

**OHIO EDUCATION ASSOCIATION  
PLAN TO ACHIEVE ETHNICALLY DIVERSE REPRESENTATION  
AT THE NATIONAL EDUCATION ASSOCIATION REPRESENTATIVE ASSEMBLY  
Denver, CO  
July 2-6, 2021**

- 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 ethnically diverse delegates at a percentage equal to the percentage of people of color population within Ohio's total population. In 2020, that percentage was 18.3%.
- 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 people of color engagement at the electoral unit level to achieve the stated goal on ethnically diverse representation. In the last 30+ years, the OEA has attempted to achieve its ethnically diverse 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 diversity 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 people of color involvement through such actions as the OEA state president appointing ethnically diverse 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 (MLTP). This program is fully funded by OEA and provides participants, particularly OEA members of color, with the knowledge and skills necessary to successfully serve as leaders at all levels of the Association and to positively impact OEA's growth as an inclusive and diverse organization. Increasing outreach to members that self-identify as people of color, to encourage them to attend the NEA Minority Leadership Training Program and the NEA National Leadership Summit.
- e) Continuing the OEA's efforts to work with leaders who identify as people of color, to refine a plan to build the Association's capacity to engage ethnically diverse members more actively in the activities of the Association. The discussions have focused special emphasis on increasing the number of ethnically diverse 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 ethnically diverse members in the on-going work of the Association.

Specifically, the 2020-2021 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 OEA members that self-identified as people of color, 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 ethnically diverse 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 18.3% of Ohio's delegates at the NEA convention to represent the ethnically diverse 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 ethnically diverse 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) person of color as a delegate and one person of color as a 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 ethnically diverse delegates and alternates. The Association will continue to work with these locals to achieve the same results for 2020-2021.

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

Based upon 111,471 members (excluding students and NEA-Retired), state delegates are elected in 37 electoral unit areas of one (1) delegate per 1,000 members. Approximately 29 of the 37 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 ethnically diverse members. The OEA expects that its past successes in achieving the desired proportional ethnically diverse representation of state delegates will continue.

Although the approximate number of potential Ohio NEA delegates is 743, 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 55 people of color as delegates or 18.3%.