

## **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 encouraged among its conferences and association as well as affiliated groups (assemblies and affiliates). People of color refers to historically underrepresented groups. To this end, NCTE expresses a desire and commitment to embrace diversity and:

- to include people of color on appointed 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 written and visual materials intended to represent or describe NCTE; and
- to include people of color in any membership recruiting efforts.

In order to monitor the effecting of this policy, the Committee on Diversity and Inclusivity will be maintained until such time as deemed unnecessary by the NCTE Executive Committee.

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

This policy was first approved by the NCTE Board of Directors in 1980. In February 1994, the policy was updated 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 historically underrepresented groups. Additional revisions were made in 1996, 2001, and 2016. While the most current draft of any policy supersedes the prior versions, this reflection of history communicates the importance of it, and of prior leaders who worked tirelessly to advance opportunities to diversify teaching and scholarship, to NCTE.

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