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NEA Convention Delegates Gather to Gloat *Nation's Largest Teachers Union Celebrates Its Victories*

While most Americans were enjoying nonpolitical fireworks and cookouts over the Fourth of July weekend, 8,923 delegates and 5,469 registered non-delegates to the annual National Education Association (NEA) convention were meeting in Atlanta to celebrate their political victories. This largest teachers union had so much to gloat about that some of the trendy T-shirts sported the slogan "We're molding the future."

Not only had they elected the presidential candidate whom 91 percent of their delegates had voted to endorse at last year's convention (Bill Clinton, of course), but they were able to boast about remarkable

victories in the two landmark Republican Congresses, both the 104th and the 105th.

NEA speakers and convention materials related how the NEA had been under fire from Congressional attacks and Republican Presidential nominee Bob Dole, who had threatened to abolish the Department of Education. The NEA bragged that the Association had counterattacked with a "historic grassroots effort and legislative crisis campaign" that "paid off."

Indeed it did. Congress reversed two years of record cuts to education and, in September 1996, passed the single, largest increase ever in federal education funding: \$3.5 billion. Education spending ap-

propriated by Congress for FY 1997 is surpassing even Clinton's budget request.

The NEA's political work is as much about ideology as harvesting increased tax dollars for public schools. The NEA took credit for defeating the Parental Rights and Responsibilities Act, all voucher bills, all attempts to make English the official language of our public schools, and all efforts to curtail Goals 2000, School-to-Work, or affirmative action.

The NEA is predicting that, while Congress has not yet finalized the FY 1998 budget, Education Department programs have the potential to receive a second historic increase in federal spending from the

Republican Congress. The NEA is also confident that Congress will pass the Kennedy-Hatch KidCare bill, a giant step toward the single-payer socialized medicine system that the NEA has endorsed for years.

Before they left Atlanta, the NEA delegates endorsed their usual roundup of non-academic, ultra-left political policies, including funding for the National Endowment for the Arts, public financing for public broadcasting, statehood for the District of Columbia, the education of children of illegal aliens, ratification of UN treaties on women and children, and a national holiday honoring Cesar Chavez. 

NEA Launches Campaign for ERA

The NEA has embarked on a major drive to revive and ratify the Equal Rights Amendment (ERA), which officially died on June 30, 1982. In addition to the usual resolution supporting ERA, an expensively printed "Curriculum Guide" for use in the schools and elsewhere was distributed to convention delegates and discussed during a workshop held during the NEA convention in Atlanta this year.

NEA resolutions have included support of ERA every year since 1975 and, according to NEA materials, NEA members participated in "massive efforts to win state ratification within the time limitation — and to win an extension of that seven-year deadline to ten years." After the deadline expired, the NEA continued its commitment to reintroducing and passing ERA. In 1991, a New Business Item directed the NEA to develop a curriculum guide.

This guide contains eleven lesson plans to cover 18 class periods for grades 9 to 12, spelling out teacher procedure, student activities, and homework. The content of the guide contains the usual false argument made by the pro-ERA advocates, *i.e.*, that women were omitted from the U.S. Constitution, as well as the usual excuse for the failure of ERA, *i.e.*, that the Stop ERA women were "well-financed . . . by corporate institutions, such as the insurance industry." The guide omits most of the substantive arguments against ERA, and

all the resources listed in the guide (books, videos and organizations) are pro-ERA.

This year's New Business Item 23 imposes a duty on the NEA to "collaborate with the ERA Summit in its effort to achieve ratification of the Equal Rights Amendment. Collaboration will include representation at ERA Summit meetings, establishing contacts in each state, and providing assistance in getting legislators to sponsor enabling legislation."

ERA Summit is the group of feminists who are spearheading political activism for ERA. They have developed the extraordinary theory that ERA is not dead after all, that they can ignore the 1982 deadline, and that ERA can become part of the U.S. Constitution if three more states ratify it! They rely on "legal analysis" developed in 1995 by three third-year female law students at the T.C. Williams School of Law in Richmond, Virginia. The crux of their theory is that, since the Madison Amendment was ratified after 203 years (becoming the 27th Amendment), that makes ERA viable, too. The problem with that argument is that the Madison Amendment contained no time limit, while ERA did.

