

## **MSEA's Racial and Social Justice Local Targeted Training and Organizing Program**

In 2020, the Maryland State Education Association (MSEA) Board of Directors approved a five-year strategic plan—rooted in the Association's mission and values—with stated goals and objectives, including: advancing racial and social justice; building and using power to increase support for public education; empowering and elevating educator voice; enhancing organizational capacity; recruiting, engaging, and organizing a diverse membership; and supporting professional excellence.

To this end, in 2023, MSEA launched a targeted training and organizing effort that provides organizational, programmatic, financial, and technical support to local members and association leaders who develop and implement locally-centered goals aimed at advancing equity and racial, social, and economic justice in education, and improving conditions for students, educators, families, and communities through awareness building, member recruitment, local and individual capacity building, community partnerships, and individual and collective action and movement building.

Based on a number of factors, **[local association]** has been identified as a partner who could benefit tremendously by participating in this program. As such, Tina Dove—MSEA's Equity Organizer—would like to meet with you, your UniServ Director, and other local leaders and/or members you believe would be interested in taking part in this program.

For its part, **MSEA will provide** the following tools and resources to assist you and your team in developing and implementing your local racial, social, and economic justice plan.

- Assistance with **planning, organizing, training, and technical support;**
- Access to various MSEA professional resources, including **MSEA's online Racial and Social Justice toolkit; conferences, convenings, and professional development opportunities** taking place throughout the year, both through MSEA and NEA; and **MSEA's new learning management system** (*MSEA's Professional Learning Portal*); and



- **Funding** in the amount of up to \$10,000 to support the steps needed to meet your stated goals.

As a participating local, **[local association]** will be required to:

- Meet with the equity organizer to 1) undergo an initial assessment of your local's current goals, obstacles, and areas for development; 2) devise a local plan detailing manageable yet achievable progress goals and timelines; 3) continue ongoing collaborative efforts aimed at identifying strategies and tactics to assist you in meeting your stated goals; and 4) maintaining and further developing your racial, social, and economic justice capacity across your association and membership.
- Identify leaders or members in your local who are either currently engaged in this type of work on behalf of your local association or who might be interested in being involved in this effort moving forward.
- Promote this effort among your local leaders and members.
- Engage in intentional efforts to participate in the collective learning journey, both for yourself as an individual and as the leader of your local association.
- Commit yourself and your local association to continue self-guided awareness building, capacity building, and action/movement building after the initial one-on-one training and assistance period have concluded.

In addition, as part of this effort, your local team is invited to participate in the Zone 1 Organizing Institute on July 9-12, 2024 at the Westin in Annapolis. More information will be sent to you in the next few days from MSEA's Center for Organizing and Advocacy.

MSEA is excited to partner with **[local association]** leaders and members as we embark on an organization-wide learning journey toward creating a social justice-centered union—one that seeks to create and maintain the equitable, inclusive, just, healthy, safe, and supportive schools and communities all educators, students, families, and communities deserve.