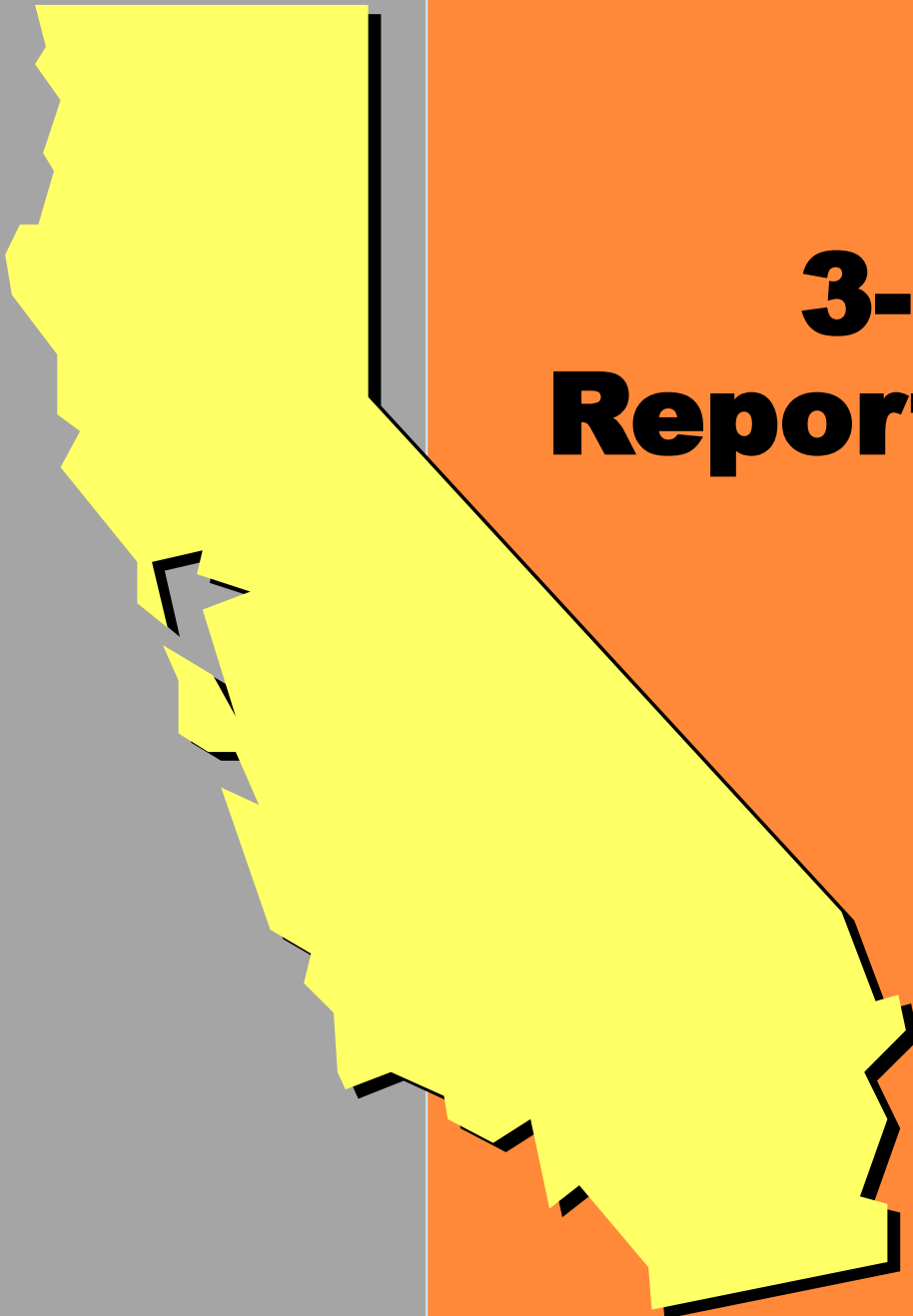


California Teachers Association

3-1(g) Report & Plan



2023-2024

CTA'S REPORT & PLAN

FOR ACHIEVING ETHNIC MINORITY REPRESENTATION

AT THE NEA REPRESENTATIVE ASSEMBLY 2023-2024

A. INTRODUCTION

NEA Bylaw 3-1(g) requires state delegations to the Representative Assembly (RA) to reflect ethnic minority participation equal to the State's ethnic minority population. The 2020 Census figures indicate that California has an ethnic minority general population of 65%. CTA did not meet its 3-1(g) goal of 65% in 2023. CTA's minority representation for 2023 was 357 State/Local delegates (54%).

B. CALIFORNIA DEMOGRAPHICS

The changing demographics of our state are seriously affecting the Association's ability to meet the NEA Bylaw 3-1(g). The 2020 Census figures indicate that California has an ethnic minority general population of 60%. For the 2018-2019 school year, the ethnic minority teaching population in California was 34% (see Attachment B). To meet the challenge of the 3-1(g) goals with the expanding ethnic minority population, CTA will actively and vigorously promote minority involvement at all levels. (Attachments A, B, and C) The teaching population data for 2019-2020, 2020-2021, 2021-2022, and 2022-2023 is unavailable due to COVID-19.

C. COMMITMENT

The CTA Board of Directors is committed to racial and social justice and reaffirms its position that the California Teachers Association believes that terms and names matter. Therefore, within this document, we shall refer to all Black, Indigenous, and People of Color (BIPOC) as such, rather than ethnic minorities. To this end, the CTA Board of Directors is committed and will continue to increase the representation of BIPOC in the California NEA/RA delegation at the State and Local levels.

