



# Michigan Council of Teachers of English

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## Statement on the Involvement of People of Color

It is the policy of the National Council of Teachers of English, and The Michigan Council of Teachers of English to demonstrate sensitivity to the concerns of people of color and, therefore, involve them in all Council activities. People of color refers to historically underrepresented groups—African Americans, American Indians, Asian Americans, and Hispanics/Latinos, among others. To this end, the Michigan Council of Teachers of English shall:

- Include people of color on all appointed commissions, boards, committees, task forces, and other official groups;
- Include people of color among the leadership of the above groups;
- Include people of color among nominees presented by each nominating committee;
- Include in the Fall Conference and workshops sessions dealing with the interests of people of color and use as leaders or consultants practicing teachers of color from the levels of instruction concerned;
- Include people of color in any verbal and visual materials used to represent the Michigan Council of Teachers of English;
- Include people of color as targeted groups in all recruiting effort;
- In order to monitor this policy, the NCTE 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 be construed to mean that the Michigan Council of Teachers of English shall provide opportunities for all people of color to become active in all aspects of the Council contingent upon their availability and expressed interest.

This policy is based upon the policy adopted by the NCTE Board of Directors in 1980 and updated in October 1996. It was adopted by the MCTE Executive Committee June 16, 2001.