

*Federal Education Association
Wanda Herrin Beatty
Human Civil Rights Coordinator*

November 10, 2004

Greetings HCR,

I apologize because this is my first correspondence to you. I hope the school year is going well for all of you. **Our charge is to recruit new minority members, get them involved, and keep our ethnic minority members apprised of programs and trends.** While I am getting acquainted with this new job and its responsibilities, I hope that each of you will take time to e-mail or call me with concerns that you or your minority members may have. If I don't have the answer to your question I will surely do my best to get one. I have enclosed in this letter the following: Civil Rights Award Packet for 2005 (note the deadline is December 15, 2004), FEA Ethnic Minority Compliance Plan 2005, Multicultural Calendar 2005 and the Minority Recruitment 2003-2004 Report.

The 2005 NEA Human and Civil Rights Awards will be presented in Los Angeles, California on July 2, 2005. There are fourteen categories. We should involve our members and identify individuals or organizations whose leadership provides services for our children.

The FEA Minority Compliance Plan outlines all of our duties as Human Civil Rights Coordinators. Many of you have been concerned about the HCR'S duties and I hope this plan will put us all on the same page. There is much to be done at the local, state, and board level. As I learn more, I will take the time and share it with you. I have received from your some of local presidents your names and e-mail addresses, but I need a mailing address from everyone. There will be a Mid-Atlantic Minority Leadership Training Conference in January. So I will have more to share with you later.

The Multicultural Calendar has been included to remind us to share and celebrate with one another and the children we serve through-out the year. I hope your media specialist will be a resource for you also.

During the October Board of Directors meeting Paul Wolfe shared the Minority Recruitment Report with us and a new one should be available shortly. We need to recruit teachers, especially males, and minority teachers to the system.

I will be communicating with Judith Ward (Stateside HCR) and hopefully in the near future we will have a workshop of all HCRS. I will do my best to keep you informed.

Thanks for all you do for our members and the children we serve each day.

Sincerely,

Wanda Herrin Beatty