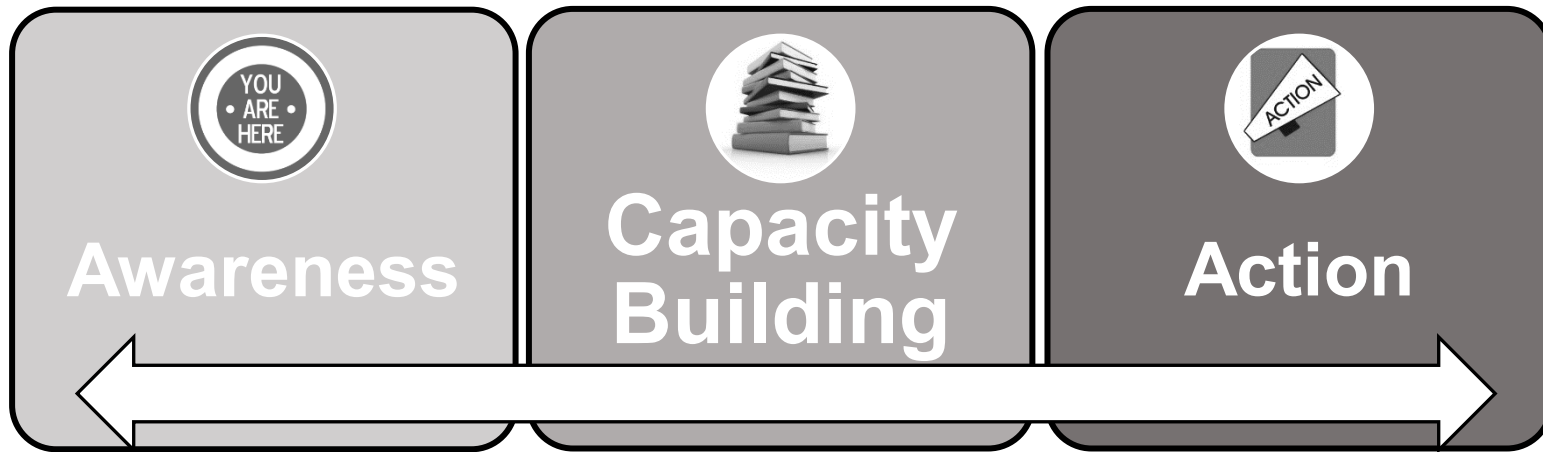


NEA's Framework for Change



The National Education Association is uniquely positioned to impact racial justice in education by focusing the work on awareness, capacity building, and action. We will build a union of members who, through their organization, are more aware of racial justice, receive and use racial justice tools, and who, together with other educators and key stakeholders, take action to address racial injustice in schools and related institutions:

- If we build **awareness** about institutional racism and work towards creating racial justice in education, the National Education Association can provide shared knowledge and conceptual clarity in racially aware work;
- If we continuously create and disseminate **capacity building** tools, skills, strategies, and resources to our members, leaders, staff, students and partners, a more racially aware National Education Association can be the leader in publicly demanding racial justice in education in more powerful and meaningful ways;
- If we support, lift, connect and take **action** with an intentional focus on movement building, we will create racial equity in our classrooms, worksites, and in our communities.