

NCTE has periodically extended membership invitations to lists of members of organizations that serve predominantly educators of color and has made it a policy to use graphic representations of students and teachers that are affirming and avoid negative stereotyping. Programs in support of membership recruitment, retention, and advancement are listed below.

A. Visual Image Policy

NCTE staff has adopted this policy to ensure that our graphic representations in publications and electronic media are welcoming: Visual materials that seek to describe or represent the Council (e.g. the Convention Preview, Annual Publications Catalog, Membership Brochures or promotional pieces) will portray multicultural racial diversity, and will be reviewed by the visual images committee prior to distribution. African Americans, Latino Americans, Native Americans, and Pacific Islanders will be represented in positive ways in NCTE materials, eschewing negative historical and contemporary stereotypes. NCTE artwork/content originators may rely upon guidelines and exemplars initially developed by the visual images committee to inform their decisions about positive representation. These guidelines and exemplars will be updated at least once annually on the basis of feedback from the field (the visual rhetoric committee).

B. Teachers for the Dream

In the 1990's, the original Teacher's for the Dream program provided a financial award to teachers who were successful in promoting diversity. After the Teachers for the Dream program ended, similar programs were developed both by CCCC and NCTE affiliate groups. CCCC developed a yearly award program entitled Scholars for the Dream and NCTE affiliate groups developed their own version of the Teacher's for the Dream program by selecting and honoring teachers who were successful promoters of diversity initiatives in their professional careers.

C. Scholars for the Dream

*The Conference on College Composition and Communication sponsors the Scholars for the Dream Awards to encourage scholarship by historically underrepresented groups. These groups include African Americans, Asian Americans, Mexican Americans, Puerto Ricans and other Latino and Latina Americans, and American Indians—persons whose presence and whose contributions are central to the full realization of our professional goals. CCCC offers to emerging scholars up to ten travel awards of \$750 each, sponsors a breakfast for all award winners, and gives a one-year membership in NCTE and CCCC.

D. Urban Teachers Academy

*The Urban Teachers Academy was started by the Council in 1999. Held during the annual convention, The Urbana Teachers Academy is an innovative program designed to meet the needs of urban teachers specializing in English Studies, Literacy and Language Arts. Supported by a grant from Maurice R. Robinson Fund, Inc. (founder of Scholastic Magazines), the Urban Teachers Academy provides valuable benefits to selected recipients including subsidized convention registration, subsidized travel and housing, one-year NCTE membership, special breakfast/luncheon session, networking opportunities, classroom materials and books, and sessions designed to address the special needs and concerns of Urbana teachers.

E. Future Leaders of Color Retreat

*In 2003, NCTE organized a summer retreat in Tahoe with the primary goal of gathering eight NCTE members of color who have demonstrated an interest in and who have potential for national leadership to provide mentorship and leadership development support within NCTE.

F. Presidents Teachers Education Scholarship for Students of Color

Created in the 1980's through a grant from the NCTE Fund to Support and Advance the Teaching of English, this program provides a scholarship to an undergraduate student of color so that they may attend the NCTE convention. Presentation is made at the second general session, where the recipient is provided a brief opportunity to speak. Unfortunately, longitudinal research shows that very few of these students have become members of the Council or remained in the profession.

G. Cultivating New Voices Among Scholars of Color

*The NCTE Research Foundation Cultivating New Voices program is designed to provide support, mentoring, and networking opportunities for early career scholars of color. The program aims to work with advanced graduate students and early aged scholars of color to cultivate their ability to draw from their own cultural/linguistic perspectives as they conceptualize, plan, conduct, and write their research. The program provides socialization into the research community and interaction with established scholars whose own work can be enriched by their engagement with new ideas and perspectives.