In an interesting sidelight to the NEA's ERA campaign, the NEA's "powers that be" deleted the questions about ERA and abortion from the NEA-PAC 1998 Candidate Questionnaire. Some NEA delegates were

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Buttons worn at NEA Convention.

NEA-GLC Caucus Flaunts Its Power

Gay and lesbian activists may have become the most influential single group within the NEA convention. They distribute their action plans displaying the NEA logo, they advertise numerous caucuses and convention events, they flaunt their buttons and booths, and they have succeeded in weaving their agenda into about a dozen resolutions passed by the nearly 9,000 convention delegates.

For several years, "diversity" has been the code word for the gay/lesbian agenda. A one-word change in the Diversity resolution this year is significant and telling. Last year's resolution said that "education should increase tolerance." This year, "tolerance" was changed to "acceptance." One of the handouts boasted: "Diversity is the

word and acceptance is the order."

The NEA Gay Lesbian Caucus (NEA-GLC) celebrated its 10th anniversary this year. Prior to 1987, the handful of gays who attended the NEA convention caucused under the name "Ichabod Crane Debating Society." One of the delegates in Atlanta commented, "In the '70s you couldn't even mention the words 'gay' or 'homosexual' without getting booed off the [convention] floor."

They've come a long way since then. The NEA-GLC newsletter boasted: "NEA Board hosts GLC leaders." The NEA-GLC's headline attraction in Atlanta was Candace Gingrich, lesbian sister of Newt. She spoke at the caucus dinner on July 5 and was featured in a video shown at noon

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NEA Lobbying Instructions for 1997 Include:

- a full partnership role for the federal government in assisting local school districts and postsecondary institutions by redirecting national priorities in order to provide substantial increases in federal education funding
- federal assistance for early childhood education programs
- development and maintenance of health care programs for children
- creation and maintenance of a national database on early childhood care and education programs
- a tax-supported, single-payer health care plan for all
- the addition of the Equal Rights Amendment to the Constitution
- reproductive freedom without governmental intervention
- the use of affirmative action
- statehood for the District of Columbia
- education of children of undocumented workers
- grants to expand and implement guidance and counseling programs
- funding for the National Endowment for the Arts
- public financing for public broadcasting
- a national holiday honoring Cesar Chavez
- ratification of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women
- ratification of the U.N. Convention on the Rights of the Child

Pro-Life Resolution Defeated Again

At every convention, the pro-lifers make an effort to move the NEA to a position of neutrality on abortion, believing that the giant teachers union should not lobby on one side of this vital issue.

This year, they proposed Amendment 8 to the NEA Constitution which read: "To create a new section in Bylaw 11 (General Finance) entitled Budget Restrictions requiring the Secretary-Treasurer to ensure to the NEA membership that no General Fund monies are expended for abortion lobbying activities."

It failed by a vote of 2,408 to 5,748,



which was 30% to 70%. Pro-lifers were encouraged that their percentage of support is increasing every year. In most previous years, pro-life motions have been denied a fair vote.

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upset by this and introduced New Business Item 5 to require the NEA-PAC to put the questions on ERA and abortion back in the Questionnaire. The motion failed after delegates were assured from the platform that this omission is solely for tactical reasons, and that only pro-ERA and pro-abortion candidates will be supported by NEA-PAC. Some delegates commented that NEA-PAC officials apparently believe it is damaging to their candidates to put them on record in writing pro-ERA and pro-abortion.

NEA Declares War on the 'Radical Right'

The NEA convention adopted New Business Item 18, which requires the NEA to "survey all state and local affiliates requesting information they may have concerning the funding of radical [right] groups by various corporate and family foundations . . . and disseminate a list of such organizations for information and possible boycott." The word "right" was deleted during the floor debate, but there is no doubt about the purpose of this directive.

Its stated rationale was that "corporate and foundation funding has been key to the success of the radical right." In response to a delegate who asked for a definition of the term "radical," the chair responded, "Radicals are those who are historically operating in our community to destroy our school system and turn it over to individuals."

