

**NEA-New Mexico 3-1(g) Plan
2020-2021**

A plan for minority representation and involvement in NEA activities

NEA Bylaw 3-1(g)

It is the policy of the Association to achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations within the state. Prior to December 1 of each fiscal year, each affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic-minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegates from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers, and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall, in addition, be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

**NEA-New Mexico's
Minority Involvement Program**

NEA-New Mexico's Minority Involvement Program goal is to enhance the Association's visibility as the recognized, active advocate for ethnic-minority school employees, students, and issues. NEA-NM recognizes the role that Institutional racism plays in our schools, and we also want to spotlight systemic patterns of racism and educational injustice that impact students, staff, and communities. NEA-NM will take action to enhance access and opportunity by demanding changes to policies, programs and practices that condone or ignore unequal treatment and hinder student success.

The Ethnic Minority Affairs Committee (EMAC-Racial and Social Justice Committee) and NEA-New Mexico Executive Committee are charged with the responsibility to develop and monitor a plan to achieve this goal with assistance from the Minority Caucus and the American Indian/Alaska Native Caucus.

As part of this responsibility, the EMAC-Racial and Social Justice Committee will monitor the Leadership Development Program when and if there is a program. The EMAC-Racial and Social Justice Committee reviews the entire program with special emphasis on ethnic-minority attendance, ethnic-minority recruitment, EMAC-Racial and Social Justice Committee correspondence to ethnic-minority participants, develop an ethnic-focused conference and ethnic-minority active participation in Association activities. The NEA-NM Board of Directors will be charged with finding funds to support the Leadership Development Program. The majority of participants are ethnic minority.

In addition, NEA-New Mexico's Resolutions, Constitution and Bylaws specify the organization's commitment to minority members' participation in all Association programs and to minority representation in local affiliate leadership, as Council delegates, on the Board of Directors and on NEA-New Mexico committees.

The NEA-New Mexico Membership, Ethnic Minority Affairs, and ESP Committees all received committee charges requiring them to collaborate on strategies to increase ethnic-minority membership and participation in NEA-New Mexico.

NEA-New Mexico continues to identify, recruit, and activate ethnic-minority members to involve them in our Association on a regular basis, including but not limited to the NEA Representative Assembly.

Purpose

The purpose of NEA-New Mexico's 3-1(g) Plan is to make the Association stronger by ensuring that all members have the opportunity for active participation. This plan is one component of NEA-New Mexico's commitment to involving minority members in all of the organization's programs.

The 3-1(g) Plan publicizes the NEA Representative Assembly, and commits NEA-New Mexico and local Associations to recruiting members as RA delegate candidates, especially encouraging ethnic minorities.

The NEA 3-1(g) bylaw establishes the goal that each state's delegation to the Representative Assembly should be at least equal to the proportion of identified ethnic-minority populations within the state.

Bylaw 3-1(g) emphasizes the important process of including members in NEA and state affiliate programs.

Publicity and Delegate Recruitment

NEA-New Mexico will publicize the 3-1(g) Plan with:

- a) The 3.1(g) plan will be branded as “Equity in Action” for communication purposes. (Ongoing)
- b) An electronic presentation which could include a PowerPoint and/or webinar will be developed by the EMAC-Racial and Social Justice Committee for presentation. This presentation will include an explanation of potential fundraising techniques and how to become an RA delegate. This presentation will be:
 - i) Made available on the NEA-New Mexico website. (Ongoing)
 - ii) Presented to the Region Councils, Board of Directors, and other state-wide meetings. (Ongoing)
 - iii) Shared via social media. (Ongoing)
- c) A feature article in *The Advocate’s Voice* and/or on the NEA-New Mexico website describing the process for becoming an RA delegate and encouraging ethnic minority members to participate in this process. This would be included in the first edition of *The Advocate’s Voice* in October and again in March. (October and March)
- d) An electronic communication providing an overview of the NEA RA will be sent, prior to the annual delegate council, to ethnic minority members who register for the annual NEA-NM delegate council encouraging them to run for NEA RA state delegate positions. (October)
- e) An electronic letter, brochure and presentation will be sent in February from the NEA-New Mexico president and EMAC-Racial and Social Justice chair to local Association presidents and the New Mexico NEA-Retired president detailing the timelines and requirements of the local delegate election process and encouraging ethnic minority members to participate in this process. (February)
- f) By mid-February, a postcard and/or electronic communication is sent to all ethnic minority members describing the NEA RA local delegate election process and encouraging them to run. (February)

