

## 2011 NEA JOINT CONFERENCE ON CONCERNS OF MINORITIES AND WOMEN

### NOTES FROM DISCUSSION GROUPS OF JUNE 28, 2011

**Group Topic:** *Overcoming the Backlash to Minority Population Growth*

**Question 1:** *What actions could you take to make a difference in response to our discussion topic?*

#### **Take Political Action**

- Letter writing
- Parent community forum
- Voter registration

#### **Build Coalitions**

- Within local community
- Chambers of Commerce
- Churches
- Other unions
- Local business owners
- Get public engaged

#### **Engage in Dialogue**

- Anywhere you go
- Share real stories, put a face to the issue
- Use media and social media
- Bridge culture and diversity

#### **Educate**

- Implement curriculum on immigration
- Provide the history of minorities' struggles
- Place value on education
- Educate on cultural differences
- Strengthen the middle class through education

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**Question 2:** *What partnerships or resources are necessary to mobilize our members?*

#### **Use the Media/Social Media**

- Facebook/Twitter
- Letters
- Press

#### **Work with other Unions/groups**

- Communicate across unions/groups
- Use families as sources
- Collaborate
- Use teachers as sources
- Engage faith-based groups
- Work with PTA/PTO
- Involve local Colleges and Universities
- Solicit school boards' involvement

#### **Collect Data**

- Involve NEA Research Department
- Analyze U.S. Census and other data

#### **Educate/Create**

- New policies
- Histories of minority groups
- Improved immigration policies
- Curricula to include diversity
- Tolerance curriculum

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### NOTES FROM DISCUSSION GROUPS OF JUNE 28, 2011

**Group Topic:** *Making Education Reform Work for Minority Students*

**Question 1:** *What actions could you take to make a difference in response to our discussion topic?*

#### **Support Cultural Diversity and Social Justice**

- Make all students feel respected and part of school community
- Be sensitive to cultural and language differences by identifying and understanding students backgrounds
- Ensure diversity among education staff
- Identify and use effective, culturally relevant materials and curriculms
- Infuse social justice principles and practices into education reform

#### **Contribute to Parental/Stakeholder Awareness and Engagement**

- Build meaningful relationships in community
- Acknowledge the positive in parents
- Use interpreters if needed; communication is key
- Create partnerships with different groups
- Bond with parents; make home visits
- Solicit parents' expectations and needs
- Educate parents on education reform

#### **Restructure Standardized Tests**

- Find non-traditional ways to assess students
- Stop unnecessary testing
- Stop using culturally biased tests

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**Question 2:** *What partnerships or resources are necessary to mobilize our members?*

#### **Improve Communication**

- Need interpreters in several languages for students and families
- Partner with Colleges and Universities
- Offer community ESL classes
- Sponsor town hall meetings
- Encourage the media to focus on local issues
- Use social media

#### **Educate**

- Support professional development for educators
- Make after-school study sessions available to students
- Offer mentoring/tutoring programs
- Provide training on the union: its history, values, and importance
- Educate on the political process and its impact on education
- Train on new technologies (e.g., Skype, twitter)

#### **Take Political Action**

- Mobilize reform
- Organize visits to schools by legislators (to gain understanding of educators' position)
- Partner with social organizations; build coalitions

#### **Support Social Justice**

- Challenge unconscious bias

## 2011 NEA JOINT CONFERENCE ON CONCERNS OF MINORITIES AND WOMEN

### NOTES FROM DISCUSSION GROUPS OF JUNE 28, 2011

**Group Topic:** *Defeating Attacks on Educators and Union Rights*

**Question 1:** *What actions could you take to make a difference in response to our discussion topic?*

#### **Create Dialogue/Educate**

- Inform the public
- Use social media outlets
- Change the message
- Distribute fact sheets
- Organize flash mobs to draw attention/gain publicity and activism
- Host town hall meetings
- Use personal stories to direct the message
- Boycott companies that fund attacks
- Engage in one-on-one conversations (home visits, canvas neighborhoods)
- Create a unified message

#### **Take Political Action**

- Vote for pro-public education candidates
- Understand actions/consequences of legislative work
- Learn candidates plans and research candidates backers
- Write letters to legislators
- Run for office; need more educators in office

#### **Mobilize**

- Use a PR firm to send out message on local, state and national level
- Create a unified message
- Partner with other unions and organizations
- Organize marches/rallies
- Make NEA visible and positively known to the general public (not just members)
- Increase social networking; utilize Facebook and Twitter

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#### **Involve Parents/Community**

- Gain parents' support/ involvement
- Get local business to partner with schools
- Work with the faith-based community
- Engage service groups
- Humanize the education family

#### **Take Political Action**

- Hold legislators accountable
- Use celebrities to influence/bring attention to positive education legislation/work
- Vote educators into office

#### **Expand Partnerships**

- Use social media
- Empower union members' active involvement
- Start a PR campaign
- Find funding to support ideas/counter attacks
- Use students' voices
- Utilize Public TV/Radio

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### NOTES FROM DISCUSSION GROUPS OF JUNE 28, 2011

**Group Topic:** *Mobilizing Women & Minority Community Action*

**Question 1:** *What actions could you take to make a difference in response to our discussion topic?*

#### **Create Dialogue**

- Create a clear message
- Engage the public
- Create strong images and dialogue about the life and efforts of our educators
- Connect “have” and “have not” schools
- Connect with community (parents, faith based groups, police, fire dept., etc.)
- Hold town hall meetings

#### **Educate**

- Set up mentor programs
- Educate the public about, what the facts really are
- Get students involved
- Discuss our civic and social responsibilities and consequences of inaction
- Share the history of unions
- Educate on effective and ineffective policy and its impacts

#### **Support Social Justice**

- Develop tolerance/acceptance strategies for educators and students
- Ensure language barriers between parents do not impact dialogue by offering translators
- Boycott products/companies that support anti-education/union polices/practices

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**Build Partnerships**

- Faith-based organizations
- Other unions
- City officials/Political leaders
- Minority and women's organizations
- Parent groups (PTA/PTO)
- Medical community
- Students, including college students
- PR firms
- Press
- Social media networks