

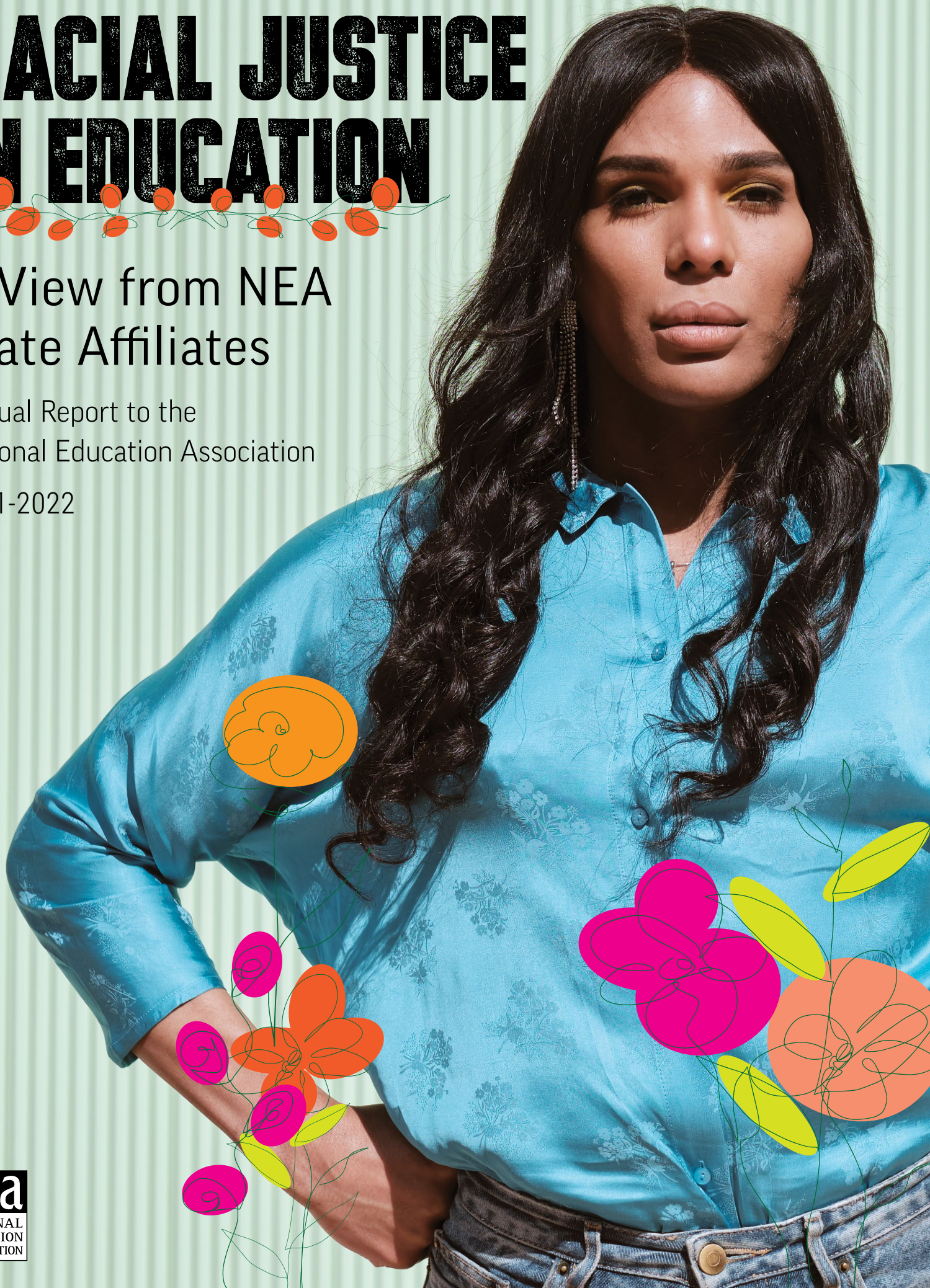
RACIAL JUSTICE IN EDUCATION



A View from NEA State Affiliates

Annual Report to the
National Education Association

2021-2022



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Noel Candelaria & Gladys Márquez,
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RACIAL JUSTICE IN EDUCATION

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NEA State Affiliate Participants

41 submitted survey responses

Alabama	Missouri
Alaska	Montana
Arizona	Nebraska
California	New Jersey
Colorado	New Mexico
Delaware	New York
Florida	North Carolina
Georgia	North Dakota
Hawaii	Ohio
Idaho	Oklahoma
Illinois	Pennsylvania
Indiana	South Carolina
Iowa	South Dakota
Kansas	Tennessee
Kentucky	Texas
Louisiana	Utah
Maine	Virginia
Maryland	Washington
Michigan	Wisconsin
Minnesota	Wyoming
Mississippi	



THIS IS OUR TIME!

