

HUMAN AND CIVIL RIGHTS COMMITTEE

COMMITTEE MEMBERS:

Co- Chair: Patricia Jolly, Linda Smart

Equity Director: Monica Weathersby

Members: Erika Lincango, Ginger Gamboa, Ojibway Quay, Mellie Bukovsky-Reyes, Mary Phelps, Cristina Blaser, Laurie Slaughter

Board Liaison: Martin Kwon

Staff Liaison: Equity Coordinator: Yashica Island

COMMITTEE CHARGES:

1. Work with the Committee on Racial Equity (CORE) and Advocacy and Affiliate Services to provide ongoing training and workshops to address social justice and equity issues, including increasing historically marginalized member involvement and leadership in order to meet the mission of OEA.
2. Review resources, materials, tools and training currently available to OEA members that promote equity and access to great public schools and make recommendations to enhance OEA programs.
3. Recommend to the OEA President possible recipients of the Ed Elliot Human Rights Award by December 15. If in mutual agreement, submit an award nomination by January 31.
4. Review OEA activities/strategies that reflect OEA and NEA commitment to human and civil rights; recommend to OEA Board strategies to enhance member awareness and engagement.
5. Provide input, guidance and support in OEA's work in addressing institutional racism.
6. Review with the OEA Equity Director OEA's Bylaw 3 1 (g) plan and give recommendations to ensure compliance with the NEA Bylaw 3 1(g).
7. 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
8. Use the OEA Equity Filter to help guide decision making.

ACTIVITY RELATED TO CHARGES:

1. Work with the Committee on Racial Equity (CORE) and Advocacy and Affiliate Services

This year, the Human Civil Rights Committee (HCRC) has continued its collaboration with CORE to provide ongoing training and workshops focused on social justice and equity. Notably, we held joint meetings to align our efforts, particularly regarding the recruitment of new members, which is crucial for sustaining our initiatives.

The I HEAR Summit remains a central event for our equity efforts, focusing on mental health, wellness, and the retention of diverse educators. Plans are underway for the I HEAR: Bargaining for Social Justice Summit, May 30th, 31st.

2. Review Resources and Materials

Addressing workplace environments for marginalized staff is a priority. This year, we identified the need for specific training and support for BIPOC educators and those facing stress and fatigue. Conversation about establishing a hotline for educators we feel is vital, aim is to provide immediate assistance and support.

Additionally, we are advocating for improved reporting mechanisms regarding harassment and discrimination to ensure a safer work climate for all educators. The committee is committed to promoting diversity and equal opportunities within the workplace.

3. Recommend Recipients of the Ed Elliot/Teresa Ferrar Human Rights Award

This charge has been completed as we submitted our recommendations for possible recipients to the OEA President.

4. Review OEA Activities/Strategies

We have engaged with the OEA Equity Director to assess the implementation of Bylaw 3 1(g) and identify necessary improvements.

5. Provide Guidance on Institutional Racism

The HCRC has previously made recommendations for inclusive language in job postings and contracts to foster a welcoming environment. We continue to monitor these initiatives to ensure they align with our commitment to diversity and inclusion.

6. Review Bylaw 3 1(g) Compliance

With the appointment of the Equity Director, we are actively reviewing compliance with NEA Bylaw 3 1(g) and providing recommendations to ensure alignment with our goals.

7. Meeting Minutes and Reporting Completed

8. Use of the OEA Equity Filter

The OEA Equity Filter will continue to guide our decision making processes. The committee is ready to collaborate with CORE and OEA leadership to suggest updates that may enhance our equity initiatives.

HCRC Focus

Equity & Climate Issues: We recognized that many teachers, particularly BIPOC staff, face hostile work environments and lack clear reporting mechanisms for harassment or discrimination. We are advocating for accessible reporting tools and the use of climate surveys to assess school culture.

Legal Support Needs: We are working on ensuring consistent access to legal guidance for educators facing workplace disputes. The hiring of a permanent in-house lawyer addresses the past delays in legal support.

Medical Leave & FMLA Issues: We are exploring ways to streamline processes related to FMLA and Workers' Compensation, ensuring equitable access and clear pathways for educators to secure necessary care.