

**FEA ETHNIC-MINORITY COMPLIANCE PLAN
2012 NEA REPRESENTATIVE ASSEMBLY**

It is the intent of the Federal Education Association (FEA) that NEA RA delegates be elected to "achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority population" as prescribed by NEA Bylaw 3-1(g). The Association understands that failure to comply with the plan may result in the denial of the right of the FEA/NEA RA delegates "to participate in the NEA RA at the Annual Meeting other than to (i) participate in the elections of Association officers and (ii) vote on increases in Association membership dues."

GOALS

I. Short-Term Goals

- A. Identify ethnic-minority members of FEA.
- B. Develop a network for ethnic-minority members within the Association.
- C. Offer opportunities in each FEA area for ethnic-minority members to develop skills through NEA/FEA sponsored ethnic-minority leadership training.
- D. Increase awareness of ethnic-minority issues within the general FEA membership.

II. Long-Term Goals

- A. Increase ethnic-minority representation through the election of ethnic-minority members to local, area and state offices.
- B. Implement on-going leadership training for ethnic-minority members.
- C. Continue to meet compliance with the NEA 3-1(g) goals and increase ethnic-minority participation in all aspects of the Association.
- D. Implement an ethnic-minority mentorship program.

RESPONSIBILITIES AND PROCEDURES

I. The Board of Directors should:

- A. Approve an Ethnic-Minority Compliance Plan.
- B. Allocate monies in the state budget to fund the FEA State HCR Coordinator and the State HCR Program.
- C. The Board of Directors should monitor recruitment and retention of ethnic minority employees within DoDEA and FEA.
- D. The Board of Directors will promote and increase active participation by ethnic minority members in Association activities, Association sponsored conferences, HCR workshops and the NEA RA.
- E. Solicit area councils, stateside locals, and districts to allocate funds for annual area minority leadership training workshops/activities and NEA/FEA-MAC meetings or hearings.
- F. Perform other activities, such as ethnic minority mentorship, deemed necessary to advance the cause of ethnic minority involvement and interests.

II. Each Area Director should:

- A. Provide for an election of a voting HCR Coordinator for existing area councils, stateside locals, and districts to represent the ethnic minority members.
- B. Develop a plan for an area-wide election of allocated state delegates to the RA. Develop and coordinate the election of cluster delegates within the area. Encourage ethnic-minority members in the area to run for NEA RA positions.
- C. Encourage Local Associations to work toward increasing ethnic-minority involvement in local and state activities.
- D. Coordinate news articles relating to ethnic-minority goals and issues in FEA publications.
- E. Perform other activities, such as ethnic minority mentorship, deemed necessary to advance the cause of ethnic minority involvement and interests.
- F. Provide for the inclusion of district and stateside local HCR Coordinators in FRS and/or other leadership training.

III. The FEA HCR Coordinator should:

A. Have the responsibility of monitoring the implementation of the Compliance Plan.

B. Coordinate with Association leaders and staff, including area councils, stateside locals, and districts, at least one workshop, training, or other activity during the year in each area, to increase ethnic minority participation in the Association.

C. Prepare, in conjunction with the FEA Director of Communications, news articles during the year focusing on ethnic-minority issues and/or FEA ethnic-minority goals to be printed in an FEA publication.

D. Work with area councils, stateside locals and district HCR Coordinators, and school HCR contacts to develop an ethnic minority network world-wide.

E. Identify an ethnic minority member willing to represent each recognized ethnic minority group for the FEA MAC. Advise the FEA President of such persons.

F. Advocate for ethnic minority participation on FEA/DoDEA task forces, committees, etc.

G. In cooperation with the NEA Director for Federal, keep Association members apprised of NEA ethnic minority programs, issues, and trends.

H. Perform other activities deemed necessary to advance the cause of ethnic minority involvement and interests.

I. Provide training materials for the Area, District, and Stateside Local HCR training.

J. The FEA HCR Coordinator will chair the FEA-MAC.

IV. The Area Council HCR Coordinators should:

A. Coordinate, with assistance from the FEA HCR Coordinator and area leaders, at least one workshop, training or other activity in his/her area during the school year designed to increase ethnic minority participation in the Association.

