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# BYLAWS: ETHNIC MINORITY AFFAIRS COMMITTEE

## ■ Introduction

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These bylaws recognize a change in the demographics of America's population. By 2020, the U.S. Census Bureau predicts that all Americans will belong to "minority groups" with 25 percent of the population of White/European descent, 25 percent of Hispanic descent, 25 percent of Black American descent, and 25 percent of Asian American descent. In addition the U.S. population includes a number of Native Americans and increasingly contains many ethnic groups that speak a multitude of languages and come from diverse cultural backgrounds.

As our society becomes increasingly diverse, it is essential that the NSEA promote respect and understanding for our cultural diversity and embraces and constructively manage it.

An understanding of these profound social changes has led to the restructuring of NSEA's Minority Affairs Committee and the revision of these bylaws. The name of the Committee has been changed to the Ethnic Minority Affairs Committee (EMAC). The purpose of the Committee has been redefined to reflect our new ethnic diversity. In addition, the relationship of the Committee to the NSEA Board, and Governance structure has been strengthened to reflect NSEA's ongoing commitment to achieve the purposes outlined in this document.

The new structure ensures that there will be an Ethnic Minority Affairs Committee member from each NSEA District. NSEA Districts are encouraged to involve members of Ethnic Minority Affairs Committee in the programs and activities of the District Association. This document, along with the revised Minority Involvement Plan, recognizes the role and obligation of every level of the Association, including NSEA Districts, to promote racial and ethnic understanding and involvement by meeting the objectives outlined in these respective documents.

## ■ Article I: Purpose

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The purpose of the Ethnic Minority Affairs Committee is to promote respect and understanding of minority and ethnic groups and their involvement in Association activities. The Committee shall plan and implement programs that promote:

- (a) Minority leadership training.
- (b) Minority student achievement.
- (c) Respect of minority and ethnic cultural differences.
- (d) The recruitment of minority members to participate in NEA RA and other Association governance activities.
- (e) Policies related to issues of concern to minorities

and ethnic groups by recommending policy to the NSEA Board of Directors.

- (f) Recruitment of minorities and ethnic groups into the teaching profession.

All NSEA members are encouraged to participate in the activities and programs of the Committee.

## ■ Article II: Officers

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**SECTION 1:** The general officers of the organization shall be Chair, Vice Chair and Secretary. The Chair shall be appointed by the NSEA President for a term of one year. The Vice Chair and Secretary shall be elected for terms of three years.

**SECTION 2:** Any active member of NSEA, in good standing and belonging to one of NEA's four identified racial minorities – Black, Hispanic, American Indian/Alaska Native, Asian/Pacific Islander – is eligible to serve as a general officer.

**SECTION 3:** Election of Vice Chair, Secretary, and two (2) representatives from each of the four identified minorities shall occur at the annual meeting.

## ■ Article III: Executive Committee

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**SECTION 1:** The Executive Committee shall consist of the general officers and two at-large representatives from each of the four identified racial minority groups.

**SECTION 2:** Qualifications for at-large representatives on the Executive Committee shall be the same as those specified in Article II, Section 2.

**SECTION 3:** Except for the chair, the at-large members of the Executive Committee shall be elected for three-year terms. Executive Committee members shall be elected on a rotating basis, with a portion elected each year.

**SECTION 4:** Interim vacancies of the at-large positions shall be filled by appointment by the NSEA President. Such appointment shall extend to the next regular election, at which time a person shall be elected for the unexpired term.

**SECTION 5:** In the event that an NSEA District has no elected Ethnic Minority Affairs Committee member, the NSEA President shall appoint, with recommendations from District presidents, an NSEA member from that District(s), to serve as a non-voting member of the Executive Committee.

**SECTION 6:** Meetings of the Executive Committee shall be called by the Chair. The Executive Committee shall

meet four times during the Association year. Should a quorum not be able to attend any such meeting, the meeting shall be canceled by the Chair.

**SECTION 7:** Duties of the Executive Committee shall be to:

- (a) Monitor the progress of the state and local associations in meeting the goals of the Minority Involvement Plan.
- (b) Prepare an Annual Report on Minority Involvement for the NSEA Board.
- (c) Plan goals and activities for each Association year consistent with the purpose of the Committee.
- (d) Prepare and submit an annual budget to the NSEA Board of Directors for its approval.
- (e) Identify minority concerns and propose appropriate policy, resolution, and/or NSEA bylaw changes.
- (f) Represent and promote the activities of the Ethnic Minority Affairs Committee to their respective NSEA District leadership.

**SECTION 8:** The position of any elected officer or at-large representative shall be declared vacant immediately after the second absence, during a term, from any regularly scheduled Ethnic Minority Affairs Committee meeting unless the individual has given prior notice to the chair of the Executive Committee.

**SECTION 9:** Members of the Executive Committee, who receive training provided by the Association, shall have an obligation to share that information or training with the NSEA membership.

## **Article IV: Elections**

**SECTION 1:** With the exception of the Chair, which shall be appointed by the NSEA President, the general officers and at-large representatives shall be elected by secret ballot from the four NEA identified minority groups.

**SECTION 2:** Elections shall be held during the annual meeting of the Ethnic Minority Affairs Committee. Any NSEA member from one of the four NEA identified minority groups is eligible to vote at the annual meeting.

**SECTION 3:** Candidates for offices may:

- (a) File for office with the EMAC Chair one month

prior to the annual meeting or;

- (b) Be nominated from the floor.

## **Article V: Duties of General Officers**

**SECTION 1:** The Chair shall:

- (a) Preside at all general membership meeting.
- (b) Call and preside at meetings of the Executive Committee.
- (c) Appoint any committees needed.
- (d) Be a delegate to the NEA Regional MLT.

**SECTION 2:** The Vice Chair shall:

- (a) Act as presiding officer at the request of or in absence of the Chair.
- (b) Assume duties as assigned by the Chair or Executive Committee.

**SECTION 3:** The Secretary shall:

- (a) Prepare official minutes of all Executive Committee and general meetings and submit them to the chair and membership.
- (b) Prepare appropriate correspondence as directed by the Chair.

## **Article VI: Amendments to Bylaws**

**SECTION 1:** Bylaws may be amended by submitting proposed changes to the NSEA Board of Directors.

## **Article VII: Parliamentary Authority**

**SECTION 1:** Roberts Rules of Order, Newly Revised, shall govern proceedings of the organization not herein provided for.

## **Article VIII: Expense Reimbursement**

**SECTION 1:** Requests for reimbursement of expenses shall be on an NSEA voucher and shall be subject to the reimbursement policy of the NSEA Board of Directors.