

# Connecticut Education Association

## Ethnically Diverse Educators Commission

### 2022 – 2023

#### COMMITTEE MEMBERS

Faith Sweeney-Chair, Fairfield  
 Glenda Armstrong, Fairfield  
 Jame’el Lawrence, Fairfield  
 Sandra Peterkin, Fairfield  
 Julie Alikier, Hartford  
 Kristen Basiaga, Hartford  
 Michelle McKnight, Hartford  
 Chinma Uche, Hartford  
 Patricia Vanicky, Litchfield

Loretha Felton, New Haven  
 Kathleen Kiely, New Haven  
 Rae Baczek, Retired  
 Kate Dias, CEA President  
 Joslyn DeLancey, CEA Vice-President  
 Ray Rossomando, CEA Staff Liaison  
 Ken Neal, CEA Staff Support

#### SUMMARY

The Ethnically Diverse Educators Commission (EDEC), a standing commission of the Connecticut Education Association (CEA), believes CEA and its local affiliates are enhanced by diverse membership. EDEC promotes awareness of racial and ethnically diverse issues and encourages the development of organizational strategies to address those issues. EDEC supports the recruitment and retention of racial and ethnically diverse educators and promotes racial and ethnically diverse involvement at all levels of CEA.

Over the past year, EDEC has worked with CEA leadership to increase EDEC’s organizational capacity and improve the participation and influence of CEA’s racial and ethnically diverse members.

#### EDEC Activities

- A. Identifying Local Leaders and Local Chairs of similarly named committees .
- B. Host Roundtable Discussions with Local Chairs of similarly named committees.
- C. Hosting an EDEC Teacher Leaders for Equity Retreat for CEA Members.
- D. Conducting outreach to local EDEC Chairs and invitation to chairs to participate in the CEA’s statewide EDEC meetings.
- E. Support the CEF Ethnically Diverse Educator Scholarship application process by reading and rating applications.

#### CHARGES FOR 2022 – 2023

- A. Build spaces to process concerns related to equity. These can be open forums and/or affinity groups.
- B. Construct programs that support the growth of all our educators in matters regarding equity. This can

be, but is not limited to: book clubs, one-night seminars, a series dedicated to a specific topic.

- C. Plan a one-day leadership event for educators of color to develop their connection to the profession and empower their own professional growth.
- D. Develop connections with local EMACs and provide state mentorship and leadership for their growth.

#### PROPOSED CHARGES FOR 2023 – 2024

- A. Build connections with local EDECs and provide state mentorship, support Affinity spaces, professional learning, and leadership development.
- B. Develop connections with the Aspiring Educator program and provide mentorship, professional learning, and leadership development.
- C. Construct programs that support the growth of all our educators in matters regarding equity. This can be, but is not limited to: book clubs, 90 minute seminars, a webinar series dedicated to a specific topic.
- D. Host a one-day leadership event for educators of color to develop their connection to the profession and empower their own professional growth.

#### LONG RANGE GOALS

- A. Increase involvement of ethnically and racial diverse members at all levels of CEA.
- B. Promote awareness of racial and ethnically diverse issues at every level of public education and encourage the development of organizational strategies to address them.
- C. Monitor legislation affecting communities of color, and social and racial justice, and share these concerns with legislators and stakeholders through concerted advocacy.

- D. Collaborate with other CEA commissions and committees on events that address diversity and culturally relevant topics to promote the implementation of 3-1(g) Provide the development of, and support for, local EDEC groups throughout the state.
- E. Provide the development of, and support for, local EDEC groups throughout the state.
- F. Support mentoring for racially and ethnically diverse members.
- G. Support CEA's Community Schools initiative to strengthen its impact in areas of need in Connecticut.