

Racial and Social Justice Work throughout the 2020-2021 Strategic Plan & Budget

Context: Please find below a summarized breakdown of racial and social justice (RSJ) work & associated programmatic funds throughout the 2020-2021 Strategic Plan & Budget totaling \$26,652,793.

Please note that this summary is simply a tool for identifying core work areas and programs helping to advance our Association's agenda for racial and social justice and promoting equity in public schools and throughout our organization. This list is not all encompassing of the many ways our Association is advancing Education Justice. For more detailed information, please reach out directly to Strategic Objective Leads.

***RSJ = Racial and Social Justice**

SO1: Increase Educator Voice, Influence, and Professional Authority: Develop and sustain effective structures, processes, and leaders to increase educator influence in decision-making at worksite, district, state, and national levels. (pg.7)

Racial and Social Justice Related Funds: \$3,892,132

Core RSJ Work Areas/Programs: Student-centered message and narrative training for NEA members on opportunity and achievement gaps as drivers of inequity (pg.8); Member engagement and education around ESSA to advance equity (pg.8); Development of ESSA-related grassroots tools and resources to broaden members' understanding of the statute (pg.8); Partnering with state affiliates to position member-leaders for action to close access and equity gaps (pg.8); Support family-school-community engagement in communities of color (pg.9); Promote student-centered Bargaining for the Common Good (BCG) Initiative (pg.9).

SO2: Recruit and Engage New and Early Career Educators: Identify, recruit, support, and engage new educators in our Association, and connect them with opportunities for professional learning, leadership, and advocacy. (pg. 10)

Racial and Social Justice Related Funds: \$634,867

Core RSJ Work Areas/Programs: Engagement, including via digital platforms, of teacher producing Minority Serving Institutions to engage aspiring educators (particularly those of color), develop their leaderships skills, prepare them for the education profession and train them in organizing (pg.11); In partnership with targeted affiliates build an organizing model for identifying, recruiting, and retaining aspiring, new, and early career educators based on racial justice principles (pg.12); Utilize, test, and measure membership growth based on the value proposition of racial justice advocacy (pg.12); Identify new/early educators to lead the training of racial and social justice content in their state and local affiliates (pg.12).

SO3: Advance Racial Justice in Education: Support members in advancing racial justice in education and improving conditions for students, families, and communities through, awareness, capacity-building, partnership, and individual and collective action. (pg. 13)

Racial and Social Justice Related Funds: \$13,357,529

Core RSJ Work Areas/Programs: Conference on Racial and Social Justice (pg.14); Human and Civil Rights Awards (pg.14); RSJ Professional Development (Cultural Competence, Diversity, Race Equity, Social Justice training) (pg.15); Recruitment of educators of color (pg.14); Racial Justice in Education (RJE grants) (pg. 15); CAPE grants (pg. 14); NEA Ed Justice (pg. 14); Racial Justice legal activism (pg. 15); Student-centered bargaining and advocacy grants (pg.15); Family-School-Community Outreach and Engagement (pg.15); RJE Language Assessment work (pg. 15); Race equity training for NEA staff (pg.16); RSJ national, state and local partnerships (pg.16); Diverse Assets Management Initiative (DAMI) partnership (pg. 16); Partnership with CIWO/WILL for developing diverse women leaders (particularly leaders of color) (pg. 16); New American Majority (NAM) electoral organizing (pg.16).

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SO4: Provide Professional Supports: Build a system of Association-convened, educator-led professional learning and supports for all educators across their career continua to ensure student success. (pg. 17)

Racial and Social Justice Related Funds: \$4,177,738

Core RSJ Work Areas/Programs: GPS Fund Grants (\$2.4M) (pg.18); Community Schools Initiative(s) (pg.19); Provide technical assistance on policy, practice, and social justice issues to NEA departments and affiliates (NSAII membership) (pg.19); Early Career Learning Lab (ECLL) Diversity cohort (pg.19); Provide professional development content and curriculum, including blended learning/online content and curriculum, with a racial and social justice lens (pg.19); Build and promote communication tools to improve practice, enhance student learning and increase equity (pg.18); Foster the development of professional educators with deep understanding of racial justice and personal commitment to growth and action as educators and educator leaders (pg.19).

SO5: Secure the Environment to Advance the Mission of the NEA and its Affiliates: Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students and educators, and the future of public education. (pg. 20)

Racial and Social Justice Related Funds: \$66,811

Core RSJ Work Areas/Programs: Provide legal compliance, advice, and counsel for legislative, electoral, and other campaigns to secure the rights of students, educators, and the association and its affiliates including, but not limited to, the advancement of the association's social, racial, and economic justice agenda in public schools and communities. (pg. 22)

SO6: Enhance Organizational Capacity: Develop and leverage the collective organizational capacity across our Association that is necessary to advance the mission of the NEA and its affiliates, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships. (pg. 23)

Racial and Social Justice Related Funds: \$4,095,821

Core RSJ Work Areas/Programs: Leaders of Color Pathways Project (LOCPP)*; Local affiliate support in developing distributive leadership models (pg. 24); State and Local Affiliate Organizing Grants (specifically the Collegiate PRAXIS Summit (state), Little Rock Segregation Crisis grant (local), Organizing for Educational Equity & Excellence grant (local)) (pg. 26); Local Presidents training for sustainable leadership structures (pg. 25); Fund initiatives to grow and strengthen the association by engaging early career educators, amplifying educator voice, advancing social justice, and supporting professional excellence (pg. 26); Racial Justice Partnerships (pg. 28); MLT/WLT (pg.28).

**The Leaders of Color Pathways Project pilot plan for engagement was interrupted in FY 19-20 due to COVID-19. The pilot and associated engagements for Leaders of Color participants will be completed in FY20-21.*

Enterprise Operations

Ongoing functions across the enterprise that support the strategic objectives, build lasting strength, and sustain the organizational infrastructure. (pg. 30)

Racial and Social Justice Related Funds: \$427,895

Core RSJ Work Areas/Programs: Brokering relationships with civil rights partners at the national, state and local level (pg.33); Convening and leveraging work with national, state and local partners working with and in communities of color (pgs. 28, 33).