

**NEBRASKA STATE EDUCATION ASSOCIATION
MINORITY INVOLVEMENT PLAN
2022-2023**

The Nebraska State Education Association values diversity and is committed to maximizing minority involvement in the activities and programs of the Association. National Education Association Bylaw 3-1 (g) has as its goal that the percentage of the NEA Representative Assembly delegates from Nebraska, who are ethnic-minorities as defined by NEA, be at least equal to the proportion of identified ethnic-minority populations within the state. According to the 2020 U.S. Census Nebraska's ethnic minorities represent 23.3% of the state's population. By comparison, there are 976 self-identified ethnic minorities within NSEA's 2022-23 membership, representing 5.42% of the total membership. Additionally, there are 1,155 members with an unidentified ethnicity, representing 6.41% of NSEA's membership.

It shall be in policy of the Nebraska State Education Association and its affiliates to encourage minority members to become involved in Association activities and to seek minority candidates for appointive and elective office at the local, district, state and national levels. It shall be the stated goal of the Association to seek minority representation on governing and appointive bodies at least equal to the percentage of minority membership for that appropriate level. Strategies shall include the allocation of funds and the development of communication techniques and training programs to achieve these goals. The policy shall be given widespread publication within the Association to encourage voluntary compliance and shall not be construed to be a quota. The policy shall be included in all communications regarding elections and shall be included in the official election procedures of the association. The policy shall be posted on NSEA's website for members.

The NSEA has one elected body, the Board of Directors, and has AdHoc Committees and several special committees which constitute the appointive bodies of the Association. In addition, NSEA has an annual Delegate Assembly with delegates to the Assembly chosen by local associations. The policy set forth above is applicable to these bodies and to similar elective and appointive bodies at the NSEA District and local association levels.

GOALS: Nebraska State Education Association plan for ethnic minority engagement is outlined in seven primary goals.

<i>Goals</i>	<i>Outcomes</i>	<i>Activities and Actions</i>
<p>1. Increasing ethnic minority representation and leadership at all governance levels</p>	<ul style="list-style-type: none"> • Maintaining a minority email list and NEA edCommunities group for use in communicating with minority members on a regular basis • Collect data on minority candidates who have won, been elected, or currently hold an NSEA position (RA, DA, District Boards) thereby meeting 3.1 (g) requirements of ethnic minority membership to ensure elimination of and inclusion of an emphasis on institutional racism. • All elections and appointments will be subject to the provisions of the Election Procedures of NSEA and to the NSEA Minority Involvement Plan. • Maintaining the Ethnic Minority at-large seat on the NSEA Board of Directors. • Establishing the policies and procedures for identifying an Aspiring Educator representative from each ethnic minority group on the NSEA EMAC Committee. 	<p>Information sent could include upcoming EMAC meetings, copies of the current minority involvement plan, upcoming election opportunities, and available training.</p> <p>Supporting the NSEA Strategic Plan's goals, outcomes and activities to advance a culture of racial and social justice.</p> <p>Providing an EMAC representative to attend the Aspiring Educators and Ed Rising and other student focused conferences for the purposes of recruiting ethnic minority educators.</p>
<p>2. Provide visibility and organizing opportunities around ethnic minority issues and concerns.</p>	<ul style="list-style-type: none"> • Displaying and distributing EMAC promotion materials at NSEA outreach events. • Setting up diversity panels to present at in-state conferences. 	<p>Using social media platforms to promote the activities of EMAC.</p> <p>Attend events hosted by NSEA and other educators, partner associations and school</p>