Although CTA has achieved its affirmative action goals and approved the proposal for the CTA Diversity Program as stated in its Strategic Plan, the charge

of the CTA Diversity Program and CTA's core values continue to be developed, clearly stated, and incorporated in all relevant CTA documents.

As part of its commitment to BIPOC involvement in CTA, a Diversity Panel continues to monitor membership participation and employment practices.

The Board remains committed to implementing and supporting current and future program needs in the Human Rights and other appropriate departments to achieve its 3-1(g) goals.

D. RESPONSIBILITY FOR THE IMPLEMENTATION OF THE PLAN

The CTA Board of Directors is responsible for implementing and responding to the plan to achieve increased representation of BIPOC in the NEA/RA delegation.

E. KEY PLANNING COMPONENTS

a. PURPOSE:

Does our plan have a clearly stated purpose?

Example: " --- believes creating a meaningful plan to increase inclusion of members of color throughout our Association is vital to our success. As the racial/ethnic demographics of our state continue to change dramatically every year, our need to address the issues related to equity and diversity are a priority for not only ---, but the education community."

- i. The CTA President shall continue to:
 1. Support a Racial and Social Justice agenda created by the various steering committees, advisory committees, workgroups, and equity teams to be implemented within CTA at every level.
 2. Express CTA's vision of the involvement of BIPOC members and concerns throughout the organization.
- ii. The CTA Executive Director shall continue to:
 1. Appoint the appropriate designees to complete each section of the 3-1(g) Monitoring Tool.
 2. Ensure all CTA internal and external communications are diverse, inclusive, and culturally appropriate (i.e., other languages, message, visual impact).

3. Ensure the execution of a racial and social justice agenda.
 4. Express CTA's vision of involving BIPOC members and leaders throughout the organization.
- iii. The CTA Board of Directors shall continue to:
1. Review and take appropriate action to implement REAC recommendations and other committees and workgroups advancing racial and social justice.
 2. Express CTA's vision of social and racial justice throughout the organization to build stronger Service Centers and Locals.
 3. Ensure the execution of a racial and social justice agenda.
- iv. The CTA State Council shall:
1. Supports CTA's vision of racial and social justice throughout the organization to Build Stronger Locals.
- v. CTA Service Center Councils shall continue to:
1. Express CTA's vision of racial and social justice throughout the organization to Build Stronger Locals.
- vi. CTA Local Associations shall continue to:
1. Express CTA's vision to work toward an inclusive Association that involves and empowers its equity-minded members.
- vii. CTA Publications and Media shall continue to:
1. Reflect on the inclusion of BIPOC members and leaders in all programs within CTA.

b. ENTERPRISE-WIDE COMMITMENT:

Does our plan focus on strengthening and promoting engagement with members of color at each level of the Association?

Example: Process to provide information on how to run for leadership positions (state and local elected positions, state and national representative assemblies), how to apply to serve on committees, task forces, and plan to inform membership when leadership training, conferences, and event opportunities are available.

- i. The CTA President shall continue to:
1. Encourage Service Center Council (SCC) Chairpersons to submit the form appointing Human Rights, Women's, and LGBTQ+ Advocacy Coordinators, as approved by the SCC

- Steering Committee to serve with the elected State Council At-Large Representative on the SCC Equity Team.
2. Ensure that At-Large Board of Directors present information at the new State Council member orientation.
 3. Meet with REAC upon request during State Council to have dialogue regarding the involvement of BIPOC members and leaders and to assist in generating ideas.
- ii. The CTA Executive Director shall continue to:
1. Support REAC in the use of the Monitoring Tool to evaluate the implementation of the 3-1(g) Plan and report to the Board of Directors.
 2. Ensure the electronic availability and/or distribution of the California 3-1(g) plan with a cover memorandum urging support to all staff and the following elected leaders:
 - a. CTA Board of Directors
 - b. Chapter Presidents
 - c. Service Center Council Chairpersons
 - d. State Council Members
 - e. California NEA Directors
 3. Promote diversity goals throughout all association activities.
 4. Direct staff to offer engagement and collaboration opportunities with members and communities of BIPOC to accomplish the goals of the CTA Strategic Plan.
 5. Meet with REAC upon request during State Council to have dialogue regarding the involvement of BIPOC members and leaders and to assist in generating ideas.
- iii. The CTA Board of Directors shall continue to:
1. Support the following scholarship/awards program:
 - a. Alice Piper Native American/Alaska Native Scholarship for Members
 - b. Philip Vera Cruz Pacific Asian American Scholarship for Dependent Children
 - c. Martin Luther King, Jr. Memorial Scholarship Fund
 - d. Cesar E. Chavez and Dolores Huerta Education Award Program.
 2. Promote receptions and BIPOC Leadership Advocacy training that encourage participation of BIPOC members and leaders at all levels.
 3. Ensure participation of BIPOC members and leaders in all political activities.

4. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
 5. Appoint CTA members who are BIPOC at the conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 6. Urge each Local Chapter President to revise their Chapter bylaws to establish Local REACs and Local Equity Teams.
 7. Ensure that REAC is consistently involved in planning ethnically, racially, and culturally diverse activities for CTA.
 8. Include BIPOC members on all CTA Board-appointed committees, panels, work groups, and task forces to ensure proportional representation.
- iv. The CTA State Council shall continue to:
1. Encourage awareness and sensitivity to issues and concerns of BIPOC members and leaders throughout the organization to build a stronger association.
- v. CTA Service Center Councils shall continue to:
1. Send the Human Rights Advocacy Coordinator, Women's Advocacy Coordinator, LGBTQ+ Advocacy Coordinator, and State Council At-Large Representatives to participate in Equity Team Planning Meetings with REAC.
 2. Appoint members to Service Center Committees who are BIPOC.
 3. Ensure the execution of a racial and social justice agenda.
- vi. CTA Racial Equity Affairs Committee shall continue to:
1. Develop recommendations and strategies for increasing the involvement of BIPOC members and leaders in CTA.
 2. Develop activities such as the REAC reception, forum, and presentations to highlight BIPOC communities to encourage more participation of BIPOC members and leaders at the CTA State Council.
 3. Support activities such as Equity Team Planning Meetings at the President's Conference
 4. Promote and support CTA's Racial and Social Justice agenda by hosting forums for greater understanding and to collect ideas for actionable items on what needs to be done

in CTA and/or in our schools to ensure racial and social justice.

5. Participate in BIPOC Advocacy Training along with SCC Equity Teams.
6. Advise the CTA Board of Directors in addressing the needs of California's ethnically, racially, and culturally diverse student population.

c. MEMBER SELF-IDENTIFICATION:

How does our plan encourage members to self-identify their race and ethnicity?

Example: Practices and strategies that support deeper awareness of members' group identities, promoting self-identification on membership forms and event registrations to enhance/improve our data.

- i. The CTA Executive Director shall continue to:
 1. Support staff representatives in meeting with the CTA Diversity Panel to hear directly from staff on equity issues.
 2. Provide visibility at appropriate BIPOC community activities and conferences to reach out to all CTA members.
- ii. The CTA Board of Directors shall continue to:
 1. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
- iii. The CTA State Council shall continue to:
 1. Promote participation of BIPOC members and leaders throughout the Association.
- iv. CTA Service Center Councils shall continue to:
 1. Promote awareness of Minority Incentive Grants at CTA conferences.

d. ACTIONABLE STRATEGIES:

How does our plan spell out specific short and long-term goals, and who is responsible?

Example: Specific and measurable goals, a calendar with clear timelines, and a plan to monitor.

- i. The CTA President shall continue to:
 1. Ensure the CTA Board of Directors reviews and assists in implementing the Service Center Council Equity Team Action Plans.
 2. Ensure that the REAC Biennial Report is distributed and made available to the CTA Board of Directors, REAC, the Executive Director, and others as deemed necessary.
 3. Ensure the annual completion of the Monitoring Tool and return to REAC by June 30th.
 4. Ensure that a list of participants who are BIPOC to all CTA conferences is provided to the current REAC Co-Chairs and CTA At-Large Board of Directors prior to the conference for the purpose of inviting them to the REAC presentations.
- ii. The CTA Board of Directors shall continue to:
 1. Ensure participation of BIPOC members and leaders in all political activities.
 2. Forward to REAC the completed 3-1(g) Monitoring Tool report on the current year's progress of California's Plan for Achieving Ethnic Minority Representation.
- iii. CTA Service Center Councils shall continue to:
 1. Promote participation of BIPOC members and leaders for state and local delegates at the NEA Representative Assembly.
 2. Submit nominations for the CTA Human Rights and NEA Human and Civil Rights Awards.
- iv. CTA Local Associations shall continue to:
 1. Negotiate non-discrimination clauses in their collective bargaining agreement.
 2. Monitor representation of BIPOC members and leaders.
- v. CTA Publications and Media shall continue to:
 1. Publicize CTA's commitment to Racial and Social Justice by highlighting actual efforts.
- vi. CTA Racial Equity Affairs Committee shall continue to:
 1. Monitor CTA activities on the involvement of BIPOC members and leaders within all levels of the Association.
 2. Monitor and review all CTA communications for appropriate representation of BIPOC members and leaders.
 3. Monitor, promote, review, and recommend methods to increase participation in 3-1(g) related activities while striving to meet the predetermined state goal.

4. Formulate measures for the involvement of BIPOC members and leaders in the Association, including but not limited to the standards established by Bylaw 3-1(g).
5. Monitor the inclusion of BIPOC members on all CTA Board Appointed Committees, panels, work groups, and task forces to ensure proportional representation.
6. Monitor the progress of the EMEID Program, diversity plan, etc.
7. Monitor all CTA political campaigns to include community groups and BIPOC members.
8. Use the Monitoring Tool to evaluate the implementation of the 3-1(g) Report and Plan to the Board of Directors.
9. Create, propose, and implement an actionable strategy to assist CTA in meeting the 3-1(g) goal.

e. MAKING THE CONNECTIONS:

Does our plan connect other work within our union?

Example: Leaders for Just Schools, recruitment and retention of educators of color, partnerships, other racial justice work or initiatives.

- i. The CTA President shall continue to:
 1. Convene the Executive Officers Circle (the CTA Officers and the chairs of the four (4) caucuses representing BIPOC members and leaders or their designees) at least twice a year.
- ii. The CTA Executive Director shall continue to:
 1. Establish relationships and ongoing involvement with the Asian / Pacific Islander, African American, Hispanic / Latinx / Chicanx, and American Indian / Alaska Native communities throughout California to encourage support for public education.
 2. Work with appropriate Service Center staff to develop contact information of labor, community, and faith-based organizations for distribution to local chapters.
 3. Coordinate with California State Organization/California Associate Staff (CSO/CAS) to increase opportunities for staff awareness and sensitivity of issues and concerns of BIPOC members and leaders.

