

# FEA Europe HCR Update



**Europe HCR Coordinator:** Alina Rozanski

**Kaiserslautern I Division HCR** – Felicia Raymundo  
**Isles Division HCR** - Judi Nicolay

**Bavaria Division HCR** – Tricia Hannon  
**Kaiserslautern II Division HCR** - Amy Rush

SEPTEMBER 2015 – Courses for credit, HHM resources, HCR Building Reps

**COURSES FOR CREDIT** - Your Europe HCR program is prepared to bring multiple for-credit trainings to FEA Europe this school year. Dates are being finalized and specific dates and locations will be shared as soon as the coordinators for each division confirm the dates. Be on the look out!

- **Teacher Leadership and Diversity in 21<sup>st</sup> Century Schools - Two day, 1 credit course - POCs Lisa Ali and Alina Rozanski.** Your FEA Leadership will be presenting skills training focusing on developing diverse leaders in a 21st century school setting, including organizational structure, organizing a team of collaborators, and nuts and bolts of organizing for a team of diverse educators. We are also bringing in experts from the DoDEA Europe Equal Employment Opportunity Office who believe that "preventing employment discrimination from occurring in the federal workplace is preferable to trying to deal with the consequences of discrimination. We believe that discrimination can be averted if federal agencies and their employees know their legal rights and responsibilities." These experts will be tailoring their training to address issues often brought up in educational settings. The first scheduled class is located at Netzaberg MS on October 24th and 25th from 0900-1700 daily. We have TENTATIVE dates at the Stuttgart Complex on Dec 5/6, SHAPE/Brussels February 27/28, Kaiserslautern/Ramstein on March 12/13, and the Lakenheath Complex on April 2/3. Don't see your area listed? Contact Lisa Ali or Alina Rozanski for details on scheduling a training for your area.
- **Tolerance in the Classroom - Two day, 1 credit course - POC Felicia Raymundo.** More information as it is available. TENTATIVE dates set for October 2015 in the Kaiserslautern/Ramstein area.
- **Teaching Tolerance: Holocaust Pedagogy Basics - Two day, 1 credit course - POC Patricia Hannon, Museum Teacher Fellow, United States Holocaust Memorial Museum.** This course will address the best practices and challenges inherent to teaching the Holocaust. It will also cover responsible use of memorial sites and documentation centers, specifically those available in the Bavaria District. This is TENTATIVELY scheduled for late winter in Nurnberg.



## What is the purpose of the HCR Program?

To encourage ethnic minority members to become actively involved in our union, and perform other activities deemed necessary to advance the cause of ethnic minority involvement and interests.

**HERITAGE MONTH CELEBRATIONS** - Hispanic Heritage Month (Sept 15-Oct 15) is upon us! We are tasked by the 2015 FEA Ethnic-Minority Compliance Plan to perform "other activities deemed necessary to advance the cause of ethnic minority involvement and interests." Have you considered promoting heritage month celebrations in your school? If you "share the love" and involve various colleagues for various months, this can be very simple. Here at Netzaberg MS, we are having our 8th annual Hispanic Heritage Month Assembly, with the choir performing Spanish language songs and storytelling based on fables from Latin America. No time for an assembly? What about individual classroom activities? Lots of great resources for Hispanic Heritage Month can be found at <http://www.nea.org/tools/lessons/hispanic-heritage-month.html> where there are tons of ready-made lessons, activities, videos, and more!

**WHO CAN BE A BUILDING HCR REP?** Any FEA member! Some are under the false impression that you must be an ethnic minority in order to serve as a Building HCR Rep. That is not the case. While the Ethnic-Minority Compliance Plan (see below) does detail that s/he needs to encourage ethnic minority involvement, that is not all that our Human and Civil Rights program entails.

**WHAT IS THE JOB OF THE BUILDING HCR REP?** The following is excerpted from the 2015 FEA Ethnic-Minority Compliance Plan soon to be posted on the FEA website. Please ask if you have any questions about how to put this into action at your school:

- Assist efforts of the area and district to identify ethnic minority members.
- Encourage ethnic minority members to become actively involved in local Association activities, such as JCC committees and to run for office.
- Make special efforts to inform ethnic minority members in the local of the NEA RA delegate election process and encourage them to run for such positions.
- Recommend the purchase of multi-cultural materials through the annual school budget process.
- Encourage the allocation of funds towards increasing ethnic minority involvement in Association activities.
- Perform other activities deemed necessary to advance the cause of ethnic minority involvement and interests.
- Disseminate correspondence from the minority training program.

While the above is specifically addressing work with ethnic minorities, a Building HCR Rep may also choose to do the same for other protected classes under federal statute. For example, encouraging religious minorities, racial minorities, and women to become more actively involved as well.

**WHO DO I CONTACT FOR MORE INFORMATION?** In your trusty FEA calendar there is a section dedicated to the FEA Human and Civil Rights Coordinators and contains their contact information. You can always contact your Division Human Civil Rights Coordinator for FEA, who are:

- Bavaria Division HCR Coordinator – Patricia Hannon
- Isles Division HCR Coordinator - Judi Nicolay
- Kaiserslautern I Division HCR Coordinator – Felicia Raymundo
- Kaiserslautern II Division HCR Coordinator - Amy Rush

Next in the "chain of command" is myself, the European Human and Civil Rights Coordinator, then Mimi Cuadrado, the FEA Human and Civil Rights Coordinator for all of FEA. All emails can be found in the global address book and in the FEA calendar. Everyone is here to help you find the answers you need.