

Ethnic Minority Early Identification & Development Program

A program designed to promote and develop ethnic minority leadership by opening doors to existing CTA/NEA programs and



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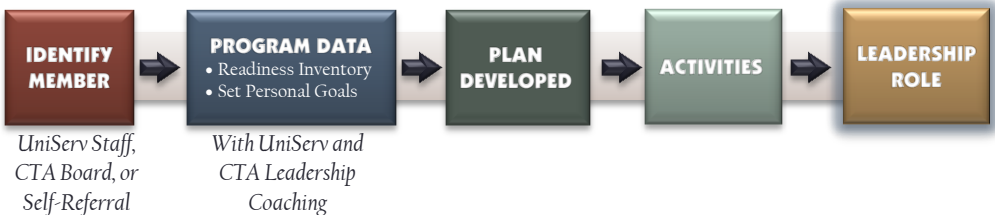
Currently, CTA faces challenges that threaten the very existence of public education as well as CTA's ability to function as a guardian of that institution, our students and members. Today we face unrelenting attacks that fragment the public's support for our schools and divide educational employees' support for CTA's efforts to come to the aid of public education.

In many local chapters of the CTA there exists a significant lack of diversity within the leadership roles. Although it is recognized that CTA staff, chapter and state leaders have often encouraged and nurtured minority leaders into leadership roles, the CTA Board of Directors has determined that a more systematic approach needed to be instituted. This program was established in order to sustain and increase ethnic minority leadership in CTA and its affiliates.

During the last decade, we have been witness to a steady increase in the number of our ethnic minority members, which reflects California's changing demographics. Caucasian women have been particularly successful in transitioning to leadership or staff roles, but it appears to take ethnic minority women longer. Ethnic minority men appear to have similar struggles entering either role, and are diminishing in numbers in our classrooms as well.

CTA has had a long-standing commitment to increasing ethnic minority leadership and staff. This program is both evidence of that commitment and reinforcement to continue it in the future.

The Path to Leadership



Program Goal

To increase the number of ethnic minority leaders in roles such as President, Bargaining Chair, State Council Rep, Service Center Council Chair or Officers and any other respected leadership role/position.

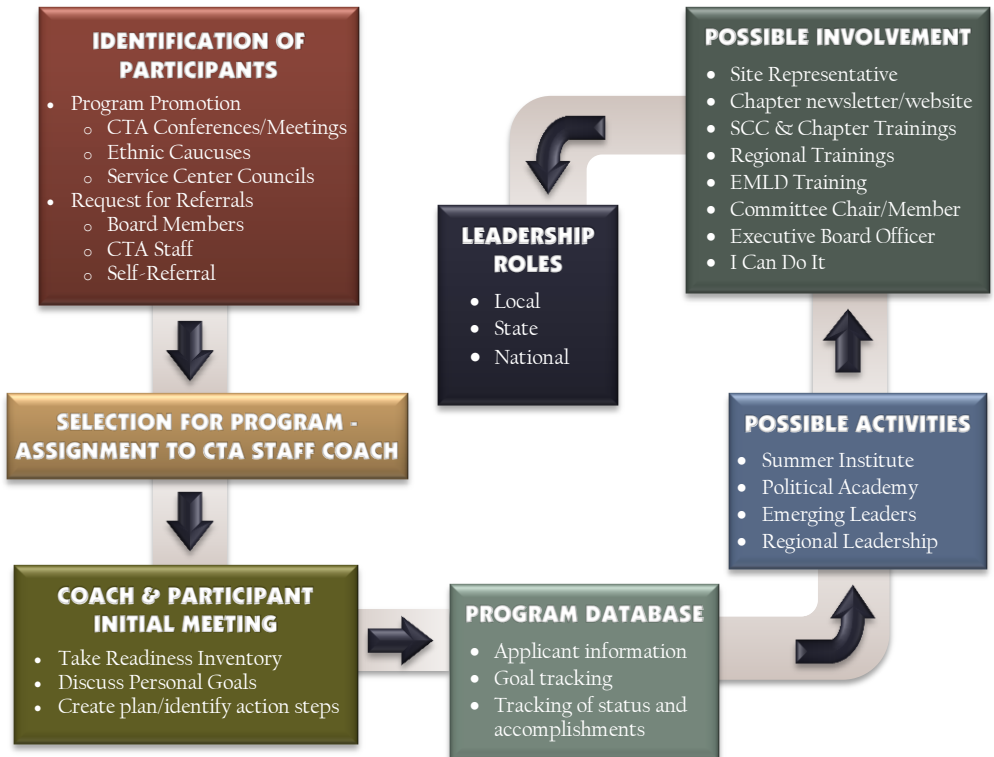
Program Design

The Ethnic Minority Early Identification and Development Program has been created to identify ethnic minority members who are interested in expanding their roles in the organization. Once identified and accepted in the program, participants are paired with a staff coach who assists them in defining personal goals and identifying appropriate steps to achieve those goals.

The program builds on existing CTA/NEA programs, trainings, conferences, events as well as incorporates interaction and coaching with local chapter, CTA, and NEA leadership and CTA Staff.

The program features a simple design for online application and referrals, and follows with mid-year and program-end reporting systems.

Selection Process





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2011-12 Program Application and Referral Process

- Applications will be available on *March 18, 2011*
- The application and referral process is completely web-based.
The application consists of an online form posted on the CTA website. Referrals from CTA Leadership and Staff will also be accepted online in the same process.
- Deadline to submit applications *May 2, 2011*.
- Regional Selection Committees will meet and review applications by *May 16, 2011*.
- Five participants will be accepted per region.
- Applicants will be notified of the selection committee's decision by *June 1, 2011*.
- All applicants must commit to attend the Emerging Leaders Track of CTA's Summer Institute, July 31 – August 5, 2011 (attendance is fully funded).**

** Accommodations may be made for participants who have previously attended Emerging Leaders with approval of Regional Manager.

Apply Now!

www.cta.org/emeid

