



Ethnic Minority Affairs Committee

Business Meeting Minutes

November 17, 2017

NSEA Headquarters

Lincoln, NE

Chair

Isau Metes (2017)

402-580-2662

isaumetes@gmail.com

Vice Chair

Jose Hernandez (2018)

Secretary

Susan C. Loney (2019)

Black Representatives

Jermaine Guinyard (2020)

LeDonna White Griffin (2018)

American Indian/Alaska Native Representatives

Tracy Hartman-Bradley (2017)

Vacant

Asian/Pacific Islander Representatives

Kristy Lee (2020)

Vacant

Hispanic/Chicano Representatives

Karla Andazola (2018)

Elizabeth Carranza (2020)

NSEA-EMAC Designated Staff

Carol Hicks

Andrea Longoria

Natalie Thomason

website www.nsea.org/emac

twitter [@EMAC_NSEA](https://twitter.com/EMAC_NSEA)

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Isau Metes, EMAC Chair, called the meeting to order at 10:15 a.m.

I. Adoption of the Agenda

Action Item: Isau Metes, moved it without objection, to adopt the agenda.

Motion Passed

II. Pledge of Allegiance

Led by Jose Hernandez, Vice Chair. Everyone in attendance participated.

III. Roll Call (Executive Committee)

Isau Metes- Chair (Lincoln)

Jose Hernandez- Vice Chair (Norfolk)

Susan Loney- Secretary (Omaha)

Tracy Hartman-Bradley- American Indian/Alaska Native Representative (Omaha); NEA Director (Nebraska)

Kristy Lee- Asian Pacific Islander Representative (Omaha)

Jermaine Guinyard- Black Representative (Harvard)

LeDonna White Griffin – Black Representative (Omaha)

Karla Andazola- Hispanic Representative (Lexington)- Not in Attendance

Elizabeth Carranza-Rodriguez- Hispanic Representative (Lincoln)

Carol Hicks- NSEA- EMAC Staff Liaison

Andrea Longoria- NSEA- EMAC Staff Liaison -Not in Attendance

Natalie Thomason- NSEA-EMAC Staff -Not in Attendance

IV. Welcome and Introductions

Chair Isau Metes welcomed everyone in attendance. It was followed by the introductions of the executive committee, the EMAC members, and guests in attendance.

Jenni Benson, NSEA President

Paul Schulte- NSEA Vice President

Linda Freye- NEA Director (Nebraska)

Tanishia Butler- NSEA Staff (Lincoln)

Juan Carlos Veloso- EMAC Member (Omaha)

Nora Lenz- EMAC Member (Lincoln)

V. Approval of September 2017 Minutes

*NA-- The EMAC Meeting held on September 29th, following the Advocacy Conference in Columbus, NE, was without a quorum.

VI. Approval of Financial Report

Carol Hicks, NSEA Staff/EMAC Liaison presented the EMAC Financial Report.

Action Item: It was moved by Tracy Hartman-Bradley/ Jose Hernandez to approve the Financial Report as printed.

Motion Passed

VII. Minority Involvement Plan

*See **Action Items** section

VIII. EMAC Bylaw

*See **Action Items** section

IX. Informational Items

- **Vacant Seats-** An API and American Indian/Alaska Native Representative seats are still vacant.
- **Member Engagement-** In order to boost member engagement, Chair Metes encourages everyone in attendance to bring a member at the next EMAC meeting on January 6, 2018 at the NSEA Headquarters.
- **Book Ideas-** Chair Metes is looking for suggestions on proven book titles that promote cultural competency for both the teachers and the students. Tracy Hartman-Bradley will assist in shopping for more books.
- **Possible Future Trainings-** Vice Chair Jose Hernandez will find more information on possible trainings for EMAC members to attend.