At a workshop on the "Radical Right" held during the convention, a packet of materials was distributed giving detailed information on 30 conservative, pro-family organizations which the NEA labeled "radical right." This packet also confirmed the close working relationship for this strategy between the NEA and People for the American Way.

Unnecessary Apology?

A choir of young black singers sang four songs as part of the convention's Fourth of July celebration, two secular and two religious, one of which was "What a Mighty God We Serve." The choir's outstanding performance received a thunderous standing ovation. The next day, NEA President Bob Chase apologized from the platform for the two religious songs and stated emphatically that they had not been cleared by the NEA.

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NEA's Grassroots Lobbying Program

The NEA boasts in its convention materials that the NEA "launched a historic grassroots effort and legislative crisis campaign, designed to rally member and public support for the cause of education and the nation's children. The campaign, which included television advertisements, editorial coverage, radio actualities, and member telephone contact, delivered the necessary public support to safeguard public education and prevent proposed education cuts."

The NEA attributes its impressive legislative successes to "the effectiveness of the Association's grassroots network." The NEA states that, "over the coming months, NEA and state affiliates will be working collaboratively to identify grassroots coordinators and member activists." NEA members are encouraged "to volunteer to serve as grassroots activists."

The wealthy NEA provides plenty of organizational back up for this grassroots activity. The NEA maintains Government Relations field teams in Washington, D.C. and in Denver, Colorado to work directly with state affiliates and NEA members "to enhance their effectiveness in political activities and legislative advocacy."

NEA-financed Field Teams engage in "training, strategic planning, and consultation with state and local affiliates to

increase their effective participation in federal and state elections, ballot initiatives affecting public education, and lobbying Congress and state legislatures." During the past year, NEA staff have worked on state legislative and ballot initiative issues, as well as on training and organizing members to elect NEA candidates in school board elections.

The NEA's "Information Resources and Advocacy" program provides "a diverse range of information services — including political polling, message development, policy development, and professional writing — to help advance the legislative and political advocacy objectives of the Association." This Information Resources program also works to advance NEA's legislative agenda and resolutions "with elected and appointed public officials."

The NEA's Political Affairs program wages what it calls "effective, unified campaigns to elect leaders, from the school board to the White House, who are committed to public education," i.e., the NEA political agenda. The NEA-PAC brags that, in the 1996 campaign cycle, 60% of the candidates it supported were victorious, and that NEA-PAC is preparing to elect record numbers of pro-education candidates to state and federal office in 1998. The NEA-PAC ranks among the top 10 of the more than 4,000 political action committees.

Globalism and Multiculturalism Are Trendy Fads

The NEA is an enthusiastic supporter of global education, multiculturalism, and bilingual education, passing resolutions on all these issues. The NEA even adopted New Business Item 22 opposing "any attempts to impose the teaching of all subjects in English upon teachers in the Commonwealth of Puerto Rico."

How globalism/multiculturalism can be injected into the classroom is indicated by a large poster distributed during the convention called "Cultural & Festival Days of the World 1997." It is a listing of hundreds of festivals around the world, most of which have no importance or relevance to America. This list does include

most of our American patriotic and religious holidays, but they are buried under this exercise in multiculturalism.

Here are a few typical listings: Anniversary of the Triumph of the Revolution in Cuba, Martyrs Day in Zaire, Womans Day in Greece, National Holiday in Togo, Vinegrowers Day in Bulgaria, Adults Day in Japan, Duarte's Birthday in the Dominican Republic, Martyrdom of Baba Deep Singh in Sikh, Intercalary Days in Baha'i, Peasants Day in Myanmar, Tree Planting Day in Lesotho, Evacuation Day in Libya, Youth Day in Benin, Womans Day in Mozambique, Buddha's Birthday in Ja-

pan, Tamil New Year in Sri Lanka, International Workers Day in Cuba, Coronation Day in Thailand, Africa Day in Zimbabwe, Corrective Movement Day in Yemen, Uprising Day in Croatia, Kings Day in Morocco, Anniversary of 58 Revolution in Iraq, National Rebellion Day in Cuba, Limban Oastra in Moldova, Independence Day in Kyrgyzstan, Referendum Day in Rwanda, Chulaloughkrons Day in Thailand, Igbal Day in Pakistan, National Day in Laos, Guru Teg Bahadurs' Martyrdom in Sikh. (The omission of apostrophes on the poster must be a concession to "inventive spelling.")