4. Provide staff support to the Joint Caucus Racial and Social Justice Conference.
 5. Ensure the hiring, promotion, and retention of BIPOC staff throughout the organization in at least equal proportion to the CTA membership.
- iii. The CTA Board of Directors shall continue to:
1. Approve annual CTA Human Rights Awards recipients,
 2. Identify and strengthen relationships with BIPOC communities, including but not limited to labor, political, and faith-based organizations within their geographical areas.
 3. Support the recruitment and retention of educators who are BIPOC.
 4. Review and assist in implementing the Service Center Council Equity Team Action Plans.
 5. Review all activities, training, and events to assist in the development and implementation of the Service Center Council Equity Team Action Plans.
- iv. The CTA State Council shall continue to:
1. Have State Council At-Large representatives meet at the State Council.
- v. CTA Service Center Councils shall continue to:
1. Establish Racial Equity Affairs Committees (REACs) at the Service Center Council levels.
 2. Submit an Equity Team Action Plan to their CTA Board member(s), which will include but is not limited to encouraging the involvement of BIPOC members and leaders through workshop training and follow-up assistance.
 3. Develop a system for cultivating, building, and sustaining relationships with Local Chapter leaders and BIPOC organizations.
 4. Provide time on the SCC meeting agendas to present the SCC Equity Team Action Plan timelines and updates.
- vi. CTA Local Associations shall continue to:
1. Provide input from BIPOC members and leaders on local membership in programs and policies.
 2. Promote awareness and sensitivity to issues and concerns of BIPOC members and leaders.
 3. Promote BIPOC Leadership Advocacy and other Human Rights Cadre training programs.
- vii. CTA Publications and Media shall continue to:

1. Include all scheduled BIPOC events, cultural days of observance, conferences, and other applicable state and subject area meetings in the CTA calendar and/or other publications.
 2. Provide REAC with a page on the CTA website.
 3. Investigate ways to publicize native land acknowledgment.
- viii. CTA Racial Equity Affairs Committee shall continue to:
1. Develop activities such as the REAC reception, forum, Equity Team Planning Meeting, presentation at President's Conference and other presentations in order to encourage more participation of BIPOC members and leaders at the NEA Representative Assembly.
 2. Promote and support CTA's Racial and Social Justice agenda by hosting forums for greater understanding and to collect ideas for actionable items on what needs to be done in CTA and/or in our schools to ensure racial and social justice.
 3. Develop a plan to encourage networking among the REAC, Service Center Councils and Local Chapters.
 4. Ensure that respective conference planning committees (LGBTQ+ Issues, CTA Issues, Equity and Human Rights) schedule a REAC forum at each conference to collect data, which will be referred to the CTA Board of Directors for discussion and action.

f. FUNDING:

Is our plan clearly funded in our budget?

Example: EMAC, leadership conference opportunities, partnerships, and other initiatives.

- i. The CTA President shall continue to:
 1. Encourage SCCs to allocate adequate resources for Equity Team activities per the Diversity Statement of the CTA Officers. CTA's commitment to racial and social justice as outlined by the CTA Strategic Plan and the CTA Mission Statement.
 2. Support and partially fund the biennial Joint Caucus Racial and Social Justice Conference.

- ii. The CTA Executive Director shall continue to:
 - 1. Provide adequate funding for outreach activities to BIPOC communities.
- iii. The CTA Board of Directors shall continue to:
 - 1. Provide adequate time for REAC meetings.
 - 2. Provide incentive grants for members who are BIPOC to attend all CTA conferences.
 - 3. Fund the attendance of REAC Members or their REAC designees at the conferences listed below.
 - a. REAC co-chairs
 - i. CTA Good Teaching Conferences
 - ii. CTA New Educators Weekend
 - iii. CTA Regional Leadership Conferences
 - b. A representative from each ethnic group
 - i. CTA Issues Conference
 - ii. LGBTQ+ Issues Conference
 - c. All members of REAC
 - i. Equity and Human Rights Conference
 - ii. Presidents Conference
 - d. Equity Team Planning Meeting
 - 4. Provide adequate funding and support for the EMEID Program.
 - 5. Appoint CTA members who are BIPOC at the NEA conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 - 6. Encourage SCCs and Local Chapters to provide incentive grants for BIPOC members to attend CTA conferences.
 - 7. Provide continued support for CTA Aspiring Educators as a means of recruiting more teachers who are BIPOC.
 - 8. Support the recruitment, hiring, promotion, and retention of BIPOC staff throughout the organization.
- iv. CTA Service Center Councils shall continue to:
 - 1. Promote and provide adequate funding for:
 - a. Local Equity Team Contacts Training
 - b. Human Rights Cadre Training Programs
 - c. Equity Team Planning Meeting
 - d. Equity and Human Rights Conference attendance

- e. Joint Caucus Conference
- v. CTA Local Associations shall continue to:
 - 1. Promote and recommend members for all CTA Minority Incentive Grants.

g. ONE-TO-ONE INTERACTIONS:

Does our plan include intentional communication to grow participation?

Example: Personal calls or communication from leadership to check in with leaders and learn how we can support them in their leadership journey.