	<ul style="list-style-type: none"> • Updating the Association Activities on the dedicated section of the State Association's website. • The NSEA VOICE will publish appropriate articles related to the goal of the NSEA Minority Involvement Plan. 	<p>events.</p> <p>Staff and governance include EMAC information in communication with members.</p> <p>Reach out to members to write articles for EMAC to be published in the NSEA VOICE.</p>
<p>3. Emphasize the role of the local increasing ethnic minority membership and leadership.</p>	<ul style="list-style-type: none"> • Compiling a list of ethnic minorities to participate in the NEA's Minority Leadership Training, with attempts to have each ethnic minority group represented. This list should be completed by the EMAC Chair and submitted to the NSEA President. Each local Association should be urged to send ethnic minority delegates to NSEA and/or national leadership training including the Conference on Racial and Social Justice and ethnic minority caucuses. • Planning and sponsoring racial social justice retreats and leadership training with the inclusion of an emphasis on institutional racism. • Publicizing leadership opportunities with NSEA to the minorities in the state. 	<p>Conducting multicultural book giveaways at NSEA and stakeholder events.</p> <p>Presenting workshops on how to run a campaign and get elected.</p> <p>NSEA-U workshops/NSEA Zoom presentations.</p>
<p>4. Support all efforts to increase diversity in the teaching profession (i.e., recruitment, retention, barriers, legislation)</p>	<ul style="list-style-type: none"> • Encouraging and recruiting students (especially those of ethnic minorities) to enter the teaching profession. 	<p>Complete professional entrance exams and participation in Ed Rising, Aspiring Educators and any other organization that supports entrance into the teaching professions.</p>

<p>5. Develop and offer a relational organizing approach, skill and strategies, for calling in key community, political, educational, and civic figures in the state.</p>	<ul style="list-style-type: none"> • Communication with: Local groups. • Coordinating and selecting the Nebraska Great Plains Milestone Award that recognizes an individual or group that has promoted human and civil rights in the State of Nebraska. The selected winner will be publicized in THE VOICE magazine and through social media. 	<p>Nominating at least one candidate for a NEA Human and Civil Rights Award.</p> <p>Nebraska Department of Education.</p>
<p>6. Provide members with training with Social and Racial training.</p>	<ul style="list-style-type: none"> • Team with CORB (Conversations on Race and Belonging), NEA and NEA Caucus. • Sending ethnic minority members to attend national leadership training and conferences. • Continuing the Affinity Group Safe Spaces for Conversations for Ethnic Minority members. 	<p>Members would be encouraged to participate in NEA caucus and CORB.</p> <p>Attend leadership workshops such as MLT, Leadership, NEA caucus conferences.</p>
<p>7. Every district should have an EMAC member on their board.</p>	<ul style="list-style-type: none"> • Collect data on minority candidates available to represent EMAC on their district goal. 	<p>To have an EMAC member on each district board.</p>

Supporting Data

Percentage of Minorities in State Population

American Indian/Alaska Native	1.5%
Asian	2.7%
Black	5.2%
Hispanic	11.4%
Pacific Islander/Native Hawaiian	0.1%
Multiple Races	2.3%
Other Racial or Ethnic Minority	0.1%
Total % Minorities in Population	23.3%

Source: United States Census Report, 2020

Nebraska Student Population by Race and Ethnicity

	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-21	2021-22	2022-23
American Indian/Alaska Native	1.34%	1.38%	1.35%	1.27%	1.28%	1.23%	1.30%	
Asian	2.62%	2.66%	2.76%	2.85%	2.89%	2.90%	2.90%	
Black	6.43%	6.69%	6.67%	6.47%	6.46%	6.50%	6.60%	
Hispanic	16.84%	18.61%	18.80%	17.97%	18.45%	18.78%	20.50%	
Pacific Islander/Native Hawaiian	0.14%	.15%	0.14%	0.17%	0.16%	0.16%	0.2%	
Multiple Races	3.40%	3.59%	3.78%	3.82%	3.94%	4.09%	4.4%	
Total	30.81%	33.08%	33.50%	32.55%	33.18%	33.66%	35.87%	

Source: Nebraska Department of Education

Nebraska Teacher FTE by Race and Ethnicity

	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-21	2021-22	2022-23
American Indian/Alaska Native	0.16%	0.17%	0.16%	0.34%	0.61%	0.66%	0.2%	
Asian	0.39%	0.43%	0.45%	0.55%	0.50%	0.51%	0.6%	
Black	0.97%	1.02%	1.05%	1.61%	1.08%	1.06%	0.9%	
Hispanic	2.04%	2.17%	2.90%	3.50%	1.93%	2.08%	2.8%	
Pacific Islander/Native Hawaiian	0.06%	0.06%	0.05%	0.06%	0.05%	0.06%	0.01%	
Multiple Races	0.44%	0.50%	0.48%	0.47%	0.83%	0.91%	0.5%	
Total	4.06%	4.35%	5.09%	6.53%	5.00%	5.28%	5.15%	

