



FEA 3-1(g) COMPLIANCE PLAN AND HCR FRAMEWORK 2024 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."

The Association also understands that this plan is our framework for engaging membership in racial and social justice and equity work throughout the year.

GOALS:

I. Short-Term Goals

- A. Identify ethnic and other minority group members of FEA.
- B. Develop a network for ethnic and other minority group members within the Association.
- C. Offer opportunities in each FEA area for ethnic and other minority group members to develop skills through NEA/FEA sponsored ethnic and other minority group leadership trainings.
- D. Increase awareness of ethnic and other minority group issues within the general FEA membership.
- E. Engage membership – through training, resource development, leadership development - to build awareness, capacity and/or inspire action on racial and social justice and equity.

II. Long-Term Goals

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

RESPONSIBILITIES AND PROCEDURES:

I. The FEA Board of Directors should:

- A. Approve ethnic and other minority group 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 and other minority group employees within DoDEA and FEA.
- D. The Board of Directors will promote and increase active participation by ethnic and other minority group 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 (Minority Affairs Committee) meetings or hearings.
- F. Perform other activities, such as ethnic and other minority group mentorship, deemed necessary to advance the cause of ethnic and other minority group involvement and interests.
- G. Actively work to integrate a racial and social justice framework throughout FEA.

II. The FEA President should:

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

III. Each FEA 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 and other minority group 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 and other minority group members in the area to run for NEA RA positions.
- C. Encourage Local Associations to work toward increasing ethnic and other minority group involvement in local and state activities.
- D. Coordinate news articles relating to ethnic and other minority group goals and issues in FEA publications.
- E. Perform other activities, such as ethnic and other minority group mentorship, deemed necessary to advance the cause of ethnic and other minority group involvement and interests.
- F. Provide for the inclusion of district and stateside local HCR Coordinators in FRS/Building Representatives and/or other leadership training.

IV. 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 and other minority group participation in the Association.

- C. Prepare, in conjunction with the FEA Director of Communications, news articles during the year focusing on ethnic and other minority group issues and/or FEA ethnic and other minority group goals to be printed in an FEA publication.
- D. Work with area councils, stateside locals and district HCR Coordinators (HCRCs), and school HCRC contacts to develop an ethnic and other minority group network world-wide.
- E. Identify an ethnic and other minority group member willing to represent each recognized ethnic and other minority group for the FEA MAC. Advise the FEA President of such persons.
- F. Advocate for ethnic and other minority group participation on FEA/DoDEA task forces, committees, etc.
- G. In cooperation with the NEA Director for Federal, keep Association members apprised of NEA ethnic and other minority group programs, issues, and trends.
- H. Perform other activities deemed necessary to advance the cause of ethnic and other minority group 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.

V. In conjunction with the FEA 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 and other minority group 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 and other minority group members including, but not limited to, a letter encouraging ethnic and other minority group 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 and other minority group involvement.
- F. Distribute this plan to Local Presidents, FRS's, and HCR regional coordinators no later than October 15, each year.
- G. Perform other activities, such as data collection, deemed necessary to advance the course of ethnic and other minority group involvement and interests.

VI. Each 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 and other minority group participation in the Association.
- B. Assist the Area Director in development of news articles related to ethnic and other minority group goals and issues for publication in the area.
- C. Work with FEA HCR Coordinator to develop and increase a network of ethnic and other minority group members.

- D. Encourage active participation by ethnic and other minority group members in Association activities, Association-sponsored conferences, HCR workshops and the NEA RA.
- E. Perform other activities, such as ethnic and other minority group mentorship, deemed necessary to advance the course of ethnic and other minority group involvement and interests.
- F. Request that by 1 October, each school have an identified School-Level HCRC (FEA-SR) or HCR-FR (Europe and Pacific).
- G. Communicate with and represent ethnic and other minority group members at area council, stateside locals and district meetings.
- H. Attend and participate in local FRS training and/or other leadership training.
- I. Attend or conduct FEA MAC Area Meetings.

VII. Each 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 and other minority group members. Assist FRSs in identifying School-Level HCRC (FEA-SR) or HCR-FR (Europe and Pacific).
- C. Encourage active participation by ethnic and other minority group 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. If a School-Level HCRC (FEA-SR) or HCR-FR (Europe and Pacific) has not been identified by the FRS by Oct-1, the Stateside Local or District HCRC will select/elect/appoint to fill the position.
- G. The Stateside Local and District HCR Coordinator Representatives will forward the School-Level HCRC (FEA-SR) or HCR-FR (Europe and Pacific) names to the FEA HCR Coordinator.

VIII. Each School-Level HCRC (FEA-SR) or HCR-FR (Europe and Pacific) should:

- A. Assist efforts of the area and state to identify ethnic and other minority group members.
- B. Encourage ethnic and other minority group 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 and other minority group members in the local/school of the NEA RA delegate election process and encourage them to run for such positions.
- D. Recommend the purchase of multi-cultural and racial and social justice materials through the annual school budget process.
- E. Encourage the allocation of funds towards increasing ethnic and other minority group involvement in Association activities.
- F. Perform other activities deemed necessary to advance the cause of ethnic and other minority group involvement and interests.
- G. Schools should follow past practices for the selection/election/appointment of the position for their schools by October 1. If more than one person is interested in the position, an election needs to be held. If there are no volunteers for the position, the FRS/Building Representative will select a member for the position from the school's membership.
- H. Disseminate correspondence from the HCR Coordinators.