



ETHNIC MINORITY AFFAIRS COMMITTEE

35th ANNIVERSARY CONFERENCE

STANDING ON A GREAT FOUNDATION



PAST AND PRESENT EMAC CHAIRS

LENORE SIZEMAN

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EDITH CANNON

JOSEPHINE BERNARD

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CHRISTINE JOHNSON

JOHN REED

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REUBEN GREEN JR.

STAN JACKSON
& VICTOR GONZALES

7

8

ELVOID MAYERS

SUSAN BAKER

9

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CHRISTINE BOSEMAN

A SAMPLING OF WORKSHOP TOPICS

2013

Family and Community School Partnerships; Facing History and Ourselves; Analysis of the Portrayal of African-Americans in the Movies 'Django' and 'Lincoln.'

2011

Creating Change through Social Justice; Workplace Bullying; Inner Workings of the MTA

2010

Organizing and Mobilizing

2009

Bullying and School Safety; Recruiting and Retaining Teachers of Color; Working as a Field Rep for the MTA

2008

Gang Awareness; Minority Children in Special Education; Bias, Bullying and School Safety

2007

Building a Strong Base Using the 3Rs: The Right, the Reason and the Responsibility of Color in the Labor Movement; Taking on Leadership Roles; The Cape Verde Sister City Project

2004

Proof that All Politics Is Local

2003

Shadow Children: Children at Risk, Critical Issues for Education

2001

Diversity and Equity in the Classroom; Understanding Cultural and Racial Diversity

1996

Leadership Skills and Effective Campaigning Components

WELCOME FROM EMAC CHAIR CHRISTINE BOSEMAN

Christine Boseman is in her third year as chair of EMAC. She began her union involvement during her 24 years of employment at UMass Boston.

Before she became chair, Boseman was an EMAC member and a member of MTA's Equal Opportunity Council. She has participated in Women in Leadership Development, known as WILD, which empowers women in the Massachusetts labor movement. She has been involved with fellow ESPs and in higher education matters for several years. She received her bachelor's degree in Labor Studies at UMass Boston in 2013, and she has been a union steward there for 10 years.

In 2006, Christine attended her first MTA Summer Conference. There she met Susan Baker, Julia Monteiro-Johnson, John Reed, Paul Toner and Anne Wass, who persuaded her to become a member of EMAC. She became hooked.

In 2007, Christine participated in MTA's Emerging Leaders Program and joined a program for ESP training. In 2008, she was a member of the National Education Minority Leadership Training Program. In 2010, she attended the NEA ESP National Conference, and in 2011 she enrolled in the NEA Women's Leadership Training and Advancing Leadership Skills programs. Last year, she represented the MTA at the annual dinner of the NAACP, New England Conference.

Christine asks attendees to take some time within their locals to speak to minority members about getting involved — by attending the Summer Conference, the EMAC conference held each December or by becoming a delegate to the Annual Meeting or the NEA RA.

Christine believes that “all members are important to the MTA. All members should have a chance to get involved — to help improve the MTA, fuel its strength and solidarity, and further our membership growth.”





KEYNOTE SPEAKER

FORMER MTA PRESIDENT ANNE WASS

Anne Wass served as president of the MTA from 2006 to 2010. She is a champion of students, public education and human and civil rights.

She has spent all of her adult life in public education, and she has served in many leadership positions.

Anne grew up in Albany, N.Y.

She became interested in teaching and issues of equality when she volunteered as an after-school tutor in downtown Albany. She has always respected the value of all people and has fought for acceptance of all people by others.

Anne taught at Hanover Middle School for 31 years and won several awards honoring her abilities, including the Bristol County Educators' Association's Kathleen Roberts Human Relations Award, the Plymouth County Education Association's Honor Award, and the Loretta Quinlan Award, the highest honor bestowed by the PCEA.

She served on the MTA Affirmative Action Committee, which helped create the first seat designated for an ethnic minority director on the Board. She served on the MTA Board of Directors and the Executive Committee, and twice she served as president of her local association in Hanover. Before assuming the presidency, Anne served as association vice president for four years.

In 2010, she received the first MTA Friend of Labor Award and the Louise Gaskins Lifetime Civil Rights Award.

At the National Education Association, she has been and continues to be deeply involved in the American Indian/Alaskan Native Caucus, of which she is an honorary life member.

SPECIAL GUEST SPEAKER & HONOREE LOUISE GASKINS

Louise Gaskins moved to Massachusetts in the mid-1960s and took a teaching job in Ayer. She became very active in her local but, with a growing family and a full-time job as a teacher (and eventually as an administrator) she didn't feel quite ready for a higher profile within the MTA.



