

## ETHNIC MINORITY AFFAIRS COMMITTEE

### HISTORY

The NEA Ethnic Minority Affairs Committee (EMAC) is a Standing Advisory Committee that was authorized by the NEA Board of Directors in 1975 (it was authorized as the Committee of Minority Affairs-MAC) upon the recommendation of the Executive Committee. The committee is composed of four representatives of each of the NEA recognized ethnic-minority membership groups: Asian/Pacific Islander, Black, Hispanic and American Indian/Alaskan Native. Members are appointed by the NEA President. Traditionally, the NEA President has appointed the officers of the four ethnic minority caucuses.

Over the years, EMAC has remained unique in the committee structure due to its decision-making process - a consensus procedure in which decisions must be approved by all members in order to be adopted. According to some committee members, this requirement has helped promote honest dialogue and trust among the committee membership as well as the identity groups represented. Some have also noted that the committee has been a unifying element among the different groups and has served to promote greater knowledge and understanding of others within the organization.

EMAC was established to support and advance greater racial diversity and inclusion within the Association. among members that identify as *Native Americans, Asian, African American, Black, Latin(o/a/x), Middle Eastern and North African, Multiracial, Native Hawaiian and Pacific Islander*.

As a Social Justice/Constituency Committee, members of EMAC seek to offer input, ideas and critically important perspective from the communities they represent. The work the committee engages in to respond to the charges includes:

- Identifying NEA programs and policies that support increased inclusion and diversity
- Identify programs and policies in states, their communities and state/local affiliates to support the advancement of racial just and equitable policy, practices and behaviors.
- Best practices and promising strategies to continue to improve inclusion and equity in the Association.
- Collaborate and coordinate their work with the Board of Directors and across the committee structure.