Source: Nebraska Department of Education

2022-23 NSEA Membership

American Indian/Alaska Native	113	11.58%
Asian	91	9.32%
Black	174	17.83%
Hispanic	385	39.45%
Pacific Islander/Native Hawaiian	13	1.33%
Multiple Races	118	12.09%
Other Racial or Ethnic Minority	82	8.40%
Total	976	100.00%

Total Active Members – 18,018

Source: NSEA Membership Records as of November 2022

2022-23 Minority Membership by NSEA Governance District

District	Total Members	Minority Members	Percent Minority
Capitol	4,360	193	4.43%
Elkhorn	3,041	112	3.68%
Metro	5,687	468	8.23%
Panhandle	963	48	4.98%
Sandhills	1,000	26	2.60%
Tri-Valley	2,967	129	4.38%
Total	18,018	976	

Source: NSEA Membership Records as of November 2022

Minority Members in Nebraska's Delegation to NEA RA

	Minority Delegates	Total Delegates	Percent Minority
2022	11	69	15.94%
2021	15	84	17.86%
2020	14	87	16.09%
2019	12	73	16.44%
2018	13	76	17.10%
2017	18	91	19.78%
2016	14	93	15.05%
2015	14	93	15.05%
2014	10	88	11.36%
2013	13	93	14.00%
2012	11	94	11.70%
2011	12	97	12.37%
2010	19	99	19.20%
2009	14	95	14.70%

Source: NEA

Minorities in Nebraska Elections

	2016	2017	2018	2019	2020	2021	2022
	Candidates/ Elected	Candidates/ Elected	Candidates/ Elected	Candidates/ Elected	Candidates/ Elected	Candidates/ Elected	Candidates/ Elected
RA State/Cluster Delegates	6/2	4/2	5/0	2/2	7/6	1/1	2/0
NSEA Board	3/1	2/1	1/0	4/4	4/3	1/0	3/2
Governance District Boards	4/3	3/3	4/2	1/1	1/1	2/2	0

Plan

The Ethnic Minority Affairs Committee was reorganized in the fall of 2013 to reflect NSEA's ongoing commitment to achieve the purposes of the committee. The purpose of the Ethnic Minority Affairs Committee is to promote respect and understanding of minority and ethnic groups and their involvement in all Association activities. The Ethnic Minority Affairs Committee is a standing committee of the NSEA.

The duties of the Ethnic Minority Affairs Committee are set forth in the Ethnic Minority Affairs Committee Bylaws. The Committee plans and implements programs that promote minority leadership training, minority student achievement and respect of minority and ethnic cultural differences, as well as recruitment of minority members to participate in all aspects of Association governance activities, recommending policies relating issues of concern to minorities and ethnic groups, and recruitment into the teaching profession.

The Ethnic Minority Affairs Committee meets regularly throughout the Association year to aid in the compliance with NEA's 3.1(g) requirements for state affiliates and to help in implementation of this Minority Involvement Plan.

Implementation and Administration of the Plan

Responsibility for implementing the plan shall rest with Association governance at all levels, the NSEA Executive Director, and with such staff members as the Executive Director may assign related duties. A staff person is assigned to coordinate the activities of the committee.

The EMAC and Social Justice Committees will add the NSEA Minority Involvement Plan on every meeting's agenda to review progress toward the goals of the plan.

The NSEA Minority Involvement Goals Statement shall be included with all election materials and with all agendas for meetings where elections or appointments will occur.

Responsibility for monitoring the implementation of the plan will rest with the NSEA Board of Directors and the Ethnic Minority Affairs Committee. It shall be the duty of the Ethnic Minority Affairs Committee to submit recommendations on an annual basis for updating and improving the plan and to report the progress of the Association in meeting its stated goals.

The NSEA President and the Chairperson of the Ethnic Minority Affairs Committee shall serve as liaison with NEA regarding implementation of the NEA Goals Statement.

The NSEA Minority Involvement Plan shall be publicized as follows.

- In conjunction with membership recruitment, the NSEA President will annually notify each local association of the NEA Goals Statement, provisions of the NSEA Minority Involvement Plan and methods of compliance.
- The NSEA VOICE will publish appropriate articles related to the goal of the Plan.
- All elections and appointments will be subject to the provisions of the Election Procedures of NSEA and to the Minority Involvement Plan.

- Questions shall be included in the Annual Report submitted by each local association to solicit statistics to determine in each local association the degree of minority involvement.