

**THE OHIO EDUCATION ASSOCIATION  
PLAN TO ACHIEVE ETHNICALLY DIVERSE REPRESENTATION  
AT THE NATIONAL EDUCATION ASSOCIATION  
REPRESENTATIVE ASSEMBLY**

Orlando, Florida  
July 2-6, 2023

**3-1(g) Plan Criteria**

1. Evidence of Policy Commitment
2. Responsibility, Accountability and Leadership
3. Promising Strategies for 3-1(g) Success
4. Media, Messaging and Engagement
5. State/Local Collaboration and Relationship Building
6. Evidence of Statewide Commitment to Racial Justice

- **Goal #1 – Establish a clear connection between OEA’s commitment to meeting the above referenced criteria for 3-1(g) and OEA’s fourth strategic priority (Educate and organize OEA and its members to advocate for racial, social, and economic justice).**

Immediate

- Connect the charges of the relevant Standing Committees to the criteria for meeting OEA’s 3-1(g) goals.

Long Term

- Engage the work of the relevant standing committees and programs in the work around 3-1(g) and the fourth strategic priority.
- Review OEA Resolutions, Constitution and Bylaws, and all other related policies and procedures to determine consistency with and support of OEA’s 3-1(g) plan.

- **Goal #2 – Improving our messaging around the goals and importance of 3-1(g).**

Immediate

- Provide information to Ohio’s New Educators (ONE) and enlist the program’s member ambassadors in the conversation around 3-1(g) and the fourth strategic priority.
  - Create talking points related to 3-1(g) and the fourth strategic priority for use by local leaders and staff and educate local leaders on how and when to use the talking points in one-on-one conversations.
  - Provide Presidents of large locals with information on the rationale and organizational importance of engaging members around 3-1(g).

- Utilize the NEA Racial Justice Timeline to provide OEA Board of Directors, local leaders and staff with historical background and context for NEA's 3-1(g) goals and OEA's fourth strategic priority.

Long Term

- Utilize existing publications and social media platforms to educate and inform OEA members about the goals and importance of meeting NEA's 3-1 (g) goals/criteria.

- **Goal #3 – Strengthen OEA's State/Local Collaboration and Relationships in support of its work on 3-1(g).**

Immediate

- Develop clearly articulated rationale for OEA member self-identification by race, gender, and ethnicity to be included in event registration and training materials, including MLTP.
- Publicize the rationale for self-identification related to race and ethnicity (in membership materials, during professional development, at leadership councils, during unit and area meetings, at statewide and district level training, and events including the MLTP.)

Long Term

- Establish a committee composed of representatives of all OEA recognized caucuses for the purpose of strengthening OEA's relationships with its caucuses.
- Develop mentoring program to support and engage new and/or isolated members of color in the association which will increase their connection to OEA and improve their participation in OEA and NEA RAs (Representative Assembly) and in other OEA activities and events. Mentors would provide professional and personal counsel, guidance, and support.
- Identification of the barriers to the participation of members of color in local and state level programs and events.