With gentle prodding from her MTA friends, however, Louise found her union voice during the 1970s. In 1976, Louise became MTA's first elected ethnic minority director to represent Massachusetts on the NEA Board of Directors.

That was just a start. Over the years, Louise became a leading spokesperson for minority affairs. She was an active member of the Black Caucus of Massachusetts and was deeply involved in writing the MTA Minority Involvement Plan, which among other things established the Minority Affairs Committee in 1979.

She was also an architect of the Human and Civil Rights Council, now the Human Relations Committee, which every year honors individuals who have proven their dedication to human and civil rights.

Louise has served on countless boards and committees within the MTA and the NEA. She is still an active presence at conferences and retiree events. And though she is retired herself, Louise still counsels those on the cusp of retirement as an MTA retirement consultant in Auburn.

In 1998, Louise received an MTA Human and Civil Rights Award, and since then the Human Relations Committee has named the award in her honor.

At the Annual Meeting of Delegates in 2014, Louise was honored as one of three MTA Friends of Education — along with Kathleen Roberts and Mary Gilmore — for her decades of leadership in the MTA and her dedication to inclusiveness in the profession.

LAYING THE FOUNDATION FOR EMAC

“The beginning of the struggle for minority involvement in the MTA did not begin in the 1970s. There are black educators who served as earlier pioneers, such as the Reverend Doctor Robert L. Carter of Fairhaven, Girlie Davis of Springfield and many others who must be recognized.”

—Louise Gaskins

“Standing on a Great Foundation,” the theme of this year’s EMAC conference, pays tribute to those who laid the foundation for EMAC as well as those who have advanced the voices of minority educators through the ensuing decades.

In the Civil Rights era, the election of NEA’s first Latino and black presidents pointed to increased recognition of ethnic minorities in the profession, but NEA’s merger in 1966 with the American Teachers Association, an African-American teachers’ organization, may have been one of the largest single factors in helping the NEA become a civil rights, as well as a professional, association.

The fight for minority recognition continued in the 1970s with the launch of NEA’s Minority Involvement Program.

In the mid-1970s, the NEA sent a team to facilitate the first Minority Involvement Plan with the MTA. But it took the work of dedicated ethnic minority activist members such as Louise Gaskins to write, win support for and implement the plan, which established the first Minority Affairs Committee in 1979.

According to Gaskins, “the MTA leadership invited people of color to participate in the various training sessions run by the NEA. The trainers were excellent and totally determined to prepare the participants to be ready to ‘hit the ground running.’”

She continued, “About this time, the NEA made it a requirement that each state affiliate submit a Minority Involvement Plan to foster and achieve the involvement of its minority members in the workings of the state affiliate. Some of the members initiated the draft of MTA’s first MIP Plan and presented it to the MTA president and executive director. The leaders accepted it, moved it through the process and submitted it to the NEA.

*“NEA approved the plan and thus, the MAC —
a part of the plan — was born.”*

The timeline on the following pages depicts some of the historical markers that led to the formation of the MAC, whose name was later changed to EMAC, and some of EMAC’s achievements as the driving force behind ethnic minority participation and advancement within the MTA.

1964



PRESIDENT LYNDON B. JOHNSON signs the **CIVIL RIGHTS ACT**, outlawing racial discrimination in public accommodations, public education, employment, apprentice programs and union membership, and to some extent, voting.

1965



GOV. JOHN VOLPE signs into law collective bargaining rights for K-12 teachers in Massachusetts.

NEA merges with the **AMERICAN TEACHERS ASSOCIATION**, a national African-American teachers group, at the height of the **CIVIL RIGHTS MOVEMENT**.



"Outstretched hands must extend on all sides if this unity is to become a reality," NEA told its members.

1966

1967



NEA elects first Hispanic president, **BRAULIO ALONSO**.

1968



NEA elects first black president, **ELIZABETH DUNCAN KOONTZ**.

BLACK CAUCUS, AMERICAN INDIAN/ALASKA NATIVE CAUCUS and CHICANO-HISPANIC CAUCUS form at NEA.



1971

1970



Showing Unity. NEA-ATA Joint Committee members gather at NEA's annual meeting in 1961.

NEA adopts **BYLAW 3-1(g)**, NEA's most effective and comprehensive measure for encouraging racial/ethnic diversity in leadership at all levels of the organization; **ASIAN AND PACIFIC ISLANDER CAUCUS** forms at NEA; Collective bargaining legislation passes for higher education employees in Massachusetts.

