

## MODIFIED NBIs

12. NEA will publish a one-page advertisement in up to two issues of the print issue of *NEA Today* and/or to the appropriate online/mobile platform inviting members to join as Pre-Retired subscribers and providing the benefits of Active members joining as Pre-Retired subscribers. NEA will also similarly publish a one-page advertisement in up to two issues of the print issue of *NEA Today* and/or to the appropriate online/mobile platform inviting members to join as NEA-Retired members and providing the benefits of NEA-Retired membership.  
*NBI has been modified by its mover.*
16. NEA shall use its existing media resources including *NEA Today*, NEAtoday.org, and *NEA Today Express*, in addition to its social media platforms, to publish and digitally publicize one or more articles that will explain the importance of names, and the need for correct pronunciation thereof. The articles will also delve into the cultural and historical importance of names and their ability to reflect cultural beliefs and familial transmittal of ancestral history.  
The Association shall also include in these publications various techniques to help educators learn the correct pronunciation of names.  
*NBI has been modified by its mover.*
18. NEA shall identify, compile, and share on NEA EdCommunities, existing “decolonizing the curriculum” resources to educators seeking to be anti-racist in their classrooms and use existing communications and social media to promote it through their affiliates so that rank and file educators can utilize the resources in the classrooms.  
*NBI has been modified by its mover.*
20. NEA will encourage state affiliates to use the National Education Association Standards of Conduct at NEA events and meetings and Member Anti-Harassment/Non-Discrimination Policy and Procedures as a model to develop a set of standards of conduct for events and meetings within their own affiliation spaces, virtual and in-person, as well as establish a reporting and investigatory procedure to work towards the creation of a respectful climate that values all members and encourages full participation in the Association without fear, intimidation, retaliation, discrimination, or harassment.  
*NBI has been modified by its mover.*
21. NEA shall write a letter to U.S. Department of Education Secretary Cardona requesting that a grant be created within the U.S. Department of Education budget to provide a livable stipend to all current student teachers to assist with college tuition, housing, transportation, and other necessities, beginning fall 2022.  
*NBI has been modified by its mover.*
26. The NEA will create a toolkit for its members to conduct walk-throughs at their workplaces to record and report unhealthy and unsafe conditions, including but not limited to potential risks in indoor spaces (restrooms, libraries, locker rooms, classrooms, etc.) of poor ventilation, inadequate or ineffective air filtration systems and/or devices, shortages of PPE and safe cleaning supplies, presence of legacy toxins (i.e., PCBs in lighting ballasts, sealants and caulking, mercury in the classroom and gym floors, lead in drinking water and paint, asbestos and glass fibers particulates

in HVAC system and acoustical ceiling tiles), rodents, insects, and other pests, excessive noise, air pollution, and other harmful and potentially harmful working conditions.

*NBI has been modified by its mover.*

27. NEA shall, through existing electronic channels and communications, including social media, publish an article about the potential benefits of a state-owned banking system, including how a public banking system can help increase investment in school infrastructures.  
*NBI has been modified by its mover.*
30. The NEA shall create a competitive grant program making up to \$500,000 available to state affiliates to create and/or sustain a Health and Safety Committee to:
- monitor implementation of COVID-19 safety protocols;
  - address the hazards caused by aging schools and neglected facilities;
  - improve temperature control, filtration, and ventilation in schools and workplaces of education employees;
  - make sure federal funds for COVID-19 relief (American Rescue Plan) are spent effectively to improve health and safety;
  - inform members of their rights to a safe workplace (contract language, state and local laws, etc.);
  - provide training for members to identify and assess harms or potential harms in their buildings;
  - assist locals to form their own Health and Safety Committees;
  - keep records and collect data on health and safety concerns and violations to Occupational Safety and Health Administration (OSHA) and state laws in public schools;
  - assist with organizing efforts to lobby legislators and secure safe and healthy working conditions in members' workplaces;
  - publicize unsafe conditions in the schools to their communities and to decision-makers;
  - collaborate with other unions to organize, build power, and advocate for safe and healthy working conditions;
- and/or other endeavors to create and maintain safe working conditions for students and education employees. The above are examples of activities to include in such a grant.  
*NBI has been modified by its mover.*
33. The NEA will call for mandatory safe and effective COVID-19 vaccinations and testing for all students and staff before returning to face-to-face instruction in the fall, subject to medical exceptions in accordance with existing law, and will widely publicize this position via social media. We will further call for and publicize that safety measures such as social distancing, masking, and proper ventilation be mandatory for all.  
*NBI has been modified by its mover.*
39. The NEA will, with guidance on implementation from the NEA president and chairs of the Ethnic Minority Affairs Caucuses:
- A. Share and publicize, through existing channels, the repository of information on Critical Race Theory (CRT) already planned, what it is and what it is not, and have a team of staffers for members who want to learn more, fight back against anti-CRT rhetoric, and share information with other NEA members as well as their community members.
  - B. Provide already created in-depth study that critiques empire, white supremacy, anti-Blackness, anti-Indigeneity, racism, patriarchy, cisheteropatriarchy, capitalism, ableism, anthropocentrism, and

other forms of power and oppression at the intersections of our society, and that we oppose attempts to ban Critical Race Theory and/or *The 1619 Project*.

