



MEC

ORGANIZATION

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Mission Statement

Melanated Educators Collective was created to provide support, resources, and discussion space to Melanated educators within the city of Philadelphia. We plan to accomplish this goal by developing quality professional development sessions, mentorship programs, and events which give space for leisure and networking opportunities.

The above initiatives will be crafted through the lens of abolitionist teaching, a pedagogy that members of our organization must utilize as the foundation of their teaching beliefs. Abolitionist teaching, according to Dr. Bettina Love is informed by critical race theory and centered around organizing for change. An abolitionist educator teaches from a place of compassion and love while also holding space for Black joy. However, abolitionist teachers have no problem with calling out racism, discrimination, or prejudice within the classroom, school, and in the larger society.

In order for melanated teachers to continually show up for our students and communities in this way, a village will be needed. The Melanated Educators Collective's mission is to step into the gap and make sure Black educators have everything they need to survive, thrive, and dismantle our current dysfunctional education system.

Community Agreement

As a member (core, active, and supporting), I agree to the following community statement. I support MEC because it is:

- Committed to working with and within the community
- Committed to safety for all women and ending patriarchal practices (this includes zero tolerance for misogyny, sexism, and toxic masculinity)
- Committed to the safety and support of the LGBTQ+ community
- Committed to working with children and teens as an educator, counselor, paraprofessional, mental health worker, parent or community organizer
- Committed to the safety and support of children and teens in all Philadelphia schools (public, charter, and private)
- Committed to the development of culturally responsive curriculum and professional development for all teachers
- Committed to doing the internal work necessary to manage internalized racial oppression
- Committed to continuing to work in partnership with Racial Justice Organizing Committee, Black Lives Matter- Philly, and BARWE and any other organization that supports Black Educators and families by utilizing a racial justice practice
- Committed to working with other members in harmony and authenticity by working through conflict by listening and being authentically available
- Committed to the uplift and celebration of Black Educators, Community Organizers and Families
- Committed to being an abolitionist educator

If any of the core agreements are violated, the core members will collectively determine the best course of action, which can include mediation, suspension from membership, or removal.

Member Responsibility

As a core member, I agree to the following:

- Must attend 90% of Core Membership Meetings.
- Must attend 90% of all MEC Events.
- Must attend and help organize MEC's conference.
- Must pay membership dues which is \$5 a month or \$60 for the entire year.
- Must give 24 hours notice that they can not attend meetings/events.
- Must sign and agree to the MEC Community Agreement
- Must follow the procedures for communication and conflict
- Must identify as Black, Latinx or from the African Diaspora

As an active member, I agree to the following:

- Must attend at least 50% of General Meetings.
- Must attend 50% of MEC Events.
- Volunteer in as many events as possible.
- Membership dues are \$5 a month or \$60 for the entire year.
- Must sign and agree to the MEC Community Agreement
- Must follow the procedures for communication and conflict
- Volunteer to be an anti-racism trainer (optional)

As a supporting member, I agree to the following:

- Attending meetings are not required.
- MEC events are not required.
- Encouraged to volunteer in as many events as possible.

- Supporting Member dues are \$20 for the entire year.
- Can identify as BIPOC or a non-BIPOC ally (consistent support of racial justice organizations)

Communication, Conflict, and Responsibility Norms

- Whatsapp or text communication is for quick responses and everyday communication only.
- Conflicts and/or arguments should not be shared via Whatsapp or text or social media.
- If a conflict or concern arises it should be brought to the core group immediately. If it is a problem with a core member or between core members, a mediated conversation should be scheduled immediately. If it can be resolved with a one on one conversation, then that should take place via Zoom or telephone.
- If any of the community agreements has been violated, it should be reported to a core member or sent to all of the core members. Collectively, core members will determine the best course of action to solve the problem. This may include mediation, suspension from membership, or removal.
- It is recommended that smaller conflicts and/disagreements be handled with individual one on one conversations. If a mediator is necessary, please request one.
- Mediators can be from core membership, and if preferred an external one can also be recommended.
- All minutes from core meetings will be shared with the active and supporting members and the same goes for the minutes from active member meetings.

- Major decisions will be shared with the active members for a vote or agreement for transparency.

MEC Committees

Communication - Monthly Newsletter, Email, and Calendar Update

Graphic Designer - Flyers and MEC Website

Social Media - IG, Twitter and FB (posts and updates)

Press - press releases and schedule interviews

Annual Conferences - Virtual or In Person

Partnerships - BARWE, Racial Justice Organizing, Black Lives Matter Philly

AR Training and Consulting/Professional Development

Internal Mediators - 1-2 Trained Volunteers

Financial Officer

Political Liaison