

**OEA ORGANIZING STRATEGY STANDING COMMITTEE  
REPORT TO THE SPRING 2024 REPRESENTATIVE ASSEMBLY**

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The Organizing Strategy Committee shall be responsible for recommending to the OEA Board of Directors and other appropriate entities the creation of an OEA paid member activist program that meets the needs of OEA programming, local affiliates and supports membership engagement.

The Organizing Strategy Committee focused on member-to-member opportunities to build out programs and membership engagement through paid member activists. The committee discussed the data OEA has collected from the 22-23 ONE MA program. The committee discussed other potential paid programs such as early career educator, political (city, county, state by OEA District), and issue organizing such as Issue 1. The successes of the programs and the work performed, the data collected, the members reached and supported were discussed. The challenges are there are only so many positions available, and finances were not currently budgeted for future programs. Additionally, local leader participation or engagement in the potential programs was discussed. The lack of engagement was discussed along with District focus and flexibility to address the needs around the state.

The primary focus is to grow and assist locals in developing plans that are a good fit based on their demographics, implementing these plans with the assistance of staff, and then evaluating the outcomes.

As specified for 2023-24, the charge included the following specific tasks:

1. Assessment of the impact of paid member organizing and potential policy recommendations.

**The Organizing Strategy Committee's deliberations relative to Charges 1 have resulted in the following:**

- The committee discussed OEA's existing programs that include paid member activists for membership engagement, organizing, political advocacy, or other Association work. The committee identified successes and challenges associated with paid member organizing and any relevant information to inform future decision-making. The committee deemed it appropriate and necessary from its review and made recommendations to the OEA Board of Directors for policy related to paid member activists.

**Recommendation:**

Based on the successes OEA has experienced through Ohio's New Educators Member Ambassador (ONE-MA) program, and political activism on Issue 1, the Organizing Strategy Committee recommended the following:

- 1) OEA should incorporate paid member activists into policy to support member recruitment, retention, engagement, and activism.
- 2) OEA should create policy regarding paid member activists which could include, but is not limited to:
  - Defining the types of paid member activists (Political, ONE, Aspiring Educators, etc.) and the scope of their work.
  - Identifying conditions where OEA should employ the use of paid member activist.
  - Identify conditions of success for each type of paid member activist.