



Racial Equity Affairs Committee

Hemet Teachers Association

Presentation by: Jackie Cope

Hi! I'm Dr. Jackie Cope!

- Hemet Unified School District Alumni- Hamilton High School
- 9th year teaching, 7 at the district
- 3rd year site rep/ site rep alternative
- Completed [Ethnic Minority Leadership](#) program through CTA
- Registered member of the [Washoe Tribe](#)



Agenda

1. What is a Racial Equity Affairs Committee?
2. Who is in a Racial Equity Affairs Committee?
3. Why do we need a Racial Equity Affairs Committee?
4. What will the REAC do?
5. The role of a REAC in a local chapter?



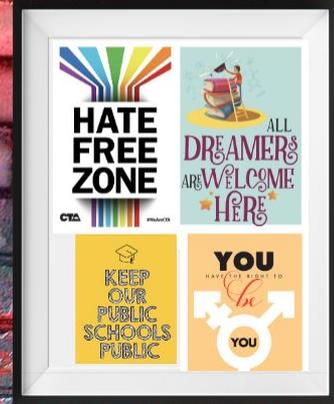
AGENDA



What is a Racial Equity Affairs Committee?

A Racial Equity Affairs Committee is a vehicle for monitoring and making recommendations regarding ethnic minority participation in all levels of the Associations' programs and governance.

The Racial Equity Affairs Committee (REAC) monitors ethnic minority representation within the Association and provides ethnic minority input on membership programs and policies. It makes recommendations to the Executive Board and works at having an Association that is balanced, all-inclusive and equity-minded - with the overall goal of addressing the needs of California's diverse student population.



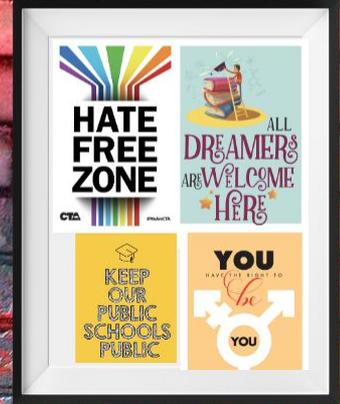
**We need to talk.
This is serious.**



Who is in a Racial Equity Affairs Committee?

An REAC is comprised of four members of each of the identified ethnic minority groups:

1. American Indian/ Alaska Native
2. Asian and Pacific Islander
3. Black
4. Hispanic



What Will We Do?

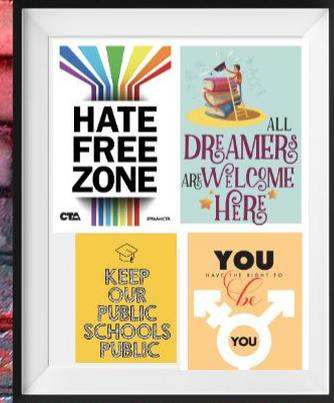
To be effective and efficient, an REAC should outline a plan of action for at least two years.

The committee meets at a minimum of three times a year.

Additionally, members of the committee are designated as liaisons to other governance and program-related standing committees, allowing committee members to receive and provide input on a wide range of association programs and activities.

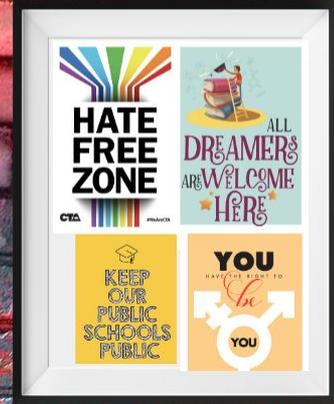
CREATING YOUR LOCAL CHAPTER EQUITY PROGRAMS

- IDENTIFY CHAPTER DIVERSITY FOCUS
- IDENTIFY AND SELECT CHAIRPERSON
 - ▶ Human Rights Contact
 - ▶ LGBTQ+ Contact
 - ▶ Women's Issues Contact
- CREATE WITH HR, WI & GLBT CONTACTS CHAPTER EQUITY PROGRAMS & ACTIVITIES
 - Such as: Create a chapter Human Rights/Equity Committee
- ESTABLISH A BUDGET TO SUPPORT THE ACTIVITIES
 - ▶ Apply for CTA Incentive Grants
 - ▶ Seek Ethnic community support & resources
- ORGANIZE AND SCHEDULE EQUITY TRAININGS
 - Such as:
 - ▶ California Challenge Workshop
 - ▶ LGBTQ+ Leadership Development
 - ▶ High Risk Program
 - ▶ Ethnic Minority Leadership Development
 - ▶ Women's Leadership Training Program
 - ▶ Unconscious Bias
 - ▶ Bullying Training
- USE EQUITY EVENTS & ACTIVITIES TO INCREASE MEMBERSHIP INVOLVEMENT
- IDENTIFY MEMBERS TO NOMINATE FOR HUMAN RIGHTS AWARDS
 - American Indian/Alaska Native Human Rights Award in honor of Jim Clark
 - César Chávez "Si Se Puede" Human Rights Award
 - CTA Member Human Rights Award
 - CTA Peace and Justice Human Rights Award
 - Human Rights Award in honor of Lois Tinson
 - Human Rights Award for LGBTQ+ Advocacy in Honor of Nancy Bailey
 - Pacific Asian American Human Rights Award
 - Students with Exceptional Needs Human Rights Award
 - Human Rights Award for Women's Advocacy
- SEND MEMBERS TO EQUITY & HUMAN RIGHTS CONFERENCE
- RECRUIT NEW TEACHERS, FOCUS ON DIVERSITY
 - ▶ Start *CLUB ED* in Your Schools



Ethnic Minority Affairs Committee's Role in the Local

1. Promote ethnic minority participation in all areas of association leadership
2. To monitor the goals of ethnic minority representation set forth in the [NEA Constitution and by-laws](#).
3. To provide input on local programs and policies.
4. To make specific recommendations to the Executive Board regarding appropriate means and methods for continuing minority input into the association.
5. Work toward an inclusive Association that involves and empowers its equity-minded members.
6. Advise the Board in addressing the needs of California's ethnically diverse student population.
7. Other charges may be added by the committee as needed.



Thoughts, Questions, Comments, and Concerns

