NEA Unpacked: Advocacy and Support for Marginalized NEA Higher Education Members

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Session Objectives

By the end of this session participants will:

- Better understand the NEA and the resources available to support advocacy efforts

- Learn how the Community College Association (CCA) of the California Teachers Association (CTA) has incorporated the resources and support of the NEA to advocate for marginalized CCA/CTA/NEA members

- Hear how one CCA/CTA/NEA Part-Time faculty member has used the resources discussed to increase her CTA & NEA involvement and advocacy for PT members

- Leave excited by the possibilities for actively advocating for yourselves and others

Today's Session

Poll and Introductions

Unpacking the NEA

CCA Advocacy

PT Participation and Advocacy

Closing Thoughts

Poll

SAMPLE

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Slide Deck

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Unpacked

Elizabethada A. Wright, Education Minnesota

www.nea.org/handbook

Essential information here
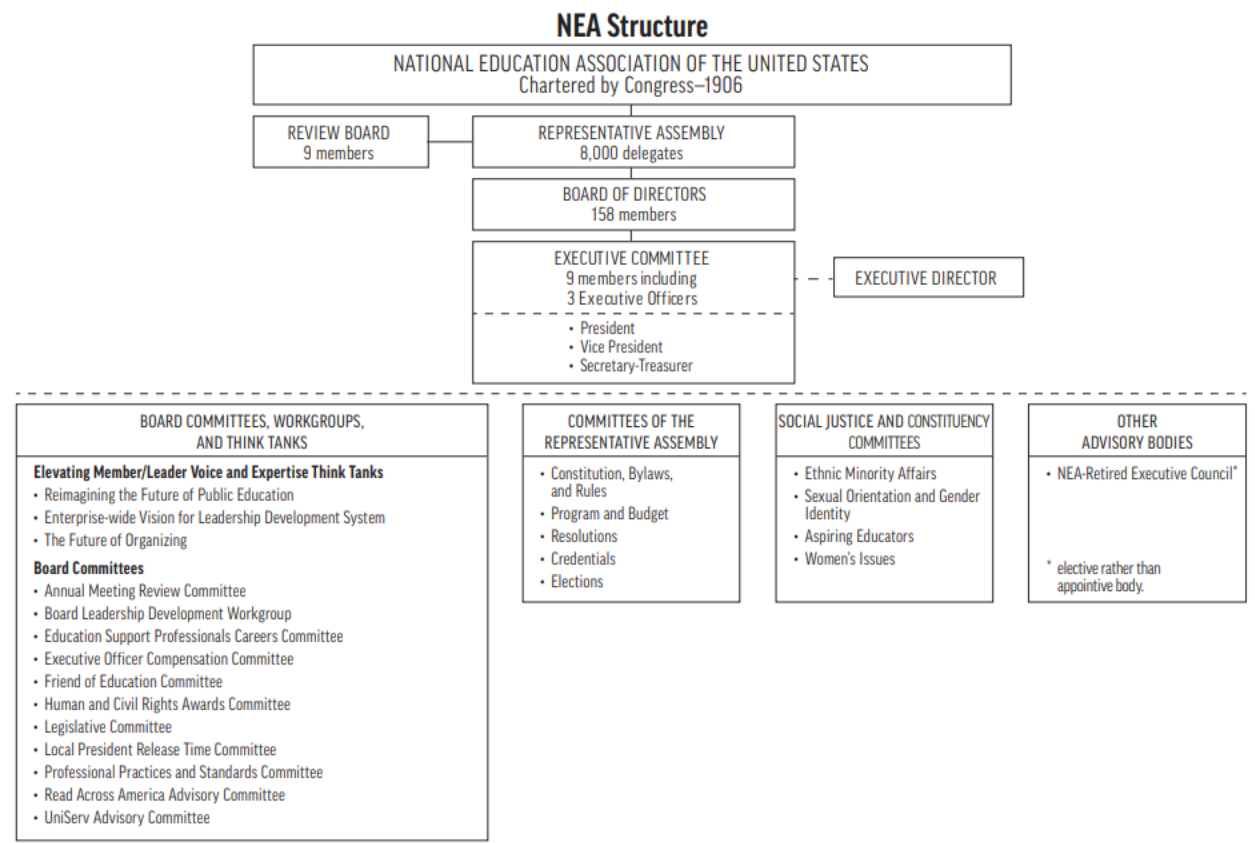
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- This is where you will find:
  - Board members representing states, higher education, etc.
  - Committees

NEA Structure

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES
Chartered by Congress—1906