No matter how they look, where they were born, or who they love, most people will tell you that one of the things they want most is for the children in their lives to grow up and achieve their dreams.

Unfortunately, achieving that goal is becoming more difficult thanks to the lawmakers who fuel disinformation and hate. They want to turn back the hands of progress on women's and LGBTQ+ rights and the rights of our precious students. These politicians allow their aspirations for power to override the needs of children, families, and communities.

I write this while enveloped in the grieving, mourning, and aching that has gripped our nation once again following the murder of innocent citizens—first at a grocery store in Buffalo and then not two weeks later at an elementary school in Uvalde, Texas, where 19 fourth-graders were killed, along with two of their teachers.

With 3 million members, NEA is the largest union in this country. As education professionals are drawn together by a deep desire to serve students and their families and the knowledge that we all deserve to teach, learn, and live in safety, we cannot rest—and we will not rest—until every student and every educator is protected.

We must transform our outrage and loss into leadership. Then we must use that leadership to change the people in positions of power who stand in the way of progress, stoking the flames of division and discrimination.



There is no time to waste. Now is the time for us to set the stage for the November election of candidates, at every level and in every state—from gubernatorial offices to school boards—who see our students' humanity. Our babies deserve to live in a nation where lawmakers believe that every student—**every one**—has the access, opportunities, and support they need and deserve to live, dream, and thrive. Our vote is our power. Let's use it.

We will use our power, passion, and purpose to stand for fairness, equity, freedom, and justice and demand that every public school is a safe place—one where students can receive an education that is accurate and honest.

At every level—national, state, and local—we will stand together, using our power to ensure schools are places where each of our students can achieve their dreams. Together, we will build a future where every student can learn, grow and thrive in a school environment where they are guided, nurtured, and protected. No exceptions.

Becky Pringle
NEA President

EXECUTIVE SUMMARY

On the whole, Americans want their children to attend a fully and equitably funded great public school to receive the education they need to pursue their dreams authentically. However, certain politicians—who value political gain, power, and profit over the children they represent—promote fear, based on race and identity, to divide us. When the NEA Representative Assembly delegates adopted NBI B in 2015, they recognized the racial divisions that oppositional organizations promote. Since then, NEA continues to boldly focus on understanding how institutional and structural racism permeates society and hinders the ability of every child—regardless of race, background, and ZIP code—to have the freedom to learn in a great public school that prepares them for the future.

This annual report highlights NEA and its affiliates' work on racial justice in education between September 2021 and June 2022. Using the Racial Justice in Education Framework, NEA asked its state affiliates to reflect on behaviors and practices, organizational culture, and strategies that they use to create transformational change. It also examines how state affiliates engage members, support local affiliates, and leverage partnerships.

Even though state affiliates have navigated a challenging landscape due to the effects of COVID-19, they have shown substantial work on racial justice in potentially transformative ways. Of state affiliates that responded to this year's survey:

- 73% agree that racial justice is a strategic imperative
- 93% normalize racial justice by engaging in ongoing learning and capacity-building
- 46% are organizing a racial equity core team
- 51% have identified that they should prioritize organizational culture as a lever of change

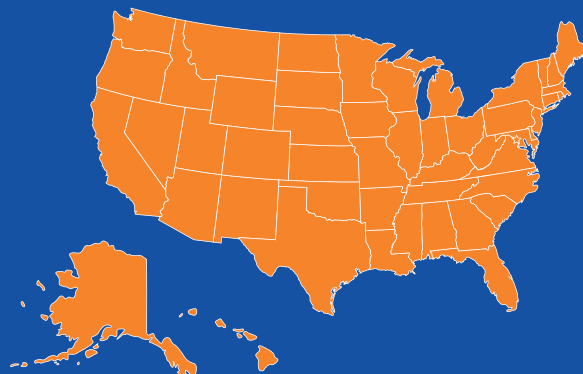
Additionally, there have been some noteworthy increases in state affiliate activities driving racial justice change since the previous report.