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on the Fourth of July.

At another lesbian caucus, the big feature was a 90-minute video entitled "It's Elementary: Teaching About Gay Issues in School." This video shows how psychological manipulation in the classroom can be used to change children's home-taught attitudes and beliefs about homosexuality. The NEA Peace & Justice Caucus promoted the video "It's Elementary," calling it "masterful," and the Gay, Lesbian & Straight Teachers Network (GLSTN) advertised book and video lists and internet resources.

The NEA-GLC newsletters are informative. One article, entitled "Bill Clinton deserves our support for President," listed many examples of his "genuine commitment on our issues," such as, "Appointed gay/lesbian friendly Ruth Bader Ginsberg

to the U.S. Supreme Court." Another article showed a picture of a New York City protest with demonstrators carrying signs stating "Fact: 74% of NYC school kids don't have 'traditional' families."

The NEA's Human & Civil Rights Action Sheet (marked with the NEA logo) sets forth the NEA's gay/lesbian agenda, including the plans to change classroom instruction, counseling programs, libraries, school-wide events, in-service training, and attitudes. Its blunt recommendations to teachers are:

- ◆ Work with the school district, the parent-teacher organization, and community groups to provide information to other members, parents, and counselors about the developmental and health needs of gay, lesbian, and bisexual students.
- ◆ Provide training to enable selected staff

to become resources to members on gay, lesbian, and bisexual student issues.

- ◆ Recommend to the school district that in-service programs address gay, lesbian, and bisexual concerns; and that the library include positive learning materials about gays, lesbians, and bisexuals.
- ◆ Encourage the establishment and maintenance of peer support and community self-help programs for gay, lesbian, and bisexual students.
- ◆ Work with the school district to develop or expand school policy and curricula, including accurate portrayals of gays, lesbians, and bisexuals throughout history, and to ensure respect for diversity, including gays, lesbians, and bisexuals.
- ◆ Participate in coalitions to improve support and services for gay, lesbian, and bisexual students.

NEA Resolutions Passed at Annual Convention, Atlanta, Georgia 1997

A-1. Public Education. The Association believes that its members should support public education by sending their children to public educational institutions.

A-2. Educational Opportunity for All. The Association believes that individuals, at their expense, should be free to choose, to supplement, or to substitute education in privately supported, nonsegregated, nonpublic schools, which must be accredited under uniform standards established by the appropriate agency in collaboration with the National Education Association and its affiliates.

A-9. Public School Buildings. The Association believes that closed public school buildings should be sold or leased only to those organizations that do not provide direct educational services to students and/or are not in direct competition with public schools.

A-12. Federal Financial Support for Education. The Association asserts that a major federal role is to collect basic data to be used in public schools and to engage in research, development, and consultation activities. The Association further believes that funding for federal programs should be substantially increased.

A-14. Basic Financial Support of Public Education. Funds must be provided for programs to alleviate race, gender, and sexual orientation discrimination and to eliminate portrayal of race, gender, and sexual orientation stereotypes in the public schools. The Association opposes the use of public revenues for private, parochial, or other nonpublic pre-K through 12 schools.

A-18. Undocumented Immigrants. The National Education Association believes that, regardless of the immigration status of students or their parents, every student has the right to a free public education in an environment free from harassment.

A-26. Deleterious Programs. The National Education Association believes that the following programs and practices are detrimental to public education and must be eliminated: privatization, performance contracting, tax credits for tuition to private and parochial schools, voucher plans (or funding formulas that have the same effect as vouchers), planned program budgeting systems (PPBS), and evaluations by private, profit-making groups.

A-27. Federally or State-Mandated Choice/Parental Option Plans. The Association opposes federally or state-mandated choice or parental option plans.

A-28. Voucher Plans and Tuition Tax Credits. The National Education Association believes that voucher plans and tuition tax credits or funding formulas that

have the same effect under which pre-K through 12 nonpublic school education is subsidized by tax monies — undermine public education, reduce the support needed to adequately fund public education, and have the potential for racial, economic, and social segregation of children. The Association opposes all attempts to establish and/or implement such plans.

