

KENTUCKY EDUCATION ASSOCIATION

Plan for Compliance with NEA Bylaw 3-1 (g) 2004-2005

NEA Bylaw 3-1 (g): It is the policy of the Association to achieve ethnic-minority delegate representation at least equal to the proportion of identified ethnic-minority populations within the state. Prior to December 1 of each fiscal year, each state affiliate shall submit to the NEA Executive Committee for its approval a legally permissible plan which is designed to achieve a total state and local delegation to the Representative Assembly held that fiscal year which reflects these ethnic-minority proportions. If a state affiliate fails to submit such a plan, the NEA Executive Committee fails to approve a plan which is submitted, or a state affiliate fails to comply with an approved plan, the Representative Assembly may deny to the delegate from the state affiliate any right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers and (ii) vote on increases in Association membership dues. Local affiliates shall comply with the approved plan of the state affiliate, and if a local affiliate fails to do so, the right of its delegates to participate in the NEA Representative Assembly at the Annual Meeting may be limited as indicated above. The failure of a state or local affiliate to comply with the provisions of this Bylaw shall in addition be grounds for censure, suspension, or expulsion pursuant to Bylaw 6-5.

The KEA Board of Directors affirms its commitment to ethnic-minority participation at all levels of association governance and decision making. KEA has met the Bylaw 3-1 (g) goal every year and the Board of Directors approves this plan and directs that it be implemented in order to continue this record of success.

1. The KEA Board of Directors shall annually review this plan, revise as needed, and submit it to the NEA before December 1.
2. The KEA President and Executive Director shall be responsible for the implementation of the plan with the involvement of the Compliance/Constitution Committee.
3. The Compliance/Constitution Committee shall annually review the ethnic make-up of the Board of Directors to confirm that there is at least proportional ethnic-minority membership.
4. The Compliance/Constitution Committee shall also annually review the ethnic make-up of the Standing Committees to confirm that there is at least one ethnic-minority member on each committee. "When this proportion has not been met through elections, appointment for two-year terms shall be made by the President with the approval of the Board of Directors." [Constitution Article IV, Section 4]

5. The Compliance/Constitution Committee shall annually submit to the Delegate Assembly a report on compliance with minority goals. The report shall include the number and percentage of ethnic-minority members on the Board of Directors and the Standing Committees as well as the history of minority involvement on the Board or Directors, Executive Committee, at the Delegate Assembly, and the NEA Representative Assembly. [copy attached]
6. District presidents will make a count of the ethnic-minority delegates from their district association in attendance at the annual Delegate Assembly and shall report the number to KEA before the end of the Delegate Assembly. The Compliance/Constitution Committee shall include this count in its annual report on compliance with minority goals.
7. In December local presidents will be sent a copy of this plan as well as a list of the ethnic-minority members in their local. An accompanying memo will urge local presidents to seek out ethnic-minority members and encourage them to take an active role in their professional organization at all levels, appoint them to committees, and encourage them to run for delegate positions to the KEA Delegate Assembly and the NEA Representative Assembly.
8. Each year the KEA News will carry an article or column by the President or Executive Director that encourages ethnic-minority members to identify their ethnicity and to participate in Association programs as well as encouraging local association leaders to emphasize the importance of ethnic-minority participation in KEA and KEA's commitment to achieving its goal under NEA Bylaw 3.2 (g).