

Diversity Report: NBI3



Alvia Littleton-KEA Diversity Chair

Noraa Ransey

What's our WHY?

**MARNEL MOORMAN: A
Diversity Journey**





God First, Mother,
NBCTeacher

Who are we?

Vision

KEA is the preeminent voice for quality public education.

Mission

We unite, organize and empower our members to advocate for themselves and to ensure a quality public education for every Kentucky student.

Values

KEA is committed to:

- **Professionalism** modeling expertise directed by sound judgment, empathy, and high standards
- **Unity** laying the foundation for a strong association through shared vision
- **Advocacy** using effective, meaningful communication and action to promote the interests of school employees and public education
- **Respect** consistently valuing individuals and their contributions
- **Integrity** demonstrating sincerity, trustworthiness and reliability
- **Collective Action** working together to achieve common goals

Kentucky Statistics

Race and Hispanic Origin- Kentucky

White alone, percent- 87.8%

Black or African American alone, percent(a)- 8.4%

American Indian and Alaska Native alone, percent(a)- 0.3%

Asian alone, percent(a)- 1.6%

Native Hawaiian and Other Pacific Islander alone, percent(a)- 0.1%

Two or More Races, percent- 1.9%

Hispanic or Latino, percent(b)- 3.7%

<https://www.census.gov/quickfacts/fact/table/ky/PST045217?>

Race and Ethnicity in Kentucky

<https://statisticalatlas.com/state/Kentucky/Race-and-Ethnicity>

Kentucky Education Facts

Number of school districts

173 (29 female superintendents; 142 male; 3 minority) Two districts did not report superintendents during the 2018 data collection.

Number of public school teachers (actual headcount)

42,146 (White – 96%; Minority – 4%; Male - 22%; Female – 78%)

Number of public school students 656,588

Ethnicity of public school students

White – 77.4%

African American – 10.6%

Hispanic – 6.4%

Asian – 1.7%

Hawaiian/Pacific Islander – less than 1%

Native American – less than 1%

Two or More Races – 3.6%

Policies, Practices, Actions

Budget line items with descriptions related to diversity:

Objective 1: Professional Excellence

- Nat'L Board for Professional Teaching Standards/Candidate Support(\$6,000)
- Professional Development Seminars-Talk, Respect, Cadres/T2 Program (\$65,000)
- KEA Student Program Support-membership campaign support/KEA-SP projects (\$50,000)
- Participation in NEA and Non-NEA Conferences-Regional conference or summit/NEA sponsored conferences and seminars (\$5,000)
- Scholarship Funds- KEA, NBC, ESP(\$42,500)

Policies, Practices, Actions

Budget line items with descriptions related to diversity:

Objective 1: Professional Excellence

- **Minority Teacher recruitment activities-Provide minority teacher **recruitment activities**/opportunities for **leadership training** for minorities and women/KEA **conference** for minority teacher **concerns and issues** (\$2,500)**

Policies, Practices, Actions

Budget line items with descriptions related to diversity:

Objective 2: Leadership Development

- Human and Civil Rights Project Support-NEA minority leadership program/Communicate about Human and Civil Rights issues/promote understanding of cultural diversity (\$3,000)
- Leadership Development-Regional Leadership/ Conference activities/ KEA Fellows/ Local Presidents and Next Generation/women's leadership training (\$60,000)

Policies, Practices, Actions

Budget line items with descriptions related to diversity:

Objective 3: Member Organizing

- **Membership and Marketing Materials-provide resources for membership marketing campaign/grants/promotional items/publicize member achievements (\$48,000)**

Policies, Practices, Actions

Policies in KEA constitution and practices related to minority recruitment and retention

ARTICLE III. DELEGATE ASSEMBLY

Section 2. Allocation of Delegates.

f. Ethnic minority representation shall be at least equal to the proportion of ethnic minority population within the school district served by the affiliate. If a local affiliate fails to comply with this provision, the Delegate Assembly may refuse to seat its delegation.

Policies, Practices, Actions

Policies in KEA constitution and practices related to minority recruitment and retention

ARTICLE III. DELEGATE ASSEMBLY

Section 6. Functions.