REVIEW BOARD
9 members

REPRESENTATIVE ASSEMBLY
8,000 delegates

BOARD OF DIRECTORS
158 members

EXECUTIVE COMMITTEE
9 members including
3 Executive Officers

EXECUTIVE DIRECTOR

- President
- Vice President
- Secretary-Treasurer

BOARD COMMITTEES, WORKGROUPS, AND THINK TANKS

Elevating Member/Leader Voice and Expertise Think Tanks
- Reimagining the Future of Public Education
- Enterprise-wide Vision for Leadership Development System
- The Future of Organizing

Board Committees
- Annual Meeting Review Committee
- Board Leadership Development Workgroup
- Education Support Professionals Careers Committee
- Executive Officer Compensation Committee
- Friend of Education Committee
- Human and Civil Rights Awards Committee
- Legislative Committee
- Local President Release Time Committee
- Professional Practices and Standards Committee
- Read Across America Advisory Committee
- UniServ Advisory Committee

COMMITTEES OF THE REPRESENTATIVE ASSEMBLY
- Constitution, Bylaws, and Rules
- Program and Budget
- Resolutions
- Credentials
- Elections

SOCIAL JUSTICE AND CONSTITUENCY COMMITTEES
- Ethnic Minority Affairs
- Sexual Orientation and Gender Identity
- Aspiring Educators
- Women's Issues

OTHER ADVISORY BODIES
- NEA-Retired Executive Council*

* elective rather than appointive body.

Note: This chart does not include special committees established by NEA governance, and ad hoc internal committees of the Board of Directors and Executive Committee.

NEA is a member-run organization

But there are two significant parts

- Membership
- Staff

Membership has at helm a president and executive committee

Staff has at helm an executive director and executive officers

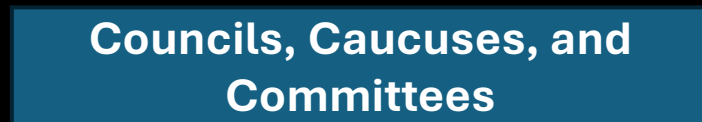Staff implements the policy developed by member governance

Executive Committee:
President
Vice President
Secretary-Treasurer
Six Elected Members

NEA Board

Membership (state and local)

Councils, Caucuses, and Committees

Executive Committee:
President; Vice President; Secretary-Treasurer; Six Elected Members

NEA Board:
State Affiliate Officers; Aspiring Education Directors (3); Retired Directors (6); At-Large Directors (18 for various sectors); Ethnic Minority Representatives (4); Honorary Director

Review Board (from membership, appointed by president, approved by board)

Representative Assembly (EC, Board, and elected members from states and locals)

Membership (state and local)

Councils, Caucuses, and Committees

Representative Assembly (EC, Board, and elected members from states and locals):
Review/modify constitution, by-laws, rules
New business items
Resolutions
Amendments to Legislative Program
[any member can submit each; deadlines and requirements for each]

Councils (membership fee, elected officials, non-voting seat at board meetings, staff assistance)
Caucuses (approved by NEA, membership fee, elected officials, like-minded people, table at RA, staff assistance)
Committees (appointed by president)
(members can belong to each)

Executive Staff

Staff
Layers of departments that work in support of membership

- → Executive Director:
- → Accounting
- → Advocacy
- → Ballot
- → Business and Finance
- → Business
- → Campaign
- → Center for
- → Advocacy Center for Enterprise
- → Center for Governance
- → Center for Human Resources
- → Center for Finance
- → Center for HR
- → Center for Innovation Tech
- → Center for Organizing and Support
- → Center for Professional Excellence
- → Center for Racial and Social Justice
- → Collective Bargaining
- → Community Advocacy
- → Community Schools
- → Compliance and Affiliates
- → Conference and Faculty
- → Conference and Travel Services
- → Customer Services
- → Digital Engagement
- → Digital Programming
- → EDIS Program Management
- → Educational Policy & Implementation
- → Educational Support Professionals
- → Quality
- → Employee and Labor Relations/Wellness
- → Enterprise Data and Information Strategy
- → Enterprise System
- → Facility serices
- → Government Relations
- → Growth. Leadership, and Union Engagement
- → HCR Transformation
- → Health and Safety Cross-center
- → Human and Civil Rights
- → Information Security
- → ITS
- → Infrastructure
- → International relations
- → Leadership and Development
- → Local Growth and Strategic Field Operations
- → Member Engagement
- → My School, My Voice
- → NEA Executive Office
- → National Education Campaigns
- → NEA 360
- → Office of Chief Financial Officer
- → Office of Deputy Executive
- → Office of Executive Director
- → Office of General Council
- → Office of Finance
- → Office of Operations and Risk Management
- → Office of Strategic Alliances
- → Payroll/Benefits
- → PAC
- → Print Media
- → Procurement
- → Production
- → Professional Executive and Student Learning
- → Public Branding and Engagement
- → Quality Assurance
- → Racial and Social Justice Commission
- → Reporting, Analytics, and Data
- → State and Governance Engagement
- → Strategic Federal Partners
- → Strategy
- → Student Loans/Member Engagement
- → Teacher Quality
- → Workforce and Professional Development
- → Year Round Organizing
- → Zone 1-4

So what can a member do (especially a higher education member)?