	2021-2022	2020-2021
Conducted Racial Equity Audits	22%	7%
Assigned or hired staff to lead racial justice and equity work	66%	42%
Appropriated dedicated financial resources to racial justice priorities	56%	36%
Developed racial and social justice strategic priority language	56%	33%

Racial justice and equity are imperative to achieving our collective mission and vision. We must continue to view our work through a racial equity lens, and this report is one tool that allows us to analyze our progress toward achieving that goal. As an organization, we are being more intentional in our approach toward equity and how we grow and change. Of course, there is still more to do, but together, NEA will continue to lead the way in ensuring that every child has the freedom to grow and thrive, supported by educators in a safe and just public school.

AT A GLANCE

Members in **all 50 states** and in the Federal Education Association are engaged in racial and social advocacy through NEAEdJustice.org

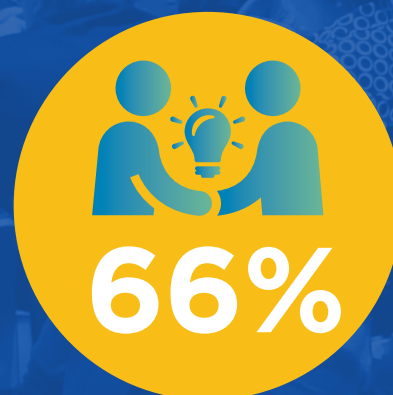


edjustice
www.neaedjustice.org



66% use the **NEA Conference on Racial and Social Justice** to support their work advancing racial and social justice

41 state affiliates responded to NEA survey on engaging in racial justice/ equity work



66% have assigned or hired staff to lead racial justice and equity work

ORGANIZATIONAL IMPACT AND CHANGE

We continue to sharpen our collective racial justice organizational analysis. An essential element of that work is assessing our decision-making and organizational choices to identify how we build our racial justice muscles to pursue our mission and vision.

NEA strategically uses the **Racial Justice in Education Framework**. The framework supports and strengthens our analysis to create change based on racial equity and justice principles and guides our efforts to measure and monitor how we move through phases of becoming a racial justice-focused organization.

We have institutionalized this survey as a practice. It can be a resource for state and local associations to monitor how they move to become racial equity- and justice-focused organizations.



Measuring Impact-Organizational Progress To Change

Based on the choices and decisions we make as an organization, we can measure and monitor how we move through phases of becoming a racial equity and justice focused organization. It should be

Equity –Silent/Colorblind	Equity-Ineffective/ Diversity-Inclusion committed	Equity-centric/Racial Justice Focused
• Ignores race, denies racism • Ignores equity • Marginalizes People of Color	• Race is not centered or is watered down • Embraces diversity or DEI (diversity, equity and inclusion) at least on paper – but all talk, no action • Reactive, not proactive, on race • Change happens at a turtles' pace	• Elevates and centers racial justice as a strategic priority & mission imperative • Prioritizes equity in internal & external work • Implements Racially Equitable Systems Change (Visualize, normalize, organize & operationalize) • Organization-wide operations, program, and culture change

Measuring Impact-Organizational Systems Change

Visualize	Normalize	Organize	Operationalize
• Agreements that racial justice is a strategic imperative • Commitment to racially equitable systems change • mission, vision, and values address racial justice and equity	• Shared analysis, definitions & key concepts • Ongoing learning and capacity-building • Relevant & routine race-explicit conversation about daily core work	• Develop internal equity infrastructure • Racial Equity Core Team • Authentic/active stakeholder engagement • Equity leadership development • Build external partnerships, allies	• Racial Equity Action Plan • Use data to drive results/impacts • Use Racial Equity Tools • Adopts Racial equity protocols & practices • Power, program, & resource shift • Culture and Narrative shift

It is important to note that organizations can be making choices and decisions in multiple phases simultaneously.