- a. Establish Association policies and objectives;**
- b. Elect the President, Vice President, minority members of the Board of Directors, and members of the Board of Directors of the National Education Association, as provided in this Constitution**

Policies, Practices, Actions

Policies in KEA constitution and practices related to minority recruitment and retention

ARTICLE V. BOARD OF DIRECTORS & EXECUTIVE COMMITTEE

Section 1. Composition. The Board of Directors shall consist of the President, Vice President, any KEA member who is elected to the NEA Board of Directors, any administrator director at large, the two ethnic minority directors-at-large, one representative of the student program, representatives of the district education associations, and representatives of the retired association

Section 5. Executive Committee. The Executive Committee shall consist of the President, Vice President, any KEA member who is elected to the NEA Board of Directors, and the senior ethnic minority Board member at-large.

Policies, Practices, Actions

Policies in KEA constitution and practices related to minority recruitment and retention

B.7.1. Review Board.

a. The Review Board shall comprise nine (9) members of which at least two (2) shall be members of ethnic minority groups, appointed for five-year staggered terms beginning July 1. No person shall be eligible for reappointment to a regular term.

Members of the Review Board shall have been Active members of the Association for five (5) consecutive years immediately prior to appointment. Members of the Review Board shall maintain Active membership.

Policies, Practices, Actions

The Diversity Committee shall:

- encourage affirmative action in school systems;**
- promote and insure and awareness of cultural diversity**
- promote the inclusiveness of the educational family by stressing minority recruitment and leadership development; and**
- coordinate human relations programs at all levels of the Association and assist locals and districts in doing so.**

Policies, Practices, Actions

31G Report on diversity representation in governance

Compliance with Minority Guarantees:

The Constitution and Bylaws guarantee minority representation on the Board of Directors and Standing Committees. There are currently four (11%) minority members on the Board of Directors. Six minorities serve on the four standing Committees with at least one minority on every committee.

Policies, Practices, Actions

The following is the history of minority involvement on the KEA Board of Directors:

- **First Minority KEA Board Member 1969 Joe Roach representing Louisville Education Association**
- **1973 Luska J. Twyman and Ovetta T. Bassegy served as Minority Observers at KEA Board meetings**
- **1974 Luska J. Twyman and Sharon Robinson elected as the first Minority Representatives to the KEA Board**
- **1993 Gwen Buffington elected the first Ethnic Minority Director to the KEA Board**
- **Districts having minority representation on the KEA Board include JCTA since 1977, 1974 UKREA, 1990 & 2006 KEA-Central, and 1999 EKEA**

Policies, Practices, Actions

The following is the history of minority involvement at the KEA Delegate Assembly and the NEA Representative Assembly:

- **1989 KEA Delegate Assembly had 520 delegates with 39 being minority (7.5% of the delegates)**
- **2018 KEA Delegate Assembly had 438 delegates with 45 being minority (10.3% of the delegates)**
- **2005 NEA RA had a total of 118 Kentucky Delegates with a total of 17 minority Delegates (14% of the delegates)**
- **2018 NEA RA had a total of 111 Kentucky Delegates with a total of 37 minority Delegates (33% of the delegates)**

Rationale

1. Include in report **rationale** of how these policies, practices, and actions **align with KEA membership strategies**

KEA MEMBERSHIP RECRUITMENT

As KEA leaders, it is our responsibility to work together to promote, protect and defend public schools and to advocate for our profession. We believe that each member has an equal value and an equal voice. We engage at every level with decision makers who affect our profession. We believe all school employees and their contributions to student learning should be valued. We believe in working together to help everyone succeed.

The Minority Teacher Dilemma

The minority teacher shortage presents a dilemma for education Associations across the country that want to help solve the problem. At a time when the demand for minority teachers is rising, the supply is falling. Despite many efforts, the number of minority teachers continues to decline.

Reasons include:

Demographically, a region, state, or school district contains few minorities locally available for its teacher pool.

Burn out and frustration are caused by on-the-job hazards, such as poor working conditions, discipline problems, spreading school violence, and a lack of support from colleagues.

