

## **Equity Alliance Information on NJEA & ECEA Committees**

### **1. Human & Civil Rights Committee:**

#### **Overview**

1. studies and recommends how members and their associations can contribute to equal opportunities and improved human relations;
2. develops and publicizes teaching strategies to promote diversity education for children and adults;
3. reviews timely issues such as diversity, ethnicity, human relations, and discrimination;
4. conducts the annual human rights conference and recommends Human Rights Award winners, if any;
5. develops and initiates training opportunities for school personnel.

#### **2020-21 Committee Goal(s)**

The Committee has met to establish some of goals and we have shared them in the Committee with Gary Melton. I know I made it very clear to the members that we should be supporting the HCR work being done in their locals and counties by highlighting and identifying events brought forth by Committee members. Although we may not all be available to make the event as a Committee, perhaps we could designate/ identify committee members who can attend and represent on behalf of the HCR Committee. The individuals in attendance should be in their NJEA HCR Polo shirts with a nice pair of slack/skirt representing the state level of the Committee and the work. I also will be recommending that the various organizations that we collaborate with through monetary donations, we should do a little more than just support them with a dollar contribution, we need to be more hands-on in their efforts as well, even if it is just having a seat at the table in the planning of their action/work.

**NJEA Committee Chair:** Kim Scott-Hayden (**Essex County**)

**County Chair:** Fay Weatherington (**Irvington**) (*connect through email via the [eceanj.org](http://eceanj.org) > About > Leadership*)

## 2. **Minority Leadership & Recruitment Committee:**

### **Overview**

1. encourages multi-ethnic members to become active in all levels of Association work;
2. recruits multi-ethnic members for Association involvement;
3. identifies and recommends ways to attract multi-ethnic members to the school employees' professions;
4. develops and initiates training opportunities for school personnel.

### **2020-21 Committee Goal(s)**

1. Establish a meeting to have a regional contact with rank and file members. Work with committee members to identify potential leaders.
2. Establish a culturally responsive team who will lead discussions and help to set up potential workshops on the issue of culturally responsive teaching.
3. Set up trainings of MLR committee members – Restorative Practices for Educators.

**NJEA Committee Chair:** Tiffanie C. Thrbak (**Cumberland County**)

**County Chair:** Evelyn Ayum (**Newark**) (*connect through email via the [eceanj.org](http://eceanj.org) > About > Leadership*)

### 3. Sexual Orientation and Gender Identity Committee:

**Overview:** The committee deals with sexual orientation and gender identity/expression issues pertaining to all persons in the school community.

#### 2020-21 Committee Goal(s)

1. The Committee will organize a summer series through the NJEA Learning Platform which will enable all members to be able to collaborate virtually and to receive professional development that will help make schools safer for all members of the queer community.
2. The Committee will host the first ever overnight professional development workshop for members in October (or another time if social distancing is continued.)
3. The Committee will offer a legal workshop on LGBTQIA+ issues for queer members in our educational settings.

**NJEA Committee Chair:** Thomas Tamburello (**Burlington County**)

**County Chair:** Micah Gary-Fryer (**Essex County Vo-Tech**) (*connect through email via the [eceanj.org](http://eceanj.org) > About > Leadership*)

### 4. NJEA Members of Color (MOC)

The NJEA MOC Initiative was created to educate, engage and empower members of an underrepresented affinity group within our state association through intentional organizing. Consistent with NJEA's goals, the purpose is to create a safe space for the association's diverse membership to build awareness and strengthen our collective power. The intention is to cultivate a welcoming space and a network within NJEA for members of color. Participants in the NJEA MOC Initiative organize meetings around programs of general interest or the particular interests of affinity groups among members of color. ***These, so far, have included:***

*Countywide focus groups*

*Power of Diversity Brunch  
at the NJEA Convention*

*Presidents'/vice  
presidents' focus groups*

*Masquerade Mixer at the  
NJEA Convention*

*Female leaders'  
discussion*

*Vision Board  
Empowerment Brunch*

*COVID-19 Saturday  
Prayer Hour*

*Financial literacy  
workshops*

*“How to Prepare to Work  
for NJEA” workshop*

*Wind Down Wednesdays*

*Men-of-Color Symposium*

*Chapter 44 discussion*

*Early Career Connections*

*“Reopening of School”*

**NJEA Essex County MOC Influencers:**

Marpessa Bell \* Sabina A. Ellis \* Jamae Sippio