C. Publicly (through existing media) convey its support for the accurate and honest teaching of social studies topics, including truthful and age-appropriate accountings of unpleasant aspects of American history, such as slavery, and the oppression and discrimination of Indigenous, Black, Brown, and other peoples of color, as well as the continued impact this history has on our current society. The Association will further convey that in teaching these topics, it is reasonable and appropriate for curriculum to be informed by academic frameworks for understanding and interpreting the impact of the past on current society, including Critical Race Theory.

D. Join with Black Lives Matter at School and the Zinn Education Project to call for a rally this year on October 14—George Floyd’s birthday—as a national day of action to teach lessons about structural racism and oppression—even in places where it is illegal and requires civil disobedience. Followed by additional days of action that recognize and honor lives taken such as Breonna Taylor, Philando Castile, and others. The National Education Association shall publicize these National Days of Action to all its members, including in *NEA Today*.

E. Conduct a listening tour that will educate members on the tools and resources needed to defend honesty in education including but not limited to tools like CRT.

F. Commit President Becky Pringle to make public statements across all lines of media that support racial honesty in education including but not limited to Critical Race Theory.

*NBI has been modified by its mover.*

41. NEA will work with its partners and affiliates to raise money for and create an awareness campaign to address the recent wave of state legislation that prohibits educators and courses from including certain concepts and facts because, according to the lawmakers sponsoring this legislation, they have the potential to make some people uncomfortable. As a part of this awareness campaign, NEA will work with coalition partners to raise funds to create a variety of public messages and will reach out to its members and well recognized actors, musicians, and sports figures to solicit their input and help. This campaign will focus on the importance of teaching our students to be able to evaluate the influence of the intersections of identity, including but not limited to, exceptionality, ability, gender, gender identity, sexual orientation, age, race, ethnicity, religion, and socio-economic status, based on the experiences of peoples, groups, and events.

*NBI has been modified by its mover.*

45. NEA shall explore the development of continuing professional development programs concerning genocide, femicide, and ethnic cleansing. NEA shall use existing resources where possible, but will also reach out to U.S.-based, non-governmental organizations for expertise and possible partnerships as appropriate. NEA will strive to offer the first programs no later than May 2022.

*NBI has been modified by its mover.*

48. NEA will, in accordance with Resolution C-26 (Family Stability for Children), pursue strategies to publicize the importance of fathers in the positive social-emotional development and greater academic success for students. Beginning in the fall of 2021, using existing communication resources, NEA will publicize the positive impact fathers have for students. NEA will publicize the following issues, demonstrating that the presence of a father during a child’s life increases the likelihood of positive social-emotional development and academic success of students:

1. Less poverty
2. Higher graduation rates

3. Lower rates of incarceration
  4. Fewer teen pregnancies
  5. Fewer suicides
  6. Lower rate of drug and alcohol abuse
- NBI has been modified by its mover.*

51. NEA will:
1. Use existing digital communication tools to educate members and the general public about the history, culture, and struggles of Palestinians, including the detention and abuse of children in the Occupied Palestinian Territory.
  2. Use existing digital communication to publish an article in *NEA Today* recognizing the work done by our members fighting for the rights of Palestinian children and families.
  3. Publicly advocate for Palestinian children to have access to a quality education while supporting their right to a safe and just future in accordance with the United Nations Convention on the Rights of the Child and other international standards.
  4. Highlight the need for state and local affiliates to honor and protect the rights of members advocating for Palestinian human rights.
- NBI has been modified by its mover.*
53. NEA will support affiliates in promoting NEA, state, and local affiliate-created virtual professional development workshops, webinars, micro-credentials, and/or blended learning classes by creating a webinar and template for training that could be made available at member convenings.
- NBI has been modified by its mover.*
57. The NEA president will write a letter to U.S. Secretary of Education Cardona encouraging the U.S. Department of Education to adopt a national recommendation of a minimum 30-minute recess period for grades pre-K - 6.
- NBI has been modified by its mover.*
60. NEA will:
1. Create a diverse committee integrated by ESPs, retired educators, K-12 educators, high school students, undergraduates, higher education professionals, and other members from different backgrounds, races, ethnicities, religions, genders, classes, sexualities, gender identifies, immigrant status, age, language, ability, and culture.
  2. Support the committee to gather information and evaluate how schools are organized, equipped, and structured to promote social justice, inclusion, equity, and equality to meet the current emotional and social needs of students.
  3. Help the committee write a report with recommendations for building, reorganizing, and equipping schools to provide improvements such as the creation of Dream Centers and Multicultural Centers, restorative practices policies, and other programs in school.
  4. Use existing NEA communication channels such as website, email, *NEA Today*, publications, and NEA conferences to disseminate the recommendations.
- NBI has been modified by its mover.*