

# **DELAWARE STATE EDUCATION ASSOCIATION**

## **MINORITY ACTION PLAN - OVERVIEW**

### **2008-2009 DSEA Compliance Plan 3-1(g)**

DSEA has made steady progress in its commitment to involve minorities. The number of minorities on DSEA Task Forces is increasing and several local Minority Action Committees have been established. Our Human and Civil Rights Celebration is a vital annual event for DSEA and has been expanded to include more students, parents, and community leaders. Although progress has been made, DSEA is increasing its efforts to improve its on-going minority involvement plans. The Compliance Plan is intended to specify action plans for the entire DSEA.

#### **Commitment**

The DSEA Executive Board unanimously reaffirmed its commitment to minority involvement by action on October 18, 1979.

#### **Policy**

The DSEA Executive Board reaffirms its commitment to the policy of the Association to achieve ethnic-minority delegate representation in numbers commensurate with the population of the state. The Delaware State Education Association is committed to the achievement of this goal in the Delaware delegation to the NEA RA and in all phases of its programs. The officers of the Association (President, Vice President, Treasurer, and NEA Director) shall have the overall responsibility for development and implementation of the statewide plan to achieve this goal. Each DSEA Task Force will be encouraged to involve new minority members in their work.

#### **Implementation**

As stated in the policy statement above, the overall responsibility for implementation shall reside with the officers of the DSEA and the DSEA Executive Board.

In addition, the Human and Civil Rights Celebration annually seeks to involve a larger circle of DSEA's minority members, as well as community activists across the state, through direct involvement on the task force and with its activities. The activities include seeking art and writing entries from students for the Celebration of Diversity Art and Writing Contests and seeking nominations from DSEA members for the annual Human and Civil Rights Award. The DSEA "Celebration of Diversity" Banquet is well attended each year and praised by members, students, parents, and community activities. In the coming year, the invitation list to the banquet for individuals from pertinent community

organizations will be broadened, in the hope of enhancing partnerships with those organizations.

The Human and Civil Rights Task Force is also active in recruiting minority members to attend the NEA Minority Leadership Training, the Mid-Atlantic Regional Leadership Conference, and to serve as NEA RA Delegates.

The Executive Director shall have primary staff responsibility for implementation, assisted by a UniServ Director and the Director of Public Relations.

**Publicity Regarding Bylaw 3-1(g)**

The DSEA President will send a letter to all local presidents asking them to include minority member involvement as a renewed focus. Local associations will be encouraged to use their Minority Action Committees in new ways to recruit minority members to all work groups, and to create Minority Action Committees where none exist. In addition, all local presidents have been asked to identify minority members and to develop a list of minority members for communication and involvement.