The organizational choices and decisions we make can help us identify where we think we are as an organization on racial equity justice while also determining where we would like to be. The survey's organizational impact and change section adapts the measuring outcomes section of the Racial Justice in Education Framework.

ORGANIZATIONAL IMPACT AND CHANGE

“Based on the choices and decisions your association has made during the past year to apply and implement racial and social justice principles, how would you identify the organization?”

EQUITY-SILENT/COLORBLIND

10% Marginalizes People of Color

7% Ignores equity

5% Ignores race and denies racism

EQUITY-INEFFECTIVE/DIVERSITY-INCLUSION COMMITTED

56% Change happens at a turtle's pace

22% Reactive, not proactive, on race

15% Race is not centered or is watered down

12% Embraces diversity, equity, and inclusion at least on paper – but all talk, no action

EQUITY-CENTRIC/RACIAL JUSTICE FOCUSED

68% Prioritizes equity in internal & external work

61% Elevates and centers racial justice as a strategic priority and mission imperative

37% Organization-wide operations, program, and culture change

34% Implements Racially Equitable Systems Change

**The affiliate can make choices and decisions in multiple phases simultaneously. Therefore, they were asked to select any and all identity markers that applied to them. Percentages will not add to 100%.*

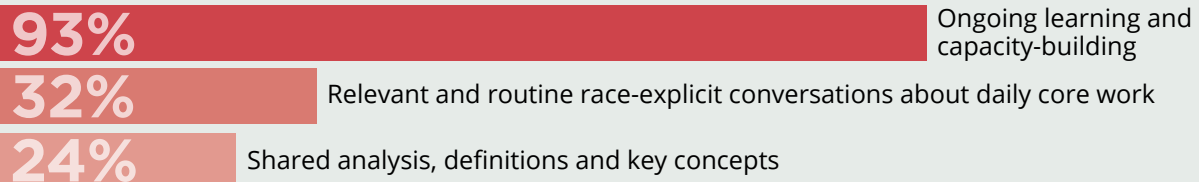
ORGANIZATIONAL IMPACT AND CHANGE

“How would you identify the phase of systems change in which your association might be?”