Membership (state and local):
Run for Board
Talk to Board Members
Run to be a RA Representative
Submit an NBI
Join a committee (tell the President)
Join a council and TALK (NCHE!)
Join a caucus and TALK

The NEA and California Community Colleges

Randa B. Wahbe, CCA Vice President

CALIFORNIA COMMUNITY COLLEGES

- 116 colleges
- 73 Districts
- 1 Chancellor
- Local control
- 84 CBAs
- Represented by multiple unions
  - CCA/CTA/NEA
  - CFT/AFT
  - CCCI
- 29,000+ faculty – ~20,000 PT
- ~70% part-time/adjunct
  - Teach ~50% of classes
  - Capped at 67% of a FT load

*Per California Community College Chancellor's Office, Fall 2024 data

NEA HE Staff – TRAINING

Membership

Organizing

Leadership

NEA HE Staff – MEMBERSHIP RECRUITMENT

Grid of PT classes/office location

On the ground one-on-ones

Membership drive

Phone banking with SEIU

NEA HE Director

Board
Liaison Seat

National Council for Higher Education (NCHE)

ORGANIZATIONAL
MEMBERSHIP

BOARD MEMBER
MEMBERSHIP
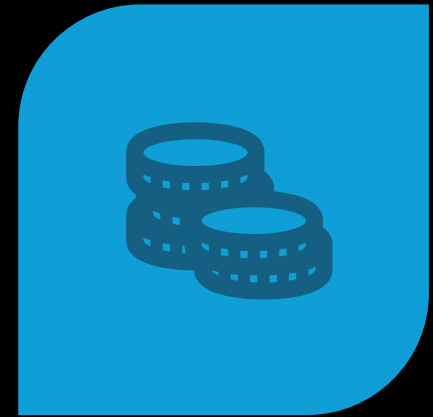
CHAPTER
MEMBERSHIPS

NEA RA Attendance and NBIs

Competitive elections to represent CA HE at NEA RA

Collaboration with other attendees (even other states) on NBIs

NBI #5, 2022

- *NEA will use its existing communication vehicles to educate the public about the plight of contingent higher education faculty in the United States. Part of this campaign will include collecting and disseminating "horror" stories from the trenches of higher education faculty.*

NBI #9, 2023

- *NEA shall work with the NEA National Council for Higher Education (NCHE) to develop a plan to help address the working conditions, compensation, and benefits of the lowest-paid employees in higher education, who are often paid poverty wages and who labor in precarious positions despite their advanced degrees. NCHE will give its members a regular update on the progress on this NBI.*

NBI #10, 2023

- *NEA shall use existing resources to work with state affiliates who represent higher education faculty and staff to create and support organizing campaigns that address contingent faculty issues including, but not limited to, wages, benefits, and working conditions. NEA will use these resources to coordinate contingent faculty organizing campaigns to increase membership, identify leaders, and successfully negotiate contracts or advance policy to achieve contingent faculty parity regarding benefits, compensation, dignity, and respect. NEA will use the learnings in capacity building to inform future campaigns.*

NBIs – VEHICLES FOR CHANGE

- Create collaboration
- Created by collaboration

Active Participation and Advocacy

- CCA/CTA/NEA Member since I began teaching in early 2000's

  - Membership alone ≠ active participation or advocacy

- Conference attendance as a local union delegate
  - Conference attendance alone was not enough

- So, what changed?
  - Accepting invitations to get involved in CCA committee work
    - CCA Legislation and Advocacy Committee
    - CCA Part-Time Faculty Issues Committee

  - Committee involvement led to other opportunities
    - CCA grant opportunities
    - CTA State Council and CTA Financing Public Education Committee
    - NEA 2024 Artificial Intelligence Task Force
    - NEA National Council for Higher Education (NCHE)
    - NEA 2024_25 Representative Assembly

  - And Now…
    - Remaining active in CCA/CTA/NEA
    - Pursuing continuing education to enhance skills in advocacy for policy change

Any questions?

Thank You!