X. Chair Report (Isau Metes)

See Handout/ Visit Website

XI. Vice Chair (Jose Hernandez)

See Handout/ Visit Website

XII. Secretary Report (Susan Loney)

See Handout/ Visit Website

XIII. Ethnic Minority Report**a. American Indian/Alaska Native Representatives**

Tracy Hartman-Bradley- See Handout/ Visit Website

***Vacant**

b. Asian Pacific Islander Representatives

Kristy Lee- See Handout/ Visit Website

***Vacant**

c. Black Representatives

Jermaine Guinyard - See Handout/ Visit Website

LeDonna White-Griffin - See Handout/ Visit Website

d. Hispanic Representatives

Karla Andazola– See Handout/ Visit Website

Liz Carranza– See Handout/ Visit Website

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XIV. Action Items

- Action Item #1: It was moved by **Kristy Lee/Liz Carranza- Rodriguez** to amend the *first* element of the Minority Involvement Plan that encourages greater involvement of minorities in association activities at all levels. The amended plan now states, "Encouraging and recruiting students (especially those of ethnic minority) to enter the teaching profession **by completing professional entrance exams and participation in Ed Rising, SEAN and any other organization that supports entrance into the teaching profession.**"

Motion Passed

- Action Item #2: It was moved by **Jermaine Guinyard/ Susan Loney** to add "**In line with the NSEA Strategic Plan, EMAC will advance a culture of social justice by improving educational opportunities for ALL students and building respect for the worth, dignity, and equality of every individual in our diverse society**" as the *second* element of the Minority Involvement Plan that encourages greater involvement of minorities in association activities at all levels.

Motion Passed

- Action Item #3: It was moved by **LeDonna Griffin/ Jermaine Guinyard** to amend the *thirteenth* element of the Minority Involvement Plan that encourages greater involvement of minorities in association activities at all levels. The amended plan now states, "Collecting data on minority candidates who have won, been elected, or currently hold a NSEA position (RA, DA, State Board, Governance District Boards) **by meeting 3.1(g) requirements of ethnic minority membership to ensure elimination of a Needs Improvement Plan.**"

Motion Passed

- Action Item #4: It was moved by **Jose Hernandez/ Susan Loney** to make the following editorial changes in the Minority Involvement Plan:
 - (a) Add "... and edCommunities" to the *sixth* element of the Minority Involvement Plan that encourages greater involvement of minorities in association activities at all levels.

The amended plan now states, "Maintaining a minority email list serve **and edCommunities** for use in communicating with minority members on a regular basis. Information sent could include upcoming EMAC meetings, the monthly NDE Diversity Connection Newsletter, copies of the current minority involvement plan, upcoming election opportunities, and available trainings."

- (b) Strike "Joint Conference on Concerns of Minorities and Women"

The amended plan now states, "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.**"

Motion Passed

- Action Item #5: It was moved by **LeDonna Griffin/ Jermaine Guinyard** to remove the *sixteenth* element of the Minority Involvement Plan that encourages greater involvement of minorities in association activities at all levels. (**Resubmitting the bylaw for an Ethnic Minority seat at-large on the NSEA Board.**)

Motion Passed

- Action Item #6: It was moved by **Liz Carranza-Rodriguez/ Jose Hernandez** to add "...including but not limited to" to EMAC Bylaws under Article II: Membership on page 33.

Motion Passed

- Action Item #8: It was moved by **Jose Hernandez/Tracy Hartman-Bradley** to change the January WebEx Meeting to a face-to-face meeting in Lincoln on January 6, 2018.

Motion Passed**XV. Future EMAC Meeting Dates**

January 6,2018 (Lincoln)

XVI. Concerns

- None

XVII. EMAC Staff Liaison (Carol Hicks)

- Carol has once again given us all words of encouragement to continue with our involvement and to work tirelessly for ALL of our students. Carol has asked EMAC for assistance in recruiting instructors/mentors to support NSEA's ongoing commitment in recruiting and engaging educators of color by mentoring the PAXIS Core Test. For more inquiries, please contact Carol.

XVIII. Adjournment

Action Item: It was moved by Chair Isau Metes/ Susan Loney to adjourn the meeting at 1:55 p.m.

Respectfully submitted by:

Susan C. Loney
EMAC Secretary