VISUALIZE



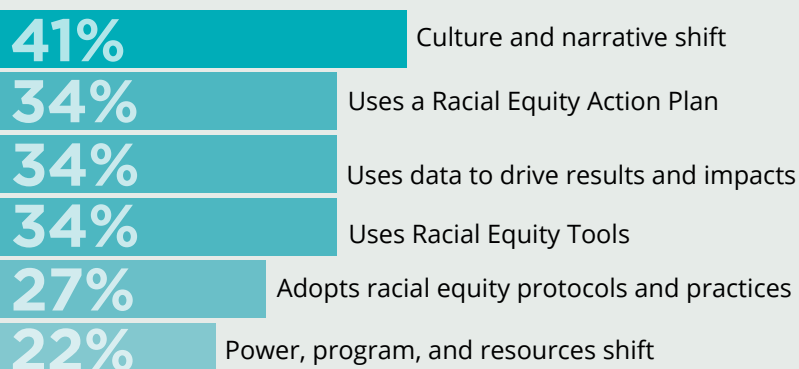
NORMALIZE



ORGANIZE



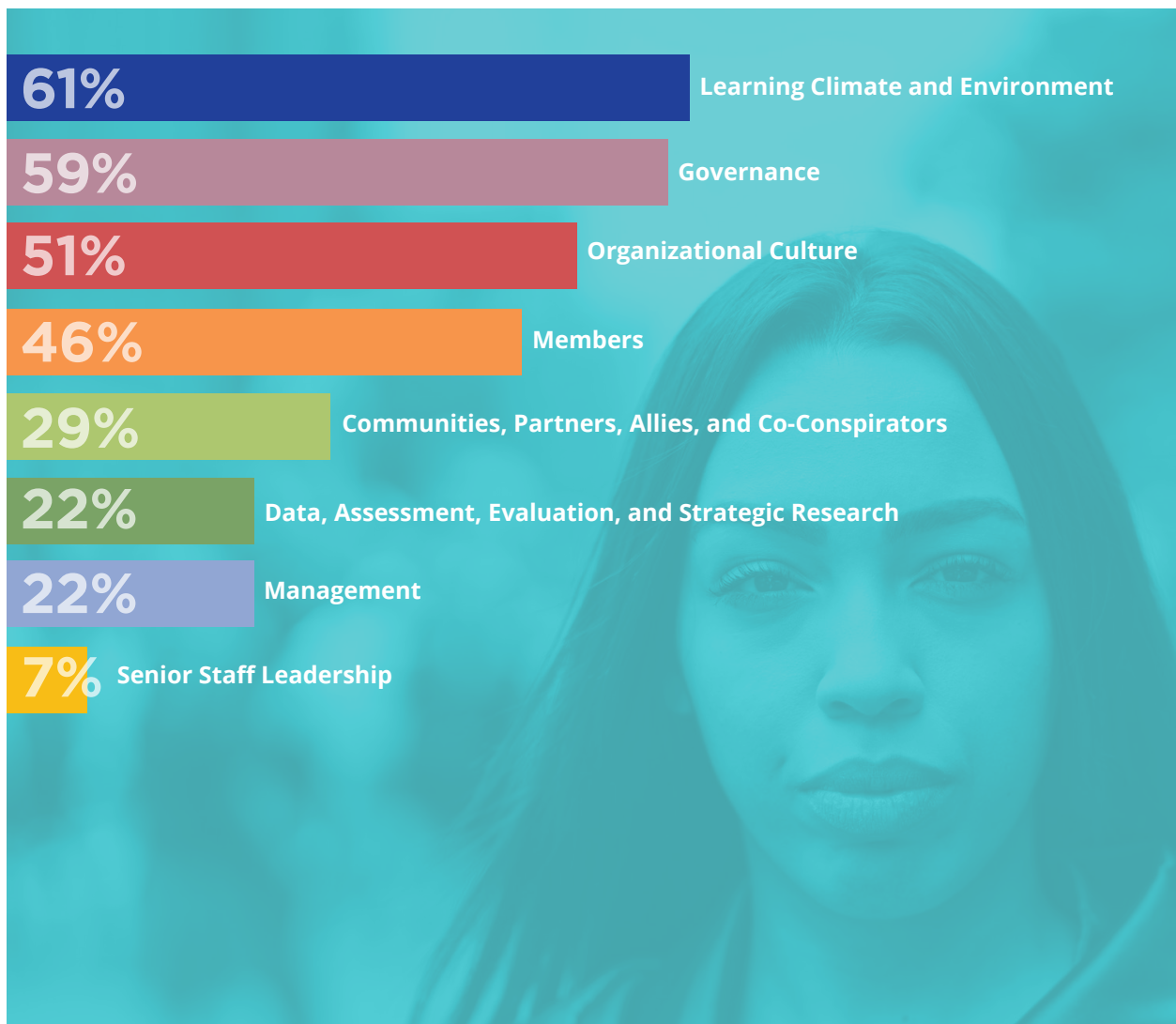
OPERATIONALIZE



*The affiliate can be making choices and decisions in multiple phases simultaneously. Therefore, percentages will not add to 100%.

LEVERS OF CHANGE

“An important element of the Racial Justice Framework is identifying what levers of change your organization should prioritize to ensure organizational impact. As you continue to work towards becoming an organization focused on racial equity and justice, which are the top three levers of change for your state affiliate?”



**We asked the affiliate to choose their top three levers of change. Therefore, percentages will not add to 100%.*

LEVERS OF CHANGE

“What activities have the state affiliate engaged in, and what decisions have the state affiliate made over the past year (2021-2022) to impact the levers of change identified?”



STATE ENGAGEMENT WITH MEMBERS

“In what ways are you engaging members—through training, resource development, or leadership development—to build awareness, build capacity and take action on racial justice and equity?”

90%



Leveraged conferences and other spaces to provide knowledge and skill-building focused on advancing racial and social justice

78%



Identified and engaged members of color/leaders of color in race equity work

63%



Developed and supported member-led networks of members to advance racial and social justice

54%



Engaged members in advocacy and mobilization efforts on issues explicitly addressing race and the impact on students and communities of color

41%



Targeted and intentional engagement with white members/leaders in racial and social justice work

STATE ENGAGEMENT WITH MEMBERS

“We are on our 5th cohort of Racial Equity Advocates and have 100+ trained racial justice leaders working throughout the state. Our forums (affinity spaces) for members of color continue to grow.”

