

Committee on Racial Equity 2026 Report

Committee Members:

Chair: Martin Kwon

Angela Bonilla

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Michael Lasfetto

Staff Liaison: Yashica Island

OESP Liaison: Maria Salcedo

Equity Director: Monica Weathersby

CORE Charges and Actions for 2026

CHARGES:

1. Work with OEA Centers to address:
 - a. Supporting the priority focus areas adopted by the OEA Board.
 - b. Issues faced as members seek to be successful educators in our diverse society.
 - c. Issues of diversity to improve Association relationships and participation.
 - d. Issues facing our members in meeting the needs of diverse students in schools.
 - e. Developing communication tools to promote member engagement on these issues.
 - f. Referring back to the OEA Equity Filter when decisions are being made by the association and committees
2. Support locals and BIPOC members that are interested in creating a local Committee on Racial Equity
3. Review data for the last three years regarding OEA Bylaws Article III. 2. B. for the OEA RA and NEA Bylaw 3-1 (g) for the NEA RA and review implementation of the plan to ensure we are in compliance with these Bylaws for the President.
4. Promote racially and ethnically diverse membership involvement by recommending appointments to the OEA President for various OEA/NEA Committees, work groups and activities.
5. Encourage members to submit nominations for OEA and NEA Awards (particularly the OEA Ed Elliott/Teresa Ferrer Human Rights Award) by January 31.
6. Work with the Human and Civil Rights Committee to ensure ongoing training

- and workshops to increase involvement of racially and ethnically diverse members and meet the needs of our members as identified in Charge #1.
7. Give recommendations on organizing and communication tools to build relationships and community support with BPOC (Bilingual Persons of Color) members.
 8. Provide input, guidance, and support in OEA's work addressing institutional racism and equity.
 9. Provide a copy of all meeting minutes to the President's Office, along with an annual written report submitted by February 5 for the OEA RA handbook and a year-end report to the OEA Board submitted by June 30th.
 10. Use the OEA Equity Filter to help guide decision-making.

Charge 1&7:

- Targeted recruitment for specific racial categories (NHPI, Black, AIAN, Multiracial) using existing lists and Uniservs to enhance diversity.
- Continued efforts to create a repository of diverse educational materials, ensuring access to culturally relevant resources. Equity committee toolkit to use by members wanting to make a local equity committee or affinity space.
- Ongoing training sessions have happened to address bias and discrimination in educational environments, with four sessions conducted this year.
- Development of peer support groups for educators to share strategies for mitigating bias and discrimination: I HEAR Community Zoom and I HEAR Community Connections: Clay Studio

Charge 2:

- Conducted outreach to local chapters for interest in forming Committees on Racial Equity, DEI Committees, and Affinity Spaces.
- Creating surveys to assess local needs and support requirements for establishing equity committees.
- Continuous encouragement for members to participate in committees and events, including the Know Your Rights trainings, MLT/ WLT conference, No Kings Rallies, Day without and Immigrant, and MLK marches.

Charge 3:

- Reviewed the NEA EMAC bylaws and discussed potential changes required for OEA compliance.
- Engaged with President Enrique regarding next steps for caucus recognition and structure.
- Ensured compliance with bylaws and the 3 1(g) plan during regular meetings and discussions.

Charge 4:

- Facilitated the process for recommending diverse candidates for various committees and work groups.
- Planned a lunch meeting during OEA RA to discuss caucus involvement and support for Educators of Color with the OEA RA delegates and CORE & HCRC members

Charge 5:

- Identified potential award recipients and facilitated the submission process for awards related to racial justice.
- Ongoing commitment to recognizing and celebrating impactful contributions made by members working toward advancing diversity and equity.

Charge 6:

- Collaborated closely with HCRC to provide ongoing training sessions and workshops aimed at fostering diversity and inclusion.
- Planned the I HEAR Summit, focusing on Bargaining for Social Justice to be held May 30th and 31st, 2026.

Charge 8:

- Provide input, guidance, and support in OEA's work addressing institutional racism and equity.
- Engaged in discussions about establishing a white co conspirator space to address institutional racism.
- Advocated for policies that support equitable funding and resources for schools serving diverse populations.
- Ongoing efforts to build community support networks for BIPOC members.

Charge 9:

Provide a copy of all meeting minutes to the President's Office, along with an annual written report submitted by February 5 for the OEA RA handbook and a year end report to the OEA Board submitted by June 30

- Completed

Charge 10: Use the OEA Equity Filter to help guide decision making.

- Actively employed the OEA Equity Filter in decision making processes to maintain focus on supporting marginalized members.