B-1. Early Childhood Education. The National Education Association supports early childhood education programs in the public schools for children from birth through age eight. The Association supports a high-quality program of transition from home and/or preschool to the public kindergarten or first grade. The Association further believes that early childhood education programs should include a full continuum of services for parents and children, including child care, child development, developmentally appropriate and diversity-based curricula, special education, and appropriate bias-free screening devices. The Association believes that federal legislation should be enacted to assist in organizing the implementation of fully funded early childhood education programs offered through the public schools. These programs should be available to all children on an equal basis and should include mandatory kindergarten with compulsory attendance.

B-6. Diversity. The National Education Association believes that our diverse society enriches all individuals. Similarities and differences among races, ethnicity, color, national origin, language, geographic location, religion, gender, sexual orientation, age, physical ability, size, occupation, and marital, parental, or economic status form the fabric of our society. The Association also believes that education should increase acceptance and foster an appreciation of the various qualities that pertain to people as individuals or members of a group. The Association further believes in the importance of observances, programs and curricula that accurately portray and recognize the roles, contributions, cultures, and history of these diverse groups and individuals.

B-7. Racism, Sexism, and Sexual Orientation Discrimination. The National Education Association believes in the equality of all individuals. Discrimination and stereotyping based on such factors as race, gender, immigration status, physical disabilities, ethnicity, occupation, and sexual orientation must be eliminated. The Association also believes that plans, activities, and programs for education employees, students, parents, and the community should be developed to identify and eliminate discrimination and stereotyping in all educational settings. Such plans, activities, and programs must —

- Increase acceptance of and sensitivity to individuals and groups in a diverse

society composed of such groups as American Indians/Alaska Natives, Asian and Pacific Islanders, Blacks, Hispanics, women, gays and lesbians, and people with disabilities

- Eliminate discrimination and stereotyping in the curriculum, textbooks, resource and instructional materials, activities, etc.
- Foster the use of nondiscriminatory, nonracist, nonsexist and nonstereotypical language, resources, practices, and activities
- Eliminate institutional discrimination
- Integrate an accurate portrayal of the roles and contributions of all groups throughout history across the curriculum
- Identify how prejudice, stereotyping, and discrimination have limited the roles and contributions of individuals and groups
- Eliminate subtle practices that favor the education of one student over another on the basis of race, ethnicity, gender, physical disabilities, or sexual orientation.

The Association encourages its affiliates to develop and implement training programs on these matters.

B-19. Educational Programs for Limited English Proficiency Students. The Association believes that LEP students should be placed in bilingual education programs to receive instruction in their native language from qualified teachers until such time as English proficiency is achieved. The Association values bilingual and multilingual competence and supports programs that assist individuals in attaining and maintaining proficiency in their native language before and after they acquire proficiency in English.

B-21. Educational Programs for Adolescent Parents. The Association recommends programs for these students that include —

- Development of self-esteem
- On-site child care services.

B-26. Multicultural Education. The National Education Association believes that the goal of multicultural education is the recognition of individual and group differences and similarities in order to reduce racism, ethnic prejudices, and discrimination and to develop self-esteem as well as respect for others.

B-27. Global Education. The National Education Association believes that global education increases respect for and awareness of the earth and its people. Global education imparts information about cultures and an appreciation of our interdependency in sharing the world's resources to meet mutual human needs.

B-29. Career Education. The career education concept must be interwoven into the total educational system and needs to include programs in gender-free career awareness. The Association believes that educational programs for all students should be developed that will enhance self-esteem.

B-33. Family Life Education. The Association believes that programs should be established for both students and parents and supported at all educational levels to promote —

- The development of self-esteem
- Education in human growth and development

The Association believes that education in these areas must be presented as part of an anti-biased, culturally-sensitive program.