B. Assist the Area Director in development of news articles related to ethnic minority goals and issues for publication in the area.

C. Work with FEA HCR Coordinator to develop and increase a network of ethnic minority members.

D. Encourage active participation by ethnic-minority members in Association activities, Association-sponsored conferences, HCR workshops and the NEA RA.

E. Perform other activities, such as ethnic minority mentorship, deemed necessary to advance the course of ethnic minority involvement and interests.

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F. Request that by 15 October, each school have an identified school contact person.

G. Communicate with and represent minority members at area council, stateside locals and district meetings.

H. Attend or conduct FEA MAC Area Meetings.

V. The Stateside Local and District HCR Coordinator should:

A. Coordinate with assistance from the FEA HCR Coordinator, the Area HCR Coordinator and the Area leaders at least one workshop, training, or other activity in their area during the school year. Districts and locals may combine their activities.

B. Work with the FEA and Area Coordinator to develop and increase a network of ethnic minority members. Assist FRSs in identifying HCR school contacts.

C. Encourage active participation by ethnic-minority members in Association activities, Association sponsored conferences, FEA-MAC, HCR workshops, and the NEA RA.

D. Attend FEA meetings and communicate with FEA HCR leadership.

E. Attend and participate in local FRS training and/or other leadership training.

F. The District HCR will appoint the school HCR contact person. If a school HCR contact person has not been identified by 1 October, the FRS will identify one.

G. District Representative will forward the school HCR contact person names to the Area Council HCR Coordinator.

VI. Each Local should:

A. Assist efforts of the area and state to identify ethnic minority members.

B. Encourage ethnic minority members to become actively involved in local Association activities, such as JCC committees and to run for office.

C. Make special efforts to inform ethnic minority members in the local of the NEA RA delegate election process and encourage them to run for such positions.

D. Recommend the purchase of multi-cultural materials through the annual school budget process.

E. Encourage the allocation of funds towards increasing ethnic minority involvement in Association activities.

F. Perform other activities deemed necessary to advance the cause of ethnic minority involvement and interests.

G. The District HCR will appoint the school HCR Contact person if none has been identified by 1 October.

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H. The duties of the school HCR contact person will be to disseminate correspondence from the minority training program.

VII. The FEA President should:

- A. Monitor implementation of the FEA Compliance Plan.
- B. Appoint FEA representatives to the NEA Minority Caucuses, which are Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.
- C. Establish an FEA contact for the HCR Coordinator.
- D. Perform other activities, such as ethnic minority mentorship, deemed necessary to advance the cause of ethnic-minority involvement and interests.

VIII. In conjunction with the HCR Coordinator, the FEA Washington Staff should:

- A. Prepare a roster by school of members for whom ethnic identity is unknown. This roster will be mailed to the State HCR Coordinator.
- B. Prepare a roster and mailing labels from membership records of the known ethnic minority members. The roster and mailing labels will be sent to the appropriate HCR Coordinators in February, May, and/or upon request.
- C. Prepare special mailings throughout the year to ethnic minority members including, but not limited, to a letter encouraging ethnic minority members to run for office, and a letter encouraging members to run for delegate positions to the NEA RA.
- D. Coordinate nationally sponsored workshops and/or training sessions with NEA. Work with the FEA HCR Coordinator, area council, stateside locals and district coordinators to implement the programs.
- E. Work with NEA to assure FEA's full utilization of available NEA resources, training sessions and other programs related to the ethnic minority involvement.
- F. Distribute this plan to Local Presidents, FRS's, and HCR regional coordinators no later than February 15 each year.
- G. Perform other activities, such as data collection, deemed necessary to advance the course of ethnic minority involvement and interests.

APPROVED BY THE FEA BOARD OF DIRECTORS
OCTOBER 2011