Inadequate schooling leaves some minority students ill-prepared and unmotivated for higher education. Standardized tests often have cutoff scores that exclude minority students from higher education, teacher training, and teacher certification programs.

Licensure tests screen out minorities disproportionately.

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Reasons include:

Salaries are low for teachers compared to salaries for other professionals, which lowers the prestige and social value of a career in teaching for many potential minority teachers.

Minority students find more career opportunities outside of teaching.

The declining numbers of Black and Hispanic students majoring in education is steeper than the overall decline in education majors.

Minority teachers leave teaching at higher rates than white teachers do.

Recommendations

1. **Present report, findings, and any recommendations to increase the effectiveness of our association to work toward minority teacher recruitment and retention** to the KEA Board and the KEA Delegate Assembly to be accompanied with a rationale for those recommendations that are aligned with KEA membership goals and strategies
 - a. Synthesis of that work found in part 1
 - i. Scholarship for minority student members for up to 4 years starts this year, and includes non-traditional students such as ESP members
 - b. Barriers for spending funds related to line item 1800 and general minority recruitment / retention funds
 - c. Recommendations for the policies that would help guide this in the future

Recommendations

The following Districts have elected Ethnic Minority Directors/ Representatives on their boards: KEA Retired, Student Program, KESPA, JCTA, Central, and Northern.

The recommendation is for these Directors under the leadership of the KEA Ethnic Minority Directors to meet at least Biannually and plan minority recruitment/retention events, mentor the scholarship candidates for a recruitment and conduct the listening tours throughout the state.

The individuals are elected and are willing to serve and should be sent to available NEA/KEA conference to be the presenters and facilitators throughout the state to help with minority membership and recruitment.

Recommendations

Presentation of those going to leadership conferences to the DA or some other delegation of KEA / locals

Policies related to supporting representation by minorities in delegations sent to leadership conferences

“Listening tour” of educators of minority status on what made them choose education to help with recruitment and retention

Fostering a culture of openness, willingness, and support for diversity within the local schools and districts

Helping with first generation college attendees on the non-curriculum aspects of attending college

Fostering concepts of college aspirations for minority students starting at the elementary level and expanding through the entire education career

Fostering cooperation with organizations such as Educators Rising to improve

What can WE DO?

NEA encourages members to work through their local and state Associations on minority teacher recruitment programs. NEA's *Minority Teacher Recruitment Initiatives* and the NEA Student Program's *State by State Campus Guide* identify some ongoing programs in which you can participate. If your Association is starting from scratch, you can help by—

Organizing and pooling interests. Identify local organizations having an interest in minority teachers. Include community and ethnic minority groups, local teachers clubs, department of education offices, and targeted high schools and colleges.

What can we do?

Conducting research. List the minority teacher recruitment programs and activities in your area and determine the percentage of minorities who teach in your area school system.

Identifying a cadre of teachers. Prepare a roster of teachers to serve as mentors, recruiters, counselors, workshop facilitators, and assistants in functions sponsored by high school or college teacher recruitment programs.

Recognizing minority teacher achievement. Profile or reward outstanding minority teachers or prospective minority teachers to acknowledge their service, increase their self-esteem, and build the professions prestige. In local Association activities, feature ethnic minority teacher recruitment information from this directory.

2019 Minority Scholarship Recipients

Name	School	Year in School
Alaria Long	Kentucky State	Freshman
Victor Rojas Delacruz	Murray State	Freshman
Maria Aguirre Corujo	Western Kentucky University	Sophomore
Daphne Woolridge	University of Louisville	Junior
Dylan Howard	Murray State- Paducah Crisp Center	Junior
Miguel Justin Valdes	Berea College	Senior
Marissa Milliner-Satram	University of Kentucky	Senior

My Thoughts

- ★ KEA is compliant
- ★ We've been compliant since 1977 (year I was born)
- ★ Is compliant the BEST WE CAN DO?
- ★ Be color BRAVE!





I'M ASKING YOU NOT TO
BE COLOR BLIND, BUT
TO BE COLOR BRAVE

MELLODY HOBSON