- i. The CTA President shall continue to:
 - 1. Send a letter by mail or email to all self-identified BIPOC members of CTA, encouraging them to become candidates for the NEA Representative Assembly.
 - 2. Provide the REAC Board Liaisons with contact information of BIPOC members who are State Council members, chapter presidents, and/or NEA RA delegates.
- ii. The CTA Executive Director shall continue to:
 - 1. Develop a comprehensive program for ongoing networking with BIPOC communities.
 - 2. Encourage the publication of educational issues in major print and broadcast media serving BIPOC communities.
- iii. The CTA Board of Directors shall continue to:
 - 1. Encourage Local Chapters to develop and implement a plan to increase the involvement of BIPOC members and leaders.
 - 2. Promote increased participation of BIPOC members and leaders at the NEA RA.
- iv. The CTA State Council shall continue to:
 - 1. Promote participation of BIPOC members and leaders throughout the Association.
- v. CTA Service Center Councils shall continue to:
 - 1. Submit an activity report to the CTA President of all BIPOC members and leader involvement receptions, training and other activities.
- vi. CTA Local Associations shall continue to:
 - 1. Establish a local leadership mentoring system to enhance the leadership development of BIPOC.

vii. CTA Publications and Media shall continue to:

1. Publicize the application process, timelines, and recipients of the CTA Human Rights Awards in the California Educator, CCA Advocate, the CTA website.
2. Publicize the application process, timelines, and recipients of the NEA Human and Civil Rights Awards in the California Educator, CCA Advocate, and on the CTA website.
3. Publicize CTA Minority Incentive Grants available to all CTA statewide and regional conferences.
4. Promote and publicize all virtual events and webinars that promote racial and social justice.

h. INCLUSIVITY:

How does our plan make space for all to support this critical work?

Example: Early career educators, Aspiring Educators, White co-conspirators, ethnic minority affairs committee or comparable bodies, ethnic-minority caucuses, higher ed members, graduates from HBCUs and TCUs.

i. The CTA President shall continue to:

1. Ensure there is communication with BIPOC members, encouraging their participation in upcoming elections at the state and federal levels.
2. Work with REAC to explore new opportunities to address the needs of CTA BIPOC members, California's diverse student population, and its communities.
3. Work with REAC on current political campaign strategies for engaging BIPOC members and communities in a timely manner.

ii. The CTA Executive Director shall continue to:

1. Ensure staff training on how the changes in the demographics of BIPOC in California's population continues to impact education and CTA's goals and policies.
2. Monitor that the appropriate staff are actively involved to ensure that Service Center Councils hold receptions and BIPOC Advocacy training that encourage statewide and national participation of BIPOC.

3. Support the appropriate staff in reviewing and assisting in implementing the Service Center Council's Equity Team Action Plan.
 4. Provide ongoing training incorporating the REAC Biennial Report to all CTA staff to learn about BIPOC concerns to facilitate the implementation of CTA goals and policies in their respective job assignments.
- iii. The CTA Board of Directors shall continue to:
1. Provide adequate time for a presentation of the REAC Biennial Report to the Board of Directors by the Committee Liaisons serving in the year of the Report.
 2. Include Human Rights and Social Justice as an integral part of the training for the President's Conference.
 3. Encourage Conference Planning Committees to include opportunities for ethnic caucuses to meet.
 4. Continue to support and expand the CTA Racial and Social Justice Training.
- iv. CTA Local Associations shall continue to:
1. Provide member training on the changing demographics of classrooms in California.
 2. Annually identify new BIPOC members and provide them with 1) information about benefits (incentive grants, scholarships, available training) and 2) mentors at both the local and state levels.
 3. Implement community engagement programs for their BIPOC communities.
 4. Actively recruit and involve BIPOC in all aspects of the Association.
 5. Develop local REACs and/or local Human Rights Committees.
- v. CTA Publications and Media shall continue to:
1. Encourage advertisers to be more sensitive in representing BIPOC people in their ads.
- vi. CTA Publications and Media shall:
1. Actively recruit and involve BIPOC members and leaders in all aspects of the Association.
- vii. CTA Racial Equity Affairs Committee shall continue to:
1. Formulate measures for the involvement of BIPOC in the Association, including but not limited to the standards established by Bylaw 3-1(g).

2. Support Caucuses that represent BIPOC with their celebrations.

i. LEADER IDENTIFICATION:

