

**Committee for Change**

**To:**

CCCC Executive Committee

**Report Authors:**

Bernice Olivas/ Janelle Jennings-Alexander

**Date of This Report:**

October 15, 2020

**1. What are the recommendations/actions that your committee would like the CCCC Executive Committee to consider?**

- a. Recommendation 1: The CFC asks that CCCC develop shared extended definitions for the terms “diversity,” “inclusion,” and “equity” to be added to the foundational documents of the organization and that the Committee for Change be granted permission to develop the initial draft of these terms (See additional language attached)
- b. Recommendation 2: The CFC asks that CCCC administer a diversity and inclusion climate survey by Nov. 1st and that the Committee for Change be granted permission to develop and administer this survey (See additional language attached)

**2. Please explain why your committee is making the recommendations/actions. Provide a brief rationale and narrative for each recommendation and/or action stated above and how it relates to and advances the committee/task force’s charges.**

- a. Rationale for Recommendation 1: To establish an anti-racist identity, an organization must establish a shared vocabulary to serve as a foundation for successful anti-racism work.

The CFC maintains that the definitions of the terms “Diversity,” “Inclusion,” and “equity” should be shared, published, and recognized as official language by both the organization and the membership. These definitions should be used for all official organization materials.

The CFC also believes that such definitions should emerge from data collected from the membership so that the definition meets the needs of BIPOC.

- b. Rationale for Recommendation 2: Because speaking directly to the people most affected by racism is a critical move in anti-racist work the CFC agrees that a diversity and inclusion climate survey must be administered to the membership so that we can better understand the experiences of BIPOC in this moment in time.

**3. What has your committee done that the membership in general should know? Please compose a brief post for the CCCC web site that highlights your ongoing work. NCTE staff will see that your text is posted on your committee's behalf.**

The Committee for Change is actively engaged in (1) examining processes and structures within the CCCC organization that might allow an opportunity for bias, (2) providing a list of those instances for the Executive Committee to review, and (3) encouraging the organization to make significant changes related to those gaps in equity. To date the committee has identified such opportunities for bias related to ethical engagement, program scheduling, budget allocation, voting and nominations, and administrative structures. The committee will continue its ongoing efforts to propose and influence change in these areas.

**4. Please give a very brief historical overview of this Committee:**

The Committee for Change received its initial charge in March 2019. The Committee spent its first 6 months reviewing organizational documents, discussing and developing a coherent rationale for proposed changes, and preparing to conduct focus groups with the CCCC membership during the convention Town Hall. Cancellation of the March 2020 convention due to the impact of Covid-19 prevented the Committee from collecting member feedback. Instead, the committee moved forward with developing recommendations for change related to its findings.

**5. Members on the Committee:**

- Katherine Bridgman
- Christina Cedillo
- Everardo Cuevas
- Mara Lee Grayson
- David Green
- Les Hutchinson
- Adrienne Jones Daly
- Janelle Jennings-Alexander
- Caitlyn Laughner
- Trent M. Kays
- Ashanka Kumari
- Lilian W. Mina
- Bernice Olivas
- Lana Oweidat
- James Chase Sanchez
- Mark Daniel Triana
- Melanie Yergeau

**6. Members Active in On-Line Discussion:**

- Katherine Bridgman
- Christina Cedillo
- Everardo Cuevas
- Mara Lee Grayson
- David Green
- Les Hutchinson
- Adrienne Jones Daly
- Janelle Jennings-Alexander
- Caitlyn Laughner

- Trent M. Kays
- Ashanka Kumari
- Lilian W. Mina
- Bernice Olivas
- Lana Oweidat
- James Chase Sanchez
- Melanie Yergeau

7. **Committee Charge(s):**

**Charge 1:**

Research and recommend 2come up with proposals for up to 4 structural changes to CCCC (e.g. policies, practices, guidelines, changes to the constitution or bylaws that affect either the organization and/or its annual convention) that address white supremacy and other social justice problems in the organization and its annual convention. These recommendations should be provided to the EC by October 15, 2020 for action by the EC.

**Charge 2:**

Develop a set of guidelines for ethical engagement at CCCC annual convention, which might also be used in other spaces that members congregate

Charge was revised on September 1, 2020.

## **Recommendations to the NCTE-CCCC Executive Committee**

Submitted for Consideration by the CCCC Committee for Change

October 15, 2020

### **EXECUTIVE SUMMARY**

To establish an anti-racist identity, an organization must establish a shared vocabulary to serve as a foundation for successful anti-racism work.

The CFC maintains that the definitions of the terms “Diversity,” “Inclusion,” and “equity” should be shared, published, and recognized as official language by both the organization and the membership. These definitions should be used for all official organization materials.

The CFC also believes that such definitions should emerge from data collected from the membership so that the definition meets the needs of BIPOC.

### **Proposed Motion**

The CFC motions that CCCC needs shared extended definitions for the terms “diversity,” “inclusion,” and “Equity.”

The CFC motions that the CFC uses data gathered through the diversity and inclusion climate survey that was written and administered by the CFC to inform these definitions.

The CFC further motions that these definitions be written by the CFC and that the CFC will review and accept or reject any changes before they become official.

## **Recommendations to the NCTE-CCCC Executive Committee**

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### **EXECUTIVE SUMMARY**

Because speaking directly to the people most affected by racism is a critical move in anti-racist work the CFC agrees that a diversity and inclusion climate survey must be administered to the membership so that we can better understand the experiences of BIPOC in this moment in time.

### **Proposed Motion**

The CFC motions that they send out a diversity and inclusion climate survey by Nov. 1<sup>st</sup>

The CFC motions that this data be used to support the work of the CFC so the CFC can better support the organization. Specifically, the CFC motions that the results of this survey will be used to help create shared anti-racist language to be used as we continue to build better structures in the CCCC.