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Hi Member,

As we enter the new school year within this anti-union climate, our Human and Civil Rights (HCR) work is shifting focus to advocacy and action. We are evolving from being primarily seen as cultural masters of ceremony into a leadership core with purpose, reach, and power. The work of equity is not a performance; instead, it is a process of developing skilled organizers, confident advocates, and connected changemakers. Our path forward is leadership training, active engagement, and deep alignment with the broader vision of NEA's equity and justice mission.

This year, we are realigning our focus to better support our members, not just in name but in action. For too long, our model has emphasized services, trying to "do for" members.

Now, we are centering an organizing model that calls members into action, growth, and impact. We are not just trying to maintain membership, we are putting the *member* back into membership.

Our goal is to build a network of trained, ready, and supported HCRs who will take up leadership and create change in their schools, communities, and local associations.

We also extend a clear and open invitation: If you are committed to justice, you are welcome here. We especially call on HUEs (Historically Underrepresented Ethnicities) and HUGs (Historically Underrepresented Groups) to consider becoming HCRs or taking on other leadership roles. Now is the time to build stronger networks, deepen our impact, and grow from within. This climate demands courage and coordination.

To support this shift from vision to action, we'll be sharing more NEA offerings and national opportunities to grow your leadership capacity. We will talk about tools, grants, and focused training to redefine what it means to lead equity work today.

If you're ready to get involved or want to learn more, we encourage you to contact your FRS, District HCRC, Regional HCRC, or FEA HCRC Michael Johnson (mjohnsonhcrc@gmail.com) if you'd like to know more about the HCR program.

Let's grow this movement together.

In solidarity,
Federal Education Association - HCR Program

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