– *Education Minnesota*

Pledge to Support Honesty in Education

SIGN THE PLEDGE

Contact Information

First Name

Last Name

Postal Code

Email

Mobile Phone (Optional)

☐ Sign me up for SMS messages. Automated text messages sent from the National Education Association. No purchase necessary. Message and data rates may apply. To unsubscribe, text STOP to 847444. Visit nea.org/terms for Terms and Conditions and Privacy Policy.

Yes, sign me up for email updates.

No matter our color, background, or zip code, we want our kids to have an education that respects history about who we are, integrity in how we treat others, and courage to do what's right. But some politicians are using the dog whistle strategy of distraction and division - trying to distract what teachers say and black kids from learning our shared stories of confronting injustice to build a more perfect union. We demand that our

“With Racial and Social Justice being one of our four strategic goals, our Spring Event is directly related to the goal, and we will train approximately 120 members from across the state.”

– *NEA-Alaska*

“To recruit, engage, and retain Black male educators in the profession and the association, we engage members in our Black Male Educator Learning Lab. Additionally, as a state-approved professional development provider, we include sessions, training, and resources for members in professional learning offerings.”

– *Alabama Education Association*

“For two years, we have continued ongoing biweekly conversations to which all BIPOC members are invited. Some participants have now been elected delegates to our state representative assembly, and some have now attended NEA training (Leadership Summit, MLT/ WLT). Another has been elected to our Board of Directors.”

– *Maine Education Association*



Leaders of Color Collective Learning Project 2020-2021



STATE ENGAGEMENT WITH LOCAL AFFILIATES

“In what ways are you partnering with local leaders and affiliates to advance racial and social justice?”

88%



Supporting emerging leaders and leadership development opportunities that promote racial equity

Supporting local campaigns and organizing efforts on racial and social justice issues

44%



Supporting collecting bargaining strategies to win on equity

29%



Providing dedicated financial resources to support locals engaged in RSJ work

29%



STATE ENGAGEMENT WITH LOCAL AFFILIATES

“We have been providing leadership training regarding racial justice and equity during our monthly Local Leaders Zoom meetings; Executive Board meetings; Leadership Conferences; and as an active goal for advocacy by our State and Standing Committees, Unit Boards, and local associations.”

– *Iowa State Education Association*

“We engaged the OEA Black Caucus, our Early Career Group, and local leaders who are alumni of Langston University to work on our project to recruit more students of color into the teacher education department and as members of our student organization. We provided funding for and organized a program with local associations and university chapters to work together on recruitment and retention. We did a statewide program to financially assist students and those who are alternatively certified to pass certification tests, by providing mentors and tutors to help those that were having trouble passing certification tests, especially in communities of color.”

– *Oklahoma Education Association*



“We supported Wissahickon Education Alliance’s committee Educators for Racial Equality (WEA-ERE). This group of members (E.A. and ESP) worked through the 2020-2021 school year to establish a new Director of Equity & Cultural Responsiveness position.”

– *Pennsylvania State Education Association*

“We provide ongoing training and support to state-level racial and social justice committee work, local association equity work, as well as ongoing education and capacity building for staff. Additionally, we are attempting to identify any equity work—whether state committee, work at the association level, grant-funded projects, and individual leadership—to align the equity work statewide, provide support and resources, and elevate and broadcast the work throughout Illinois.”

– *Illinois Education Association*



STATE ENGAGEMENT WITH PARTNERSHIPS

“With what types of organizations and coalitions are you engaged that explicitly focus on racial justice and equity?”



STATE ENGAGEMENT WITH PARTNERSHIPS

“Education Justice Fellows will work with NEA-NM, the New Mexico Community Schools Statewide Network, community leaders, decision-makers, local organizers, and educators to develop and act upon grassroots strategies for advancing education justice in the state during a year-long fellowship program.”

– *NEA-New Mexico*



“We work with ally organizations to help build awareness and support collective action on racial justice and equity issues. For example, OEA collaborates with the Honesty for Ohio Education Organization to promote issues and action in relation to racial issues. We consistently share information regarding the work and action calls of other organizations on our social media networks and invite our members to join in the efforts.”

