**Affirmative Involvement Plan**

**Our Goal**

Our goal is to *Transform Education Minnesota into a recognized advocate for education equity and social justice through member engagement, leadership development, internal education, external partnerships, and by actively supporting programs and efforts to fight poverty and racial disparities.*

**Our Strategies**

1. Member Engagement:

a. We must have one on one conversations and personal contacts with all of our members of color to engage

 them in our union. Education Minnesota currently does not have the resources allocated to do this.

b. We need to start having venues for internal conversations about race and education equity

2. Leadership Development:

a. Members of color feel isolated and unsupported at work. We plan to establish a members of color mentoring

 program.

b. We need to identify diverse leaders who have not previously been involved with Education Minnesota.

 We believe we can do this through the one on one conversations with our members of color.

3. Internal Education:

a. Staff and Leaders will go through intensive anti-racism and racial equity training. The training will be an ongoing

 process that is effective, inspiring, and does NOT make people feel bad about themselves.

4. Actively support programs and efforts that fight poverty and racial disparities:

a. An equity rubric created by partners of Education Minnesota is being piloted in 4 districts this year.

 The Union needs to be a leader in the process of making sure the rubric leads to positive change.

5. External Partnerships:

a. We need to engage the public and our partners on race and education equity

b. We propose that Education Minnesota fund research on creating effective teachers of color preparation

 programs.