

# MINORITY AFFAIRS

THE COMMITTEE, THE NETWORKING, AND OUR INFORMATION

## WHAT IS THE MINORITY AFFAIRS COMMITTEE?

**Purpose:** The Minority Affairs Committee (MAC) was established by the PSEA Board of Directors in May 1984. The committee serves as a support and advocacy group for ethnic minority members.

**Function:** The committee's goal is to increase awareness and encourage involvement on the part of ethnic minority members in programs on the local, regional, state, and national levels. To this end, the committee provides input into the NEA-RA MAC Scholarship and the Gettysburg minority scholarship program. The committee also reviews and assesses association goals, objectives, programs, and long-range plans to ensure that ethnic minority concerns are addressed.

**Personnel:** Each Region (11 geographic + 1 ESP) has a MAC representative who is responsible for working with state and region governance to elevate Ethnic Minority issues. Along with members of our Department of Pupil Services (DPS), PSEA-Retired and Student PSEA, and our Minority Rep to the Board, they work diligently to support ethnic minority issues and involve our members in their regions, which in turn informs local work. Finally, they are responsible for review, revision and implementation of our 3.1(g) plan, a statewide effort to achieve proportional representation at the NEA-RA and other state events. Visit our Minority Involvement webpage to learn more. →



### NETWORKING | SUPPORTING | LEARNING

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|--|--|--|
| Minority Affairs Dinner                      |  | July PSEA Leadership Conference (Gettysburg) |
| Books Toys and More                          |  | December State House of Delegates            |
| Minority Leadership Training and MAC Hearing |  | March Spring Leadership Conference           |

### PSEA'S COMMITMENT

**To Diversity:** PSEA will be intentional in its efforts to ensure a variety of social and cultural identities are represented in all our spaces—including leadership, membership, and staffing.

**To Equity:** PSEA will promote justice and fairness within organizational procedures, processes, priorities, and resources.

**To Inclusion:** PSEA will be intentional in creating welcoming and respectful environments in all PSEA spaces.

# WHY I IDENTIFY

## THE IMPORTANCE OF CLAIMING YOUR ETHNIC MINORITY STATUS

*Please support PSEA's commitment to diversity equity and inclusion*

About halfway down the New Member Enrollment form, all the way to the right, lives an unassuming data box labeled "ETHNIC CLASSIFICATION." In a font that can only be described as tiny, is the following statement: "PSEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. To help achieve this goal, completion of this section is strongly encouraged. Failure to do so, however, will not affect your membership status, rights or benefits in NEA, PSEA, the local or any of their affiliates. Ethnic minority shall mean those persons designated as ethnic minority by the US Bureau of Census. This information will be kept confidential."

Under this tiny print are eight choices from which soon-to-be members can select, if they choose to identify. Included in these choices are American Indian/Alaska Native, Asian, Biracial, Black, Caucasian, Hispanic, Multiethnic, and Native American or other Pacific Islander.

We have one simple ask: PLEASE SELECT THE APPROPRIATE CHOICE FOR YOU. You can do this on the website or when you sign up for a PSEA/NEA event.

### WHY?

Identity matters. It allows PSEA to provide focused leadership trainings for our ethnic minority members. It gives us the ability to provide statewide networking opportunities. It helps us put our words into practice: our ethnic

minority members can help create and maintain our association's vibrancy and relevancy by being active at all levels: their local associations, PSEA, and NEA.

**Imagine the strength we can provide.**

Imagine the modeling we can provide for our students and communities.

You can be you and be a leader. You can be you and be amazing. You can be you and be proud.

Properly identifying your ethnic minority status can be the start of something great. Please join us in our mission to reflect our state's population, to be a diverse organization of folks from all different backgrounds working towards one common goal: providing and supporting a great public education for our youth.

"I IDENTIFY MYSELF AS A BLACK EDUCATOR BECAUSE STUDENTS LIKE ME IN SUBURBAN SCHOOLS HAVE VERY FEW, IF ANY, ROLE MODELS TO LOOK UP TO; AS A RESULT I AM EMPOWERED TO MOTIVATE MY KIND TO BE THE BEST THEY CAN BE AND REACH FOR THE STARS."

"I IDENTIFY BECAUSE I WANT TO WORK WITH OTHER MINORITY TEACHERS TO RECRUIT OTHER MINORITIES INTO THIS AMAZING PROFESSION."

"I IDENTIFY BECAUSE AS A LATINX TEACHER, I WANT TO FIND OUT ABOUT UNIQUE TRAINING OPPORTUNITIES TO SUPPORT MY LEADERSHIP GOALS."

"I IDENTIFY BECAUSE I AM PROUD TO BE AN INDO-AMERICAN EDUCATOR AND WANT TO HELP OTHER MINORITIES STAND UP AND BE LEADERS SO WE CAN BE BETTER ROLE MODELS FOR OUR MINORITY STUDENTS."

"I IDENTIFY BECAUSE I AM A PROUD BLACK WOMAN WHO HAS BEEN INSPIRED BY OTHER BLACK WOMEN AND MEN, THAT HAVE TAUGHT ME TO BE PROUD OF WHO I AM, AND THANKFUL FOR ALL INDIVIDUALS THAT HAVE HELPED ME TO BECOME THE PERSON THAT I AM TODAY. YES- I IDENTIFY AND I AM AN EDUCATOR!"

"I IDENTIFY BECAUSE IT IS THE RIGHT THING TO DO!"

### How to verify your Ethnic Classification

- Sign in to [www.psea.org](http://www.psea.org).
- On the top right, click where it says Hello [Your Name].
- The top left side block will say "My Profile" and "Edit" will be underlined next to it. Click on the "Edit" link.
- Complete Second level authentication, if asked.
- Once in the editing page, find the "Personal Information" box (right side). About halfway down, you will see a drop box labeled "Ethnic Classification. Select the appropriate classification.
- Click the UPDATE button at the bottom of the page.