– *Ohio Education Association*

“We have the Nakia Academy (in connection with our state superintendent’s office) to mentor BIPOC educators.”

– *Washington Education Association*

“TEA partnered with the Tennessee Department of Education to solicit approval from the U.S. Department of Labor to create teacher apprenticeships that will remove barriers into the profession, especially for aspiring educators of color.”

– *Tennessee Education Association*



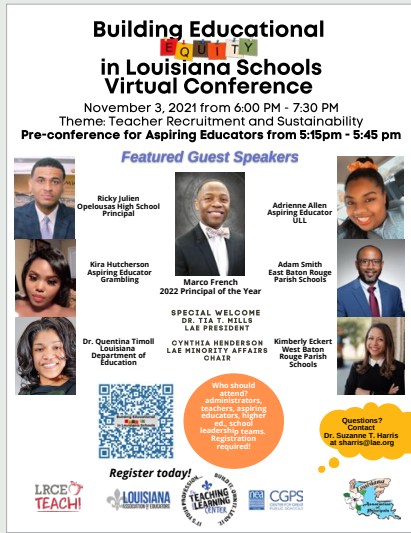
NEA TOOLS AND RESOURCES



Top 12 Tools and Resources Affiliates Use



NEA TOOLS AND RESOURCES



“LAE, with funds provided from an NEA Great Public Schools grant, has worked to assist educators of color in hard-to-staff areas and aspiring educators at Historically Black Colleges and Universities (HBCU) campuses in passing Praxis Core. This test is a barrier for many of our aspiring educators and teachers of color. We have offered three different rounds of an intensive praxis test prep for members using members to facilitate the sessions. Students of color are negatively impacted by the teacher shortage. The teachers hired to fill hard to fill positions are often uncertified, and those classes are made up of students of color and students of poverty.”

– *Louisiana Association of Educators*

“With the use of a Safe and Just Schools Grant and a CAPE Grant from NEA, WEA has a governance lead that has a cadre of 10 members developing and providing social justice training around the state for our members and with community partners. This work has been very well received.”

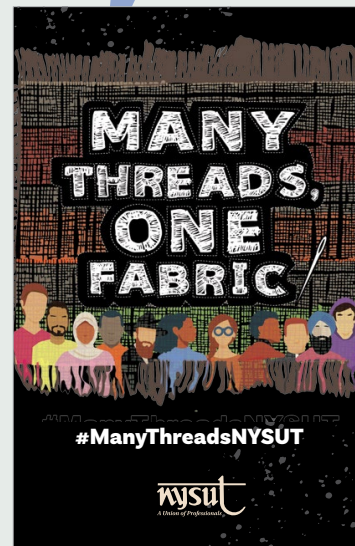
– *Wyoming Education Association*

“We have utilized organizational specialists at NEA to provide support for governance leadership and staff to help further organizational programs and culture change regarding racial issues.”

– *Ohio Education Association*

“Under the newly established Social Justice department at NYSUT, Secretary-Treasurer Philippe Abraham has been successfully working with NEA Human and Civil Rights on the Sticks and Stones implicit bias workshops. We have been able to grow our training staff for the workshops to over 100 facilitators statewide to reach thousands of members.”

– *New York State United Teachers*



NEA TOOLS AND RESOURCES

CAPE Grants Highlight

The NEA Community Advocacy & Partnership Engagement (CAPE) Department provides state and local partnership funding grants. They aim to assist state/local affiliates in identifying, engaging, and mobilizing community organizations and community leaders. The grants support issues such as increasing student achievement (specifically for students of color), engaging members who have participated in leadership training, and creating union roles to build capacity for engaging community partners.

One CAPE Grant Awardee is the Minority Scholar Program (MSP), led by the Montgomery County Education Association (MCEA) in Maryland. As a part of their activities, On Saturday, March 19, 2022, MSP hosted their 11th Annual Intra-Country Retreat at Walter Johnson High School in Bethesda, MD.