NEA creates **MINORITY INVOLVEMENT PROGRAM.**

NEA forms **MINORITY AFFAIRS COMMITTEE** and **COMMITTEE ON TEACHER RIGHTS**, now known as the **COMMITTEE ON HUMAN AND CIVIL RIGHTS.**

就是我們成立的原因



1974



1975

1976



LOUISE GASKINS becomes first ethnic minority director to represent Massachusetts on the **NEA BOARD OF DIRECTORS**. MTA Annual Meeting passes bylaw change calling for ethnic minority representation on all MTA committees and creates a new bylaw affirming MTA as an equal opportunity employer in staff hiring practices.

MTA increases **MINORITY DELEGATE REPRESENTATION** at MTA Annual Meetings.

1979

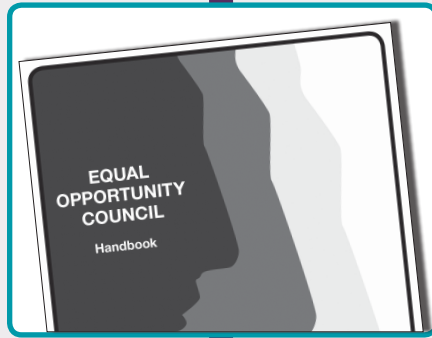


MTA Board of Directors adopts **MTA MINORITY INVOLVEMENT PLAN**, which establishes the Minority Affairs Committee (later renamed **EMAC**), and issues its comprehensive plan to represent and include ethnic minority members in all phases of the association.



1986

1983



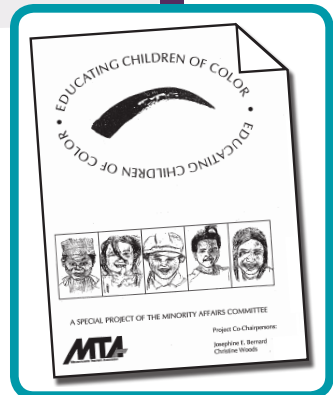
NEA REGIONAL MINORITY LEADERSHIP CONFERENCE initiates discussions of the problems that children of color encounter in public schools.

MTA Board of Directors adopts **AFFIRMATIVE ACTION AND RETENTION STATEMENT** and **MINORITY ACTION PLAN**.

MAC holds hearings across Massachusetts on the issues raised at the **MINORITY LEADERSHIP CONFERENCE**, presents a workshop on the project at Summer Conference and publishes findings for MTA members.



1988



1990

1995

RESOLUTION
F-29

MTA ANNUAL MEETING OF DELEGATES passes **RESOLUTION F-29**, committing to increases in administrative, technical and financial resources to promote ethnic minority participation.

MINORITY AFFAIRS COMMITTEE changes name to **ETHNIC MINORITY AFFAIRS COMMITTEE**.

2000



MTA ANNUAL MEETING passes **RESOLUTION F-30**, which reflects the belief that the diversity of our society enhances the lives of individuals, that basic education should reflect our multicultural society, and that the contributions of diverse ethnic groups should be recognized and become a part of the established curriculum.



2006

2005



EMAC surveys all MTA members with the goal of making the committee and ethnic minority issues more visible.

MAC FORMS FOCUS GROUPS to work to identify reasons why minority members become involved, or fail to become involved, in association activities.

EMAC WORKS WITH MINORITY INTERN RECRUITMENT COMMITTEE, participates in organizer training and works to identify and meet with minority members around the state on involvement opportunities.



2009



2010

2012



Two **EMAC** members attend **NEA's 3-1(g)** workshop in Washington, D.C., to learn new ways of reaching out to ethnic minorities in MTA membership through self-identification and other means, with the aim of meeting the goals of NEA's **BYLAW 3-1(g)**.

2013



EMAC celebrates **35 YEARS** of making a difference at the MTA with at its annual conference in December. Participating are some of **MTA EMAC'S EARLIEST MINORITY ACTIVISTS**. Video greetings from Washington, D.C. feature NEA's president, a past president, vice president and secretary-treasurer, all of whom are ethnic minorities.

For the first time, **ETHNIC MINORITY AFFAIRS COMMITTEE** members from outside **MASSACHUSETTS** are invited to attend **MTA's EMAC CONFERENCE**.



2014

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www.nea.org

Prepared by the Massachusetts Teachers Association
Communications Division. 11_2014.
www.massteacher.org

