monitors the implementation of the MTA’s Ethnically Marginalized Involvement Plan.

3. Composition of the EMAC

EMAC shall consist of 11 members which should include, when possible, the following representatives: at least one representative from each of the four (4) ethnically marginalized groups defined by the NEA: American Indian/Alaska

Native, Asian, Native Hawaiian, or other Pacific Islander; Black; Hispanic; and other racial or ethnically marginalized groups (includes Cape Verdean); and at least one ethnically marginalized member 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 ethnically marginalized membership and the At-Large Executive Committee member to represent ethnically marginalized membership shall each serve ex-officio. Ex-officio seats are in addition to the 11 committee members specified above.

4. Ongoing Responsibilities

- A. To advise and assist the Board and locals regarding ethnically marginalized affairs.
- B. Assist the EOC in monitoring MTA's employee recruitment efforts.
- C. Monitor the MTA's Ethnically Marginalized Involvement Plan
- D. Monitor aspects of ongoing ethnically marginalized interests and facilitate dialogue of minority interests in all MTA conferences and Juneteenth.
- E. Provide leadership training for ethnically marginalized members.
- F. Assist the MTA president in the distribution of funds for statewide and national ethnic minorities conferences.
- G. Work with Governance and Membership to explore the possibility of expanding the demographic information that the MTA collects about our members so that we can better understand and organize our members. This demographic data will include categories such as ethnicity within and beyond the four traditional categories or gender identity, LGBTQ+, pronouns.

IV. IDENTIFICATION/PARTICIPATION OF ETHNICALLY MARGINALIZED 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 ethnically marginalized members to self-identify annually and to get involved in organizing activities.
- C. MTA will conduct an identification survey of ethnically marginalized members and their concerns and issues by group.

EMAC recommends the following steps to meet the objective:

- D. EMAC will host regional forums for ethnically marginalized members and other members to discuss their concerns and issues.
- E. Encourage self-identification through the statewide membership drive. Identified ethnically marginalized members will be reported to the MTA President and EMAC through the regular annual membership reporting process.
- F. MTA to provide updated reports on ethnically marginalized numbers to the committee annually and in a timely manner. This will help with the identification of ethnic members.
- G. MTA membership department to discuss membership issues with EMAC (where are our members, ways in which MTA can efficiently help us identify minority members through sources like the state, federal, DESE) to ensure we are exploring most if not all avenues to look for our minority members as outlined in the MIP.

2. Local Association

- A. The local presidents will be asked to identify ethnically marginalized 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 ethnically marginalized members by utilizing current means of communication, such as *MTA Today*, web pages, survey and social media.
2. Update and publish EMAC brochure for ethnically marginalized member involvement; include brochure in Professional Development, Summer Conference, and other conference packets.
3. Special communications may be sent from time to time to the ethnically marginalized 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 ethnically marginalized leadership activities at Summer Conference.
3. Facilitate and encourage ethnically marginalized member participation at MTA/NEA conferences, meetings and workshops.
4. Provide information to ethnically marginalized members on the process of becoming candidates/delegates on local, state and national levels to encourage their candidacy.
5. Continue to increase the utilization of the ethnically marginalized, tapping a broader spectrum of seasoned experienced ethnically marginalized members.
6. Mentorship programs for ethnic minorities for navigating the NEA-RA and Annual Meeting.

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 ethnically marginalized members to become delegates to the Annual Meeting.
2. The MTA President and EMAC will jointly correspond with all identified MTA ethnically marginalized 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 ethnically marginalized 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 sources

These 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 ethnically marginalized 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 ethnically marginalized 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 ethnically marginalized 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 ethnically marginalized members and encourage these presidents to reach out to these individuals as potential candidates for the NEA Representative Assembly.

Submit an article in *MTA Today* in support of ethnically marginalized nominations and MTA's policy.

DECEMBER-JANUARY

MTA will communicate through email and publish on the MTA website by December 1 the procedure for the election of MTA delegates to the MTA Annual Meeting and to the NEA Representative Assembly and all other open elective positions within the MTA or NEA, including the date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of delegates (including MTA's policy statement).

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 Representative 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 Ethnically Marginalized Involvement Plan to be ready for presentation at the February Board Meeting.

EMAC Retreat - This will be a two-day retreat, (if needed) this will require funds to support EMAC members' possible overnight stays, exceptions to the overnight stay for committees can be waived by the Executive Director-Treasurer.)

MID-DECEMBER

MTA President and EMAC jointly correspond with every identified MTA ethnically marginalized 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 ethnically marginalized members and request their encouragement of ethnically marginalized 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 ethnically marginalized 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 ethnically marginalized 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 ethnically marginalized 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.

APRIL-JUNE

MTA will communicate through email and publish on the MTA website by June 30 the procedure for the election of MTA delegates to the MTA Annual Meeting and to the NEA Representative Assembly and all other open elective positions within the MTA or NEA, including the date of nomination period, election procedures, nomination forms, eligibility requirements, offices to be filled, and procedure for the election of delegates (including MTA's policy statement).

Planning for ethnically marginalized member training at the MTA Summer Leadership Conference and for the EMAC Winter Conference

Juneteenth event

Mentor ethnically marginalized delegates for RA (late May)?

Hold workshops for MTA Annual Meeting and NEA RA Annual Meeting

AUGUST

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

EMAC Retreat -This will be a two-day retreat, (if needed) this will require funds to support EMAC members' possible overnight stays, exceptions to the overnight stay for committees can be waived by the Executive Director-Treasurer.)

Adopted by MTA Board of Directors: December 1979

Amended: November 1991

Reaffirmed: November 1991, 1992, 1993

Amended: December 1994

Reaffirmed: December 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003

Reaffirmed: January 2004

Amended and Reaffirmed: December 2005, 2006

Reaffirmed: December 2007, 2008

Reaffirmed: November 2009

Amended & Adopted: December 2010, 2011

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

Amended & Adopted: February 2018, February 2019 Reaffirmed: December 2019

Amended: December 2021, November 2022, December 2024