

ACTION ITEM FORM – Number: 3

Must be submitted by Wednesday, April 7, 2021. If submitting prior to the RC, please email to president.denise.specht@edmn.org.

Action items are specific directives to Education Minnesota that require a specific action. Action items are terminal in application and generally expire at the next Representative Convention. The Action Item Form should be used for these actions.

Wording of Motion:

Education Minnesota's local and statewide leaders will examine state and local union practices, policies, Constitution and Bylaws, and committee structures through a racial equity lens, dismantling systems and structures within our union that perpetuate racial inequity.

Rationale:

Because the former Minnesota Education Association and Minnesota Federation of Teachers, the origin unions of Education Minnesota, were not originally designed for the diverse students and members that we have now, we are called to reflect on our past and present to build a more just and inclusive future.

Because we believe in the humanity, worth and potential of every member of our union, schools, and broader communities, we must align our systems, policies, and practices to uphold our belief.

Because unions are critical to fighting individual and institutional racism;

Because educators are on the front lines of racial opportunity gaps;

Because recruiting and retaining educators of color in our classrooms and in our union is critical to a vibrant, strong union;

Because the work of anti-racism is union work;

Because unions, especially education unions, have an obligation to examine their practices critically and remove barriers to full participation for members of all races and ethnicities.

Budget Impact (to be completed by Education Minnesota secretary-treasurer):

There is no additional budget impact to carry out this action item as it can be accomplished with current staff and current program budgets.

Maker of motion:

Monica Byron

Local:

Education Richfield

Secunder of motion:

Michelle Dennard

Local:

Education Minnesota Osseo Educational Support Professionals

Date submitted:


April 7, 2021

Time submitted:

9:30 am

Updated: April 12, 2021

www.educationminnesota.org

Education Minnesota is an affiliate of the American Federation of Teachers, the National Education Association and AFL-CIO. 



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EDUCATORS AND STUDENTS