Increasing Members’ Self-Identification

NEA-New Mexico met its 3-1(g) numerical goal for 1987, 88, 89, 1991, 94, 95, 96, 97, 98, 99, 2000, 01, 02, 2008, 2014, 2016, 2018, 2019, and 2020. New Mexico’s ethnic-minority population is 59%. That census change raised the bar for NEA-New Mexico to send a delegation to the NEA Representative Assembly which meets or exceeds that percentage of minority population.

Twenty-one (21%) percent of our members do not choose to self-identify ethnicity. Of those members who choose to self-identify, 55% identify themselves as ethnic minorities. However, when compared to the total membership, only 45% are identified as ethnic minorities, restricting the pool of potential ethnic-minority delegates, therefore:

- a) NEA-NM will encourage members to self-identify ethnicity. An electronic communication will be sent to those members who have chosen “other” for ethnicity on their NEA membership form. The electronic communication will include an online form to provide their ethnicity. NEA-New Mexico will then enter this data into the membership system using NEA’s eight ethnic categories: American Indian/Alaskan Native, Asian, Black, Hispanic, Multiple Races, White, Native Hawaiian/Pacific Islander, Other.

Local Associations

NEA-New Mexico exceeds its ethnic minority delegate goals year after year in the election of State and Cluster Delegates. Some Local Associations may not elect RA delegates or those who elect delegates are unable to fund; however, minority participation at RA is strongly encouraged. The failure of Local Delegates to come close to meeting our census generated goal has been the major reason for NEA-New Mexico’s failure to meet our 3-1(g) goals in the past. Therefore, a major emphasis of this plan will be to again meet 3-1(g) goals with locally elected delegates.

Presidents will continue to be strongly urged to explain the 3-1(g) Plan at a meeting of Association Representatives before delegate candidates are nominated. They will be reminded to make use of the PowerPoint, audio presentations, and other resources on the NEA-New Mexico website.

Presidents and Association representatives will be encouraged to recruit ethnic-minority candidates to attend the NEA Representative Assembly. Those elected will be provided information regarding the NEA Conference on Racial and Social Justice.

Presidents in locals with more than one delegate candidate will be encouraged to meet the 3-1(g) numerical goals.

Self-identified ethnic-minority members in local Associations entitled to elect RA delegates will receive a communication from the NEA-New Mexico president and the NEA-New Mexico EMAC-Racial and Social Justice chair describing the delegate election process.

Local Associations must report delegate election results to the NEA-New Mexico president no later than April 8. Presidents will also be asked to submit a report to the NEA-New Mexico president concerning delegate nominations and elections pursuant to the 3-1(g) implementation.

The NEA-New Mexico president will communicate to local Associations the need to plan and budget funding for locally elected delegates. Presidents' Council meetings include discussions about the fiscal responsibilities of local presidents. During these discussions, the need for local delegate funding will be emphasized.

Delegate Categories

All state-wide delegate nominations open in early September and close at the Annual Delegate Council.

Local Delegates:

Local Associations elect delegates to the NEA Representative Assembly for each 150 Active members or major fraction thereof. A local with 76 members or more will elect one delegate for each 150 active members or major fraction thereof.

Active members who want to be a candidate for delegate should notify the local Association president in writing.

State Delegates:

NEA-New Mexico Active and Retired members vote for State Delegates to the NEA Representative Assembly in their membership category.

Active or Retired members are eligible to run for a delegate position in their membership category.

