



## WHAT IS THE MINORITY AFFAIRS COMMITTEE?

### Purpose

The Minority Affairs Committee (MAC) was established by the PSEA Board of Directors in May 1984. The committee serves as a support and advocacy group for ethnic minority members.

### Function

The committee's goal is to increase awareness and encourage involvement on the part of ethnic minority members in programs on the local, region, state, and national levels. To this end, the committee provides input into the NEA-RA MAC scholarship and the Gettysburg minority scholarship program. The committee also reviews and assesses Association goals, objectives, programs, and long-range plans to ensure that ethnic minority concerns are addressed.



### Committee Members and Duties

Each region (11 geographic and one ESP) has a MAC representative who is responsible for working with state and region governance to elevate ethnic minority issues. Along with members of our Department of Pupil Services (DPS), PSEA-Retired, Student PSEA, and our Minority Representative to the Board, MAC representatives work diligently to support ethnic minority issues and involve our members of color in their regions, which in turn informs work with local associations. Finally, they are responsible for the review, revision, and implementation of our 3.1(g) plan, a statewide effort to send delegates to the NEA-RA and other state events who reflect the percentage of ethnic minorities in Pennsylvania.

## PSEA'S COMMITMENT TO:

### DIVERSITY

PSEA will ensure a variety of social and cultural identities are represented in our spaces.

### EQUITY

PSEA will promote justice and fairness within organizational procedures, processes, priorities, and resources.

### INCLUSION

PSEA will create respectful environments that embrace and foster full engagement of members from diverse backgrounds and identities.

## NETWORKING — SUPPORTING — LEARNING



**Minority Affairs Dinner** — PSEA Summer Leadership Conference (Gettysburg), July

**Books, Toys, and More** — PSEA House of Delegates, December

**Minority Leadership Training and MAC Hearing** — PSEA Spring Leadership Conference, March



Scan the QR code to visit [www.psea.org/minorityinvolvement](http://www.psea.org/minorityinvolvement) and learn more.



# WHY I IDENTIFY

## The Importance of Claiming your Ethnic Minority Status

*"I identify myself as a Black educator because students like me in suburban schools have very few, if any, role models to look up to; as a result I am empowered to motivate people like me to be the best they can be and reach for the stars."*



*"I identify because as a Latinx teacher, I want to find out about unique training opportunities to support my leadership goals."*



*"I identify because I am proud to be an Indo-American educator and want to help other minorities stand up and be leaders so we can be better role models for our minority students."*



### Please support PSEA's commitment to diversity, equity, and inclusion

About halfway down the New Member Enrollment form, all the way to the right, lives an unassuming data box labeled "ETHNIC CLASSIFICATION" which includes the following statement: "PSEA is committed to assuring the equitable representation of members of ethnic minority groups at all governance levels of the Association. To help achieve this goal, completion of this section is strongly encouraged. Failure to do so, however, will not affect your membership status, rights or benefits in NEA, PSEA, the local or any of their affiliates. Ethnic minority shall mean those persons designated as ethnic minority by the U.S. Bureau of Census. This information will be kept confidential."

Under the statement are eight choices from which soon-to-be members can select, if they choose to identify. Included in these choices are American Indian/Alaska Native, Asian, Black/African-American, Hispanic/Chicano/a/x/Latino/a/x, White, Biracial, Multiethnic, and Native American or other Pacific Islander.

We have one simple ask: PLEASE SELECT THE APPROPRIATE CHOICE FOR YOU. This can also be done online or when you sign up for a PSEA or NEA event.

### How to verify and update your Ethnic Classification online

- Sign in to [www.psea.org](http://www.psea.org).
- On the top right, click where it says Hello [Your Name].
- The top left side block will say "My Profile" and "Edit" will be underlined next to it. Click on the "Edit" link.
- Complete Second level authentication, if asked.
- Once in the editing page, find the "Personal Information" box (left side). About halfway down, you will see a drop box labeled "Ethnic Classification." Select the appropriate classification.
- Click the UPDATE button at the bottom of the page.

### WHY?

Identity matters. It allows PSEA to provide focused leadership trainings for our members of color, and it gives us the ability to provide statewide networking opportunities and helps put our words into practice. Our ethnic minority members can help create and maintain our Association's vibrancy and relevancy by being active at all levels: their local associations, their regions, PSEA, and NEA.

### Imagine the strength we can provide

Imagine the modeling we can provide for our students and communities. You can be you and be a leader. You can be you and be amazing. You can be you and be proud. Properly identifying your ethnic minority status can be the start of something great. Please join us in our mission to reflect our state's population, to be a diverse organization of members from all different backgrounds working toward one common goal: providing and supporting a great public education for our students.



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