B-34. Sex Education. The Association recognizes that the public school must assume an increasingly important role in providing the instruction. Teachers and health professionals must be qualified to teach in this area and must be legally protected from censorship and lawsuits. The Association urges its affiliates and members to support appropriately established sex education programs, including information on decision-making and refusal skills, sexual abstinence, birth control and family planning, diversity of culture, diversity of sexual orientation, parenting skills, prenatal care, sexually transmitted diseases, incest, sexual abuse, sexual harassment. To facilitate the realization of human potential, it is the right of every individual to live in an environment of freely available information, knowledge, and wisdom about sexuality.

B-35. AIDS Education. The National Education Association recommends that educational institutions establish comprehensive acquired immunodeficiency syndrome (AIDS) education programs as an integral part of the school curriculum.

B-37. Environmental Education. The Association urges the development and improvement of educational programs that will —

- Promote the concept of the interdependence of humanity and nature
- Develop an awareness of the effects of past, present, and future population growth patterns on world civilization, human survival, and the environment
- Promote an understanding of the necessity to protect endangered, threatened, and rare species
- Promote an understanding of the necessity to protect the earth's finite resources
- Promote the recognition of and participation in Earth Day activities.

The Association urges its affiliates to support environmental programs in school systems.

B-52. Standardized Testing of Students. The Association opposes the use of standardized tests when

- Used as the criterion for the reduction or withholding of any educational funding
- They inappropriately compare students, teachers, programs, schools, communities, and states.

B-63. Home Schooling. The National Education Association believes that home schooling programs cannot provide the student with a comprehensive education experience. The Association believes that if parental preference home schooling study occurs, students enrolled must meet all state requirements. Instruction should be by persons who are licensed by the appropriate state education licensure agency, and a curriculum approved by the state department of education should be used. The Association further believes that such home schooling programs should be limited to the children of the immediate family, with all expenses being borne by the parents.

C-1. Health Care for All Children. The National Education Association believes that every child should have direct and confidential access to comprehensive health care. The Association further believes that legislation should be adopted to provide comprehensive health care to all children.

C-7. Child Care. The National Education Association believes that all child care centers should be examined and monitored on a continuous basis, and additional legislation should be sought as necessary to maintain the highest quality child care. The Association encourages school districts and educational institutions to establish on-site child care for preschoolers, students, the children of students, and the children of staff members.

C-23. Comprehensive School Health Programs and Services. The National Education Association believes that every child should have direct and confidential access to comprehensive health, social, and psychological programs and services. The Association believes that programs in the schools should provide —

- A planned sequential, pre-K through 12 health education curriculum that integrates various health topics (such as drug abuse, violence, universal precautions, and HIV education)

The Association believes that services in the schools should include —

- Counseling programs that provide developmental guidance and broad-based interventions and referrals
- Comprehensive school-based, community-funded student health care clinics that provide basic health care services (which may include diagnosis and treatment)

- If deemed appropriate by local choice, family-planning counseling and access to birth control methods with instruction in their use.

C-24. School Counseling Programs. The National Education Association believes that guidance and counseling programs should be integrated into the entire education system.

C-30. Student Sexual Orientation. The Association believes that every school district and educational institution should provide counseling and suicide prevention programs.

C-31. Placement of Students with HIV/AIDS. The Association believes that students should not be refused admittance to school or subjected to any other adverse action solely because they have tested positive for HIV or have been diagnosed as having AIDS.

C-32. Suicide Prevention Programs. The National Education Association believes that suicide prevention programs including prevention, intervention, and post-vention must be developed and implemented. The Association urges its affiliates to ensure that these programs are an integral part of the school program.

C-41. Gender Equity in Athletic Programs. The National Education Association believes that at all educational levels female and male students must have equal opportunity to participate in athletic programs. The Association urges that athletic funds for facilities, equipment, and remuneration of staff be allocated equally between female and male programs.

D-18. Competency Testing and Evaluation. The National Education Association believes that competency testing must not be used as a condition of employment, license retention, evaluation, placement, ranking, or promotion of licensed teachers.

E-9. Academic and Professional Freedom. The National Education Association believes that academic freedom is essential to the teaching profession. Academic freedom includes the rights of teachers and learners to explore and discuss divergent points of view. The Association further believes that legislation and regulations that mandate or permit the teaching of religious doctrines and/or groups that promote antipublic education agendas violate both student and teacher rights. The Association urges its affiliates to seek repeal of these mandates where they exist.