Cluster Delegates:

Local Associations with fewer than 76 Active members will form a cluster to elect delegates. Only Active members in these clustered locals vote for Cluster Delegates.

Delegate Statements

All Candidates for State Delegate (State, Cluster, and Retired) may submit a statement (up to 25 words) for inclusion on the NEA-New Mexico Representative Assembly delegate election information on the electronic ballot. Local Association presidents will be encouraged to also allow prepared statements to accompany ballots.

Funding

a) NEA-New Mexico will provide a stipend to assist State and Cluster Delegates to attend the in-person NEA Representative Assembly. NEA-NM will make every effort to increase the stipend.

b) The Minority Caucus, in accordance to their by-laws may provide a stipend to assist ethnic-minority caucus members elected to the NEA Representative Assembly.

c) The American Indian/Alaskan Native Caucus, in accordance to their by-laws may provide a stipend to assist ethnic-minority caucus members elected to the NEA Representative Assembly.

d) NEA-New Mexico and the EMAC-Racial and Social Justice Committee will encourage regions and locals to provide additional funding for State and Cluster Delegates beyond that provided by NEA-New Mexico.

e) NEA-NM will explore the possibility of providing funding for EMAC-Racial and Social Justice members to attend the Leadership Development Program.

NEA-New Mexico, 2007 Botolph Road, Santa Fe, NM 87505
Great Public Schools Begin with Us!

Making Students a Priority ~ Promoting Professional Excellence ~ Improving the Well-Being of School Employees
Revised and approved by vote of the NEA-NM EMAC-Racial and Social Justice Committee on 9-29-2020; by the NEA-NM Board of Directors on 10-23-2020, and the NEA Executive Committee on 2-9-2021.

Equity in Action Timeline

Month	Item	Ongoing
October 2020	<p>A feature article in <i>The Advocate's Voice</i> and/or on the NEA-New Mexico website describing the process for becoming an RA delegate and encouraging ethnic minority members to participate in this process. This would be included in the first edition of <i>The Advocate's Voice</i> in October and again in March.</p> <p>An electronic communication providing an overview of the NEA RA will be sent, prior to the annual delegate council, to ethnic minority members who register for the annual NEA-NM delegate council encouraging them to run for NEA RA state delegate positions.</p>	<p>The 3.1(g) plan will be branded as "Equity in Action" for communication purposes.</p> <p>An electronic presentation which could include a PowerPoint and/or webinar will be developed by the EMAC-Racial and Social Justice Committee for presentation. This presentation will include an explanation of potential fundraising techniques and how to become an RA delegate. This presentation will be:</p> <ul style="list-style-type: none"> -Made available on the NEA-New Mexico website.
February 2021	<p>An electronic letter, brochure and presentation will be sent in February from the NEA-New Mexico president and EMAC-Racial and Social Justice chair to local Association presidents and the New Mexico NEA-Retired president detailing the timelines and requirements of the local delegate election process and encouraging ethnic minority members to participate in this process.</p> <p>By mid-February, a postcard and/or electronic communication is sent to all ethnic minority members describing the NEA RA local delegate election process and encouraging them to run.</p>	<ul style="list-style-type: none"> -Presented to the Region Councils, Board of Directors, and other state-wide meetings. -Shared via social media. <p>NEA-NM will encourage members to self-identify ethnicity. An electronic communication will be sent to those members who have chosen "other" for ethnicity on their NEA membership form. The electronic communication will include an online form to provide their ethnicity. NEA-New Mexico will then enter this data into the membership system using NEA's eight ethnic categories: American Indian/Alaskan Native, Asian, Black, Hispanic, Multiple Races, White, Native Hawaiian/Pacific Islander, Other.</p>
March 2021	<p>A feature article in <i>The Advocate's Voice</i> and/or on the NEA-New Mexico website describing the process for becoming an RA delegate and encouraging ethnic minority members to participate in this process. This would be included in the first edition of <i>The Advocate's Voice</i> in October and again in March.</p>	