Themed "We Stand Together, We Rise Together," the retreat brought together almost 900 students from across Montgomery County schools of all levels. In addition, MSP also invited students from Prince George's County Public Schools and Frederick County Public Schools to witness this dynamic event which celebrated over

seventeen years of student-led activism centered on closing opportunity gaps. Through authentic student voice, student leadership, and student activism, MSP brought students to the table to demand and create positive changes within their school communities.

AFFILIATE LEADERS IN RACIAL JUSTICE

These pages highlight some of the exemplary work that affiliates are doing to lead on racial justice.

CREATIVITY EMPOWERS JUSTICE

Creativity is a powerful tool for social change, and KNEA wants to help amplify the voices of young Kansans and their message through our Student Expression Campaign.

RECOGNITION

A panel of judges comprised of KNEA members will select two winners in each of the four categories. First place winners will receive a \$1,000 cash scholarship and second place winners will receive a \$500 cash scholarship. All winners will also have the opportunity to be recognized at the 2022 KNEA Representative Assembly.

KANSAS – National Education Association (KNEA) created the justimaginejustice.org website to demonstrate its commitment to supporting justice and equality in Kansas schools. They launched a student expression campaign as a part of this commitment and an understanding that creativity is a vehicle of social justice. As explained on their website, “Creativity is a powerful tool for social change, and KNEA wants to help amplify the voices of young Kansans and their message through our Student Expression Campaign.”

The campaign invited Kansas public high school students sponsored by a KNEA member to submit a piece of visual art, music, spoken word, or videography/photography. Students who participated used their art to respond to the following question:

“What does racial and/or social justice look, sound, or feel like to you when you express your feelings through your chosen art form?”

AFFILIATE LEADERS IN RACIAL JUSTICE

These pages highlight some of the exemplary work that affiliates are doing to lead on racial justice.



A springtime festival to help the community put the past behind and embrace the future

Benefitting Southside youth, special-needs kids, and SHS graduating seniors

Right in the heart of San Antonio's Southside, at the fields of Mission City Soccer Complex, this April 1, Sol Fest will be one of the most anticipated spring events this year, a time to slow down and savor the culture and the life of the community, a time to take the day and turn it into a celebration of everything that we are and all that can be, a day to appreciate our youth, to help their future, and to take in the vibrancy of our community.

Sol Fest is the Southside community coming together to make the spring of 2022 a time to rekindle the promises of youth, and to empower them for the future. That is community. That is the essence of Sol Fest.



Southside Education Association (SEA) in Texas founded the Southside Education Association Scholarship Foundation (SEASF), a non-profit organization outside of SEA-TSTA-NEA. The sole purpose of the Foundation is to raise money for scholarships for Southside Independent School District (SISD) students. The SEA president and a SISD board member are founders, and they also serve on the SEASF board. SEASF has joined the San Antonio Fiesta Commission (fiestasanantonio.org) and is in its second year of bringing the first “fiesta-styled” event to the Southside of San Antonio. SEASF is in partnership with SEA, SISD, Mission City Youth Soccer, Top Soccer (U.S. Youth Soccer), and other southern Bexar County school districts. Sol Fest focuses on showcasing local programs and classes from all the school districts in order to counter the proliferation of charter schools in the community. SEA uses these opportunities to engage active and potential members and local community and business members in building a much-needed coalition. For more information, please see tsta.org/solfest.

ACTIVISM STARTS AND CONTINUES HERE

Take these **3** actions to keep the
Racial Justice in Education movement going strong!

1

Show Your Support for LGBTQ+ Youth
<https://neaedjustice.org/lgbtqi-pledge>

We all deserve the right to live, work, and thrive no matter our color, immigration status or sexual orientation, and gender identities—no exceptions. That's why we're joining together to ensure all LGBTQ+ people are free to be their authentic selves and pursue their dreams.



2

Take Action for Honest & Accurate Education
<https://neaedjustice.org/honesty-in-education-pledge>

No matter our color, background, or zip code, we want our kids to have an education that imparts honesty about who we are, integrity in how we treat others, and courage to do what's right.



3

Join the Movement to Make Black Lives Matter at School
<https://neaedjustice.org/blm-at-school-pledge>

Across race and place, educators, parents, and allies are coming together to ensure that every Black student and educator can live, grow and thrive with support, love, and joy.





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