

## NCTE Policy on Involvement of People of Color

It is the policy of the National Council of Teachers of English (NCTE) that it embrace diversity and demonstrate sensitivity to the concerns of people of color and they be represented on Council sponsored programs, and that a similar policy be urged on affiliated organizations (conferences, assemblies, and affiliates). People of color refers to historically underrepresented groups -- African Americans, Pacific Islanders, American Indians, Asian Americans, and Latinos. To this end, NCTE expresses a desire and commitment to embrace diversity and:

- to include people of color on appointed commissions, boards, committees, task forces, and other official groups;
- to include people of color among the leadership of the above groups;
- to include people of color among the nominees presented by each nominating committee;
- to include in NCTE conventions and workshop sessions dealing with interests of people of color and using as leaders or consultants practicing teachers of color from the levels of instruction concerned;
- to include people of color in verbal and visual materials intended to represent or describe NCTE; and
- to include people of color in any recruiting efforts.

In order to monitor the effecting of this policy, the Advisory Committee of People of Color will be maintained until such time as deemed unnecessary by the Board of Directors.

The intent of this policy should not be construed to impose any particular requirements on NCTE or to mean every subcommittee within a commission, board, committee, task force, or other official group.

This policy was approved by the NCTE Board of Directors in 1980. The policy was updated in February 1994 to reflect the action of the NCTE Executive Committee (November 1991) to use the term "people of color" or to use the exact term of ethnicity when referring to the historically underrepresented groups. The second item was added by the Executive Committee (September 1996) at the request of the NCTE Task Force on Involving People of Color in the Council.

- a leadership database, including people of color, will be available as a reference for each NCTE Nominating Committee for the selection of candidates for offices.

This element was added in September 2001 to reflect action of the NCTE Executive Committee.

This policy was approved by the NCTE Executive Committee on August 18, 2016, and supersedes the prior policies.