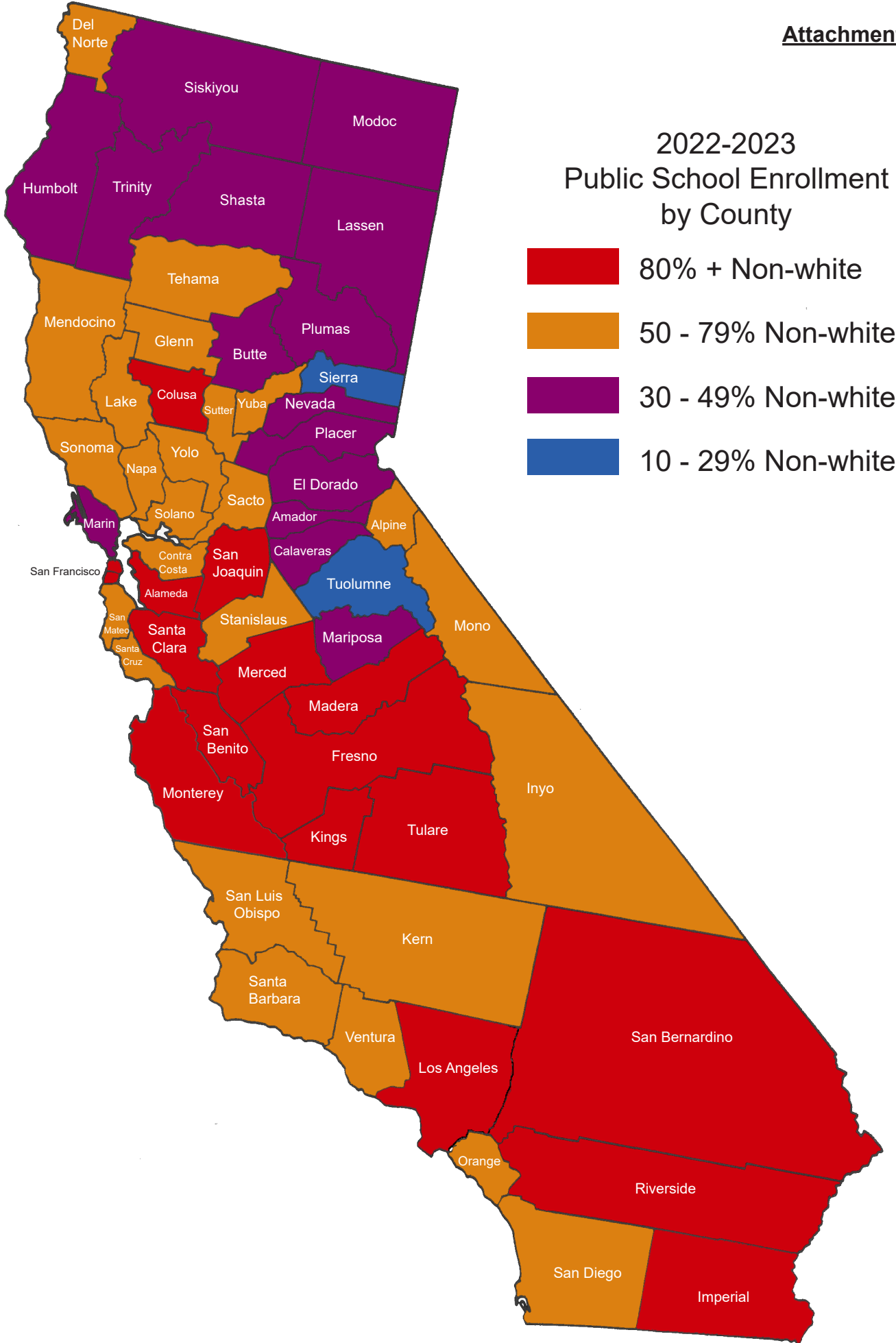
How does our plan help identify potential leaders?

Example: Opportunity to submit names of BIPOC members as candidates for appointment to state/national committees, leadership training opportunities at all levels.

- i. The CTA President shall continue to:
 1. Present the annual CTA Human Rights Awards to the recipients at the Equity and Human Rights Conference.
 2. Promote ethnic, racial, cultural, and gender balance when making Association appointments to any external committees, commissions, task forces, functions, and conferences.
 3. Ensure that all CTA committees, work groups, and task forces have representation of BIPOC members and leaders in at least equal proportion to the CTA membership who are BIPOC.
 4. Ensure that BIPOC members are appointed as chairs of committees, work groups, and task forces in at least equal proportion to the CTA membership who are BIPOC.
 5. Encourage racial equity among SCC committees appointed by the SCC Chairperson.
 6. Include Racial Equity Affairs Committee (REAC) members as presenters in the core curriculum of the annual CTA Presidents Conference.
 7. Appoint At-Large Board members to serve on the regional leadership conference planning committees.
 8. Require that the State Council At-Large representative serves as the Chair of the Service Center Equity Team.
 9. Encourage SCCs to establish a REAC.
 10. Recognize SCCs as they establish a REAC at the Service Center level.
- ii. The CTA Executive Director shall continue to:
 1. Encourage the hiring of CTA members and intern graduates who are BIPOC.

2. Review the data in the Biennial Report on the number of receptions and BIPOC Leadership Advocacy trainings that encourage statewide and national participation of BIPOC with Service Center staff consultants to improve future receptions and training.
 3. Provide information to REAC as to the actual percentage of BIPOC members at all CTA conferences.
 4. Designate the appropriate staff to review and assist in implementing the Ethnic Minority Early Identification and Development (EMEID) Program.
- iii. The CTA Board of Directors shall continue to:
1. Appoint CTA members who are BIPOC at the conferences listed below:
 - a. NEA Conference on Racial & Social Justice (NEA funded)
 - b. NEA Minority Leadership Training (NEA funded)
 - c. NEA National Leadership Summit (NEA funded)
 2. Encourage Local Chapters to develop and implement a plan to increase the involvement of BIPOC members and leaders.
 3. Provide names of BIPOC members in their geographical areas to the officers for their consideration for appointments.
- iv. CTA Local Associations shall continue to:
1. Submit nominations for the CTA Human Rights and NEA Human Rights Awards.
 2. Promote participation of BIPOC members and leaders at the NEA RA.
 3. Promote the hiring of individuals who are BIPOC for staff positions throughout the organization.
 4. Actively recruit and involve BIPOC members and leaders in all aspects of the Association.
 5. Develop local REACs and/or local Human Rights Committees.
- v. CTA Publications and Media shall continue to:
1. Feature stories on issues that affect BIPOC communities and stories on BIPOC members who are participating in CTA activities.
 2. Promote and publicize all virtual events and webinars that promote racial and social justice.
- vi. CTA Racial Equity Affairs Committee shall continue to:

1. Monitor the inclusion of BIPOC members on all CTA Board Appointed Committees, panels, work groups, and task forces to ensure proportional representation.



NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

Information obtained from California Basic Educational Data Systems (CBEDS) State Department of Education. Due to COVID-19, data for the 2019-2020, 2020-2021, 2021-2022, and 2022-2023 fiscal years is unreported to date.

<i>Minority Teachers =</i>	104,966 or 34.1%	(2018-19)
	102,937 or 33.6%	(2017-18)
	100,826 or 33.0%	(2016-17)
	87,167 or 29.0%	(2015-16)
	91,659 or 31.0%	(2014-15)
	87,932 or 30.5%	(2013-14)
	86,255 or 30.2%	(2012-13)
	84,402 or 29.6%	(2011-12)
	85,032 or 29.7%	(2010-11)
	89,212 or 29.9%	(2009-10)

BREAKDOWN BY ETHNICITY

<i>American Indian/Alaska Native =</i>	1,579 or 0.5%	(2018-19)
	1,524 or 0.5%	(2017-18)
	1,511 or 0.5%	(2016-17)
	1,577 or 0.5%	(2015-16)
	1,530 or 0.5%	(2014-15)
	1,551 or 0.5%	(2013-14)
	1,563 or 0.5%	(2012-13)
	1,553 or 0.5%	(2011-12)
	1,651 or 0.6%	(2010-11)
	1,553 or 0.5%	(2009-10)
 <i>Asian =</i>		
	17,867 or 5.8%	(2018-19)
	17,660 or 5.8%	(2017-18)
	17,250 or 5.7%	(2016-17)
	16,954 or 5.7%	(2015-16)
	16,068 or 5.4%	(2014-15)
	15,231 or 5.3%	(2013-14)
	14,868 or 5.2%	(2012-13)
	14,284 or 5.0%	(2011-12)
	14,036 or 4.9%	(2010-11)
	15,567 or 5.2%	(2009-10)

NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>Pacific Islander</i> =	925 or 0.3%	(2018-19)
	915 or 0.3%	(2017-18)
	968 or 0.3%	(2016-17)
	984 or 0.3%	(2015-16)
	942 or 0.3%	(2014-15)
	935 or 0.3%	(2013-14)
	930 or 0.3%	(2012-13)
	957 or 0.3%	(2011-12)
	847 or 0.3%	(2010-11)
	775 or 0.2%	(2009-10)
<i>Filipino</i> =	4,708 or 1.5%	(2018-19)
	4,675 or 1.5%	(2017-18)
	4,551 or 1.5%	(2016-17)
	4,504 or 1.5%	(2015-16)
	4,324 or 1.5%	(2014-15)
	4,115 or 1.4%	(2013-14)
	4,011 or 1.4%	(2012-13)
	3,983 or 1.4%	(2011-12)
	3,995 or 1.4%	(2010-11)
	4,348 or 1.5%	(2009-10)
<i>Hispanic</i> =	64,904 or 21.1%	(2018-19)
	63,380 or 20.7%	(2017-18)
	61,755 or 20.2%	(2016-17)
	48,677 or 16.2%	(2015-16)
	55,104 or 18.6%	(2014-15)
	52,992 or 18.4%	(2013-14)
	51,332 or 18.0%	(2012-13)
	50,174 or 17.7%	(2011-12)
	49,570 or 17.3%	(2010-11)
	52,052 or 13.4%	(2009-10)
<i>African-American</i> =	11,998 or 3.9%	(2018-19)
	11,918 or 3.9%	(2017-18)
	12,162 or 4.0%	(2016-17)
	12,030 or 4.0%	(2015-16)
	11,401 or 3.9%	(2014-15)
	10,857 or 3.8%	(2013-14)
	11,343 or 4.0%	(2012-13)
	11,341 or 4.0%	(2011-12)
	11,513 or 4.0%	(2010-11)
	12,593 or 4.2%	(2009-10)

NUMBER OF TEACHERS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>Two or More Races*</i> =	2,985 or 0.9%	(2018-19)
	2,865 or 0.9%	(2017-18)
	2,629 or 0.9%	(2016-17)
	2,441 or 0.8%	(2015-16)
	2,290 or 0.8%	(2014-15)
	2,251 or 0.8%	(2013-14)
	2,208 or 0.8%	(2012-13)
	2,110 or 0.7%	(2011-12)
	3,420 or 1.2%	(2010-11)
	2,324 or 0.8%	(2009-10)
<i>Caucasian</i> =	188,229 or 61.2%	(2018-19)
	190,012 or 62%	(2017-18)
	193,196 or 63.3%	(2016-17)
	203,122 or 67.6%	(2015-16)
	192,193 or 65%	(2014-15)
	188,892 or 66%	(2013-14)
	189,702 or 66.5%	(2012-13)
	189,734 or 66.8%	(2011-12)
	192,729 or 67.2%	(2010-11)
	207,457 or 69.2%	(2009-10)

2018-19 information obtained on September 27, 2019

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

*Information obtained from: California Basic Educational Data Systems (CBEDS)
State Department of Education*

<i>Percent of Minority Students =</i>	77.66%	(2022-23)
	77.9%	(2021-22)
	77.4%	(2020-21)
	76.7%	(2019-20)
	76.3%	(2018-19)
	75.9%	(2017-18)
	75.7%	(2016-17)
	75.4%	(2015-16)
	74.8%	(2014-15)
	74.4%	(2013-14)
	73.8%	(2012-13)
73.2%	(2011-12)	

