

**OHIO EDUCATION ASSOCIATION  
PLAN TO ACHIEVE ETHNIC-MINORITY REPRESENTATION  
AT THE NATIONAL EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY  
Atlanta, GA  
July 2-6, 2020**

- I. The Board of Directors of the Ohio Education Association officially endorses the goal outlined in NEA policy 3-1, g., calling for Ohio's delegation to the National Education Association Representative Assembly to include ethnic-minority delegates at a percentage equal to the percentage of minority population within Ohio's total population. In 2019, that percentage was 18.1%.
- II. The Ohio Education Association is committed to taking such legally permissible steps necessary to achieve the goal referenced above.
- III. The Association designates its Executive Director as having the overall responsibility for implementing the program activities described in this policy. The State Coordinator for Ohio is assigned the direct responsibility of implementing the program.

In the past, at the National Education Association delegate level, the Association has utilized its minority engagement at the electoral unit level to achieve the stated goal on minority representation. In the last 30+ years, the OEA has attempted to achieve its minority representation goal by using an evolving version of the plan described below.

Although not a formal part of the current plan, the OEA has increased its efforts in the area of ethnic minority representation through such activities as:

- a) Partnering with the Doris L. Allen Minority Caucus.
- b) Working in the areas of Racial Justice, Cultural Competency, and Equity.
- c) Expanding minority involvement through such actions as the OEA state president appointing minority members to each of the OEA's Standing Committees, which includes a Human and Civil Rights Standing Committee.
- d) Establishing a committee to advise the development and implementation of the State-based OEA Minority Leadership Training Program. OEA fully funds members who want to attend the MLTP that is offered for minority members to provide leadership training (including mentorship) and to assist in increasing minority participation in the association.
- e) Increasing outreach to minority members to encourage them to attend the NEA Minority Leadership Training Program and the NEA National Leadership Summit.
- f) Continuing the OEA's efforts to work with minority leaders to refine a plan to build the Association's capacity to engage minority members more actively in the activities of the Association. The discussions have focused special emphasis on increasing the number of minority members elected to serve as delegates to representative assemblies and other Association bodies.

Through these types of activities, the OEA has significantly improved the direct involvement of minority members in the on-going work of the Association.

Specifically, the 2019-2020 Plan includes:

1. Announcing the official OEA Board of Directors endorsement of the policy set forth in NEA Bylaws 3-1, g., in the OHIO SCHOOLS magazine.
2. Designating Ohio's NEA State Coordinator as the person responsible for directing the activities – including working with the NEA – to achieve the representation goal.

3. Communicating via mail and email to all self-identified ethnic-minority OEA members about the plan and urging them to seek election as NEA delegates
4. The OEA President sending to all local association presidents' materials that describe the policy, plan and procedures for nominating individuals for NEA delegate and urging them to encourage minority members to seek election as NEA delegates. The mailing, which will be sent in November, will include copies of the plan and the declaration of candidacy form.
5. All delegates shall be elected by the membership of the electoral unit (including Higher Education members) to be represented and shall be in accordance with the NEA Constitution, Bylaws and Standing Rules.
6. The OEA's goal is to seat not less than 18.1% of Ohio's delegates at the NEA convention to represent the ethnic-minority population of Ohio.
7. NEA delegates from affiliated local associations shall be elected on the basis of one for each 150 NEA members (or major fraction thereof) within the unit or from local association clusters not to exceed 150 NEA members.
  - a) Approximately 54 local associations within OEA will be eligible to elect three (3) or more local delegates. The OEA will urge these locals to identify minority members and encourage them to seek election as NEA delegates. These locals will be prompted to set as a minimal target the election of at least one (1) ethnic-minority member and one ethnic-minority successor delegate.

In the past, these larger locals have developed effective, legally permissible programs resulting in the nomination and election of a proportional number of ethnic-minority delegates and alternates. The Association will continue to work with these locals to achieve the same results for 2019-2020.

- b) Although some of the remaining locals have few ethnic-minority members, the OEA will use direct mail to request its local associations to identify minority members and to urge them to seek election as delegates.

Based upon 111,941 members (excluding students and NEA-Retired), state delegates are elected in 38 electoral unit areas of one (1) delegate per 1,000 members. Approximately 29 of the 38 electoral unit areas will elect three (3) or more delegates and with the remaining electoral units electing two (2) delegates each.

Similar to the past in that each electoral unit that is eligible to elect three (3) or more delegates, the Association will urge leaders to strive to elect at least one (1) delegate and one (1) successor delegate (alternate) who are ethnic-minority members. The OEA expects that its past successes in achieving the desired proportional minority representation of state delegates will continue.

Although the approximate number of potential Ohio NEA delegates is 746, Ohio anticipates a total seated delegation of approximately 300. The OEA believes that the procedures described above will help to reach the goal of achieving at least 54 ethnic minority delegates or 18.1%