



What is Bylaw 3.1g and why is it important?

Bylaw 3.1g is NEA’s policy to achieve ethnic minority delegate representation at the RA (Representative Assembly) equal to the proportion of identified ethnic minorities in each state. In Pennsylvania, Native People and People of Color make up twenty-seven percent of the population; therefore, twenty-seven percent of PSEA’s delegates to the RA would have to be identified as Native People and People of Color in order for PSEA to achieve its 3.1g numerical goal.

Although the numerical goal is important, the real value of Bylaw 3.1g is its ability to motivate state associations to identify and implement strategies that strengthen and increase involvement of Native People and People of Color at every level of the association. These efforts are identified as *Racial and Ethnic Diversity: Counting Beyond the Numbers*.

Why is Counting Beyond the Numbers important to PSEA?

Racial and Ethnic Diversity: Counting Beyond the Numbers is important because it turns PSEA’s written commitment to inclusion of members that are Native People and People of Color into tangible action. These actions are essential at every level if PSEA is to:

- ◆ Increase its strength by growing, engaging, unifying and communicating with membership. ***Remember, every member counts.***
- ◆ Ensure that the interests and concerns of all members are treated fairly and appropriately. ***PSEA’s success depends on its ability to respond to the needs and concerns of all members.***
- ◆ Achieve its strategic objectives of promoting, protecting, and advocating for our schools, students and professions. ***In order to be an authentic steward of its mission, PSEA must include the voices and experiences of all members to champion the value of public education.***
- ◆ Respond to the state’s changing demographics and PSEA’s ability to engage communities to support public education and public education employees. ***As the largest union in Pennsylvania, PSEA must be viewed as inclusive and as a model union for member involvement.***

Interested in learning more about PSEA’s commitment to DEI? Check out www.psea.org/minorityinvolvement and be sure to sign up for region emails here:



Remember: our strength is our members.