<i>Number of Minority Students =</i>	4,545,216	(2022-23)
	4,591,376	(2021-22)
	4,646,508	(2020-21)
	4,728,111	(2019-20)
	4,716,588	(2018-19)
	4,719,675	(2017-18)
	4,711,434	(2016-17)
	4,665,623	(2015-16)
	4,665,623	(2014-15)
	4,638,440	(2013-14)
	4,592,839	(2012-13)
4,545,558	(2011-12)	

BREAKDOWN BY ETHNICITY

<i>American Indian/Alaska Native =</i>	26,108 or 0.4%	(2022-23)
	27,001 or 0.5%	(2021-22)
	28,331 or 0.5%	(2020-21)
	30,282 or 0.5%	(2019-20)
	31,358 or 0.5%	(2018-19)
	32,500 or 0.5%	(2017-18)
	33,369 or 0.5%	(2016-17)
	34,704 or 0.6%	(2015-16)
	36,755 or 0.6%	(2014-15)
	38,616 or 0.6%	(2013-14)
	40,414 or 0.7%	(2012-13)
42,486 or 0.7%	(2011-12)	

<i>Asian =</i>	557,190 or 9.5%	(2022-23)
	561,795 or 9.5%	(2021-22)
	572,451 or 9.5%	(2020-21)
	575,067 or 9.3%	(2019-20)

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

	573,925 or 9.3%	(2018-19)
	569,744 or 9.2%	(2017-18)
	559,159 or 9.0%	(2016-17)
	551,229 or 8.9%	(2015-16)
	545,720 or 8.8%	(2014-15)
	542,540 or 8.7%	(2013-14)
	536,970 or 8.6%	(2012-13)
	535,752 or 8.6%	(2011-12)
<i>Pacific Islander</i> =	23,847 or 0.4%	(2022-23)
	24,752 or 0.4%	(2021-22)
	26,240 or 0.4%	(2020-21)
	27,195 or 0.4%	(2019-20)
	28,085 or 0.5%	(2018-19)
	28,920 or 0.5%	(2017-18)
	29,384 or 0.5%	(2016-17)
	30,436 or 0.5%	(2015-16)
	31,513 or 0.5%	(2014-15)
	32,821 or 0.5%	(2013-14)
	33,958 or 0.6%	(2012-13)
	35,232 or 0.6%	(2011-12)
<i>Filipino</i> =	127,735 or 2.2%	(2022-23)
	136,836 or 2.3%	(2021-22)
	142,645 or 2.4%	(2020-21)
	146,501 or 2.4%	(2019-20)
	149,680 or 2.4%	(2018-19)
	151,650 or 2.4%	(2017-18)
	153,670 or 2.5%	(2016-17)
	156,166 or 2.5%	(2015-16)
	158,224 or 2.5%	(2014-15)
	151,745 or 2.4%	(2013-14)
	154,891 or 2.5%	(2012-13)
	157,561 or 2.5%	(2011-12)
<i>Hispanic</i> =	3,284,788 or 56.1%	(2022-23)
	3,291,260 or 55.9%	(2021-22)
	3,320,300 or 55.3%	(2020-21)
	3,381,198 or 54.9%	(2019-20)
	3,374,921 or 54.6%	(2018-19)
	3,376,591 or 54.3%	(2017-18)
	3,378,344 or 54.2%	(2016-17)
	3,360,562 or 54.0%	(2015-16)
	3,344,431 or 53.6%	(2014-15)
	3,321,274 or 53.3%	(2013-14)
	3,282,105 or 52.7%	(2012-13)
	3,239,296 or 52.1%	(2011-12)

NUMBER OF STUDENTS IN CALIFORNIA PUBLIC SCHOOLS BY ETHNIC GROUP

<i>African American</i> =	273,148 or 4.7% ⁹	(2022-23)
	298,768 or 5.1%	(2021-22)
	309,827 or 5.2%	(2020-21)
	324,496 or 5.3%	(2019-20)
	334,652 or 5.4%	(2018-19)
	340,841 or 5.5%	(2017-18)
	350,338 or 5.6%	(2016-17)
	361,752 or 5.8%	(2015-16)
	373,280 or 6.0%	(2014-15)
	384,291 or 6.2%	(2013-14)
394,695 or 6.3%	(2012-13)	
404,412 or 6.5%	(2011-12)	
<i>Two or More Races</i> * =	252,400 or 4.3%	(2022-23)
	250,964 or 4.3%	(2021-22)
	246,714 or 4.1%	(2020-21)
	243,372 or 3.9%	(2019-20)
	223,967 or 3.6%	(2018-19)
	219,429 or 3.5%	(2017-18)
	207,170 or 3.3%	(2016-17)
	192,146 or 3.1%	(2015-16)
	175,700 or 2.8%	(2014-15)
	167,163 or 2.7%	(2013-14)
149,806 or 2.4%	(2012-13)	
130,819 or 2.1%	(2011-12)	
<i>Caucasian</i> =	1,175,911 or 20.1%	(2022-23)
	1,240,474 or 21.1%	(2021-22)
	1,304,963 or 21.7%	(2020-21)
	1,381,737 or 22.4%	(2019-20)
	1,417,055 or 22.9%	(2018-19)
	1,442,388 or 23.2%	(2017-18)
	1,470,499 or 23.6%	(2016-17)
	1,500,932 or 24.1%	(2015-16)
	1,531,088 or 24.6%	(2014-15)
	1,559,113 or 25.0%	(2013-14)
1,589,393 or 25.5%	(2012-13)	
1,617,931 or 26.0%	(2011-12)	

2022-23 Information obtained on November 2, 2023



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