F-1. Nondiscriminatory Personnel Policies/Affirmative Action. The National Education Association believes that personnel policies and practices must guarantee that no person be employed, retained, paid, dismissed, suspended, demoted, transferred, or retired because of race, color, national origin, cultural diversity, accent, religious beliefs, residence, physical disability, political activities, pro-

fessional association activity, age, size, marital status, family relationship, gender, or sexual orientation. Affirmative action plans and procedures that will encourage active recruitment and employment of women, minorities, and men in underrepresented education categories should be developed and implemented. It may be necessary, therefore, to give preference in recruitment, hiring, retention, and promotion policies to certain ethnic-minority groups or women or men to overcome past discrimination.

F-2. Pay Equity/Comparable Worth. The Association supports all efforts to attain accurate and unbiased forms of job evaluation and to raise the pay of those jobs that are presently undervalued. The "market value" means of establishing pay cannot be the final determinant of pay scales since it too frequently reflects the race and sex bias in our society.

F-35. Employees with HIV/AIDS. The National Education Association believes that education employees shall not be fired, nonrenewed, suspended (with or without pay), transferred, or subjected to any other adverse employment action solely because they have tested positive for the human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) antibody or have been diagnosed as having HIV/AIDS.

H-1. The Education Employee as a Citizen. The Association believes that it is the duty and responsibility of education employees to involve themselves in the selection, election, and reelection of qualified, committed candidates who support goals that will provide quality education. Therefore, the Association urges its members to become politically involved and to support the political action committees of the Association and its affiliates.

H-6. National Health Care Policy. The Association supports the adoption of a single-payer health care plan for all residents of the United States, its territories, and the Commonwealth of Puerto Rico. The Association will support health care reform measures that move the United States closer to this goal.

H-10. Statehood for the District of Columbia. The Association supports efforts to achieve statehood for the District of Columbia.

I-1. Peace and International Relations. The National Education Association recognizes the interdependence of all people.

I-3. International Court of Justice. The National Education Association recognizes that the International Court of Justice is one instrument to resolve international disputes peacefully. The Association urges participation by the United States in deliberations before the court.

I-11. Civil Rights. The Association calls upon Americans to eliminate — by statute and practice — barriers of race, color,

national origin, religion, philosophical beliefs, political beliefs, gender, sexual orientation, age, disability, size, marital status, and economic status that prevent some individuals, adult or juvenile, from exercising rights enjoyed by others.

I-13. Family Planning. The National Education Association supports family planning, including the right to reproductive freedom. The Association further urges the implementation of community-operated, school-based family planning clinics that will provide intensive counseling by trained personnel.

I-18. Immigration. The Association opposes any immigration policy that denies human and/or civil rights or educational opportunities to immigrants and their children regardless of their immigration status.

I-22. Freedom of Creative Expression. The Association supports the freedom of publicly funded agencies to exercise judgment in the awarding of grants to individuals and organizations.

I-25. Human Relations in the School. The Association calls for school recruitment and staffing policies that will ensure culturally diverse school employees [and] appropriate classroom and other student-related activities.

I-27. Freedom of Religion. The Association opposes any federal legislation or mandate that would require school districts to schedule a moment of silence. The Association particularly opposes a moment of silence as a condition for receiving federal funds.

I-29. Gun-free Schools and the Regulation of Deadly Weapons. The Association believes that strict proscriptive regulations are necessary for the manufacture, importation, distribution, sale and resale of handguns and ammunition magazines.

I-47. English as the Official Language. The Association believes that efforts to legislate English as the official language disregard cultural pluralism; deprive those in need of education, social services, and employment; and must be challenged.

I-50. Equal Opportunity for Women. The Association supports an amendment to the U.S. Constitution (such as the Equal Rights Amendment). The Association urges its affiliates to support ratification of such an amendment. Personnel policies must include family leave, maternity leave, paternity leave, leave for adoption of a child, child-care leave, and professional leave. The Association believes that sexism and sex discrimination must be eliminated and endorses the use of nonsexist language.

The above text is excerpted from the 1997 NEA Convention resolutions. Words have been deleted but not changed.

