



# Fall Conference

of the OREGON EDUCATION ASSOCIATION

Strategy-building for local union leaders, bargainers, organizers, and advocates. Open to all OEA members!

### Dates & Times:

Saturday Oct. 16 (9-10:30 a.m. and 11-12:30 p.m.) |

Tuesday Oct. 19 (5-6 p.m.) | Thursday, Oct. 21 (5-6 p.m.)

» [www.oregoned.org/events/oea-fall-conference](http://www.oregoned.org/events/oea-fall-conference)

## BARGAINING

## ORGANIZING & ADVOCACY

## JUSTICE

Saturday  
9-10:30a

**Understanding and Using OEA Bargaining Tools** with Robert Young, OEA Bargaining Coordinator

**Bridging the Political Divide: Communicating to Members Across the Political Spectrum** with Rylee Ahnen, OEA Communications

**Gender Savvy: Creating an Inclusive School Climate** with TBD Presenter

Saturday  
11:30-1p

**Bargaining for Equity** with PAT President Elizabeth Thiel and OEA Consultant Lesly Munoz

**Member Engagement Strategies for Local Leaders - Greatest Hits** with Sara Whelan and Jacob Rivas, OEA Organizers

**Responding to Hate and Bias at School: Extended Session** with social studies teacher Patrick Griffin, student Jessica Acee, and Rose I. Wilde of Lane ESD

Tuesday  
5-6p

**Preparing Now for Spring Bargaining** with Robert Young, OEA Bargaining Coordinator

**Collaborative Problem Solving: Getting to Yes!** with Klamath City EA President Maureen Lundy & OEA Consultant Bob Gray

**Responding to Public Attacks on OEA Members Implementing Social Justice Standards** with Teresa Ferrer, OEA Equity Coordinator

**Understanding Implicit Bias** with Lindsay Ray, Beaverton EA Vice President

Thursday  
5-6p

**Bargaining Strategies for Disrupted Learning** with Robert Young, OEA Bargaining Coordinator

**Advocating for Licensed Members with Performance Issues** with OEA Consultants Allison Orton and Bob Gray

**Responding to Hate and Bias at School: Condensed Session** with social studies teacher Patrick Griffin, student Jessica Acee, and Rose I. Wilde of Lane ESD

# Conference Session Details

**SATURDAY, OCT. 16 | 9-10:30 A.M.**

## **Understanding and Using OEA Bargaining Tools**

Over the past few years, OEA has developed three bargaining tools – the Bargaining Campaign Manual, the Contract Analysis Tool, and the Contract Database – that will help bargaining teams secure the best possible settlements. Participants will be given access to each tool and be shown how to use them.

## **Bridging the Political Divide: Communicating to Members Across the Political Spectrum**

In today's hyper-polarized political climate, it's not uncommon to feel paralyzed when trying to communicate with members. This session will focus on the importance of values-based messaging to reach members across the political spectrum, and briefly review the science of persuasion to help leaders employ best practices when communicating.

## **Gender Savvy: Creating an Inclusive School Climate**

Transgender students exist in every school district, county, city and town in the United States. This workshop will help you identify the basic components of gender diversity; engage parents and caregivers in discussion about their child's gender diversity; analyze curriculum, lesson plans and classroom activities for inclusiveness, and more.

**SATURDAY, OCT. 16 | 11:30-1 P.M.**

## **Bargaining for Equity**

Designed for local leaders and bargaining teams, this workshop will share equity language bargained by sister NEA locals around the country and explore ways to develop proposals at the local level.

## **Member Engagement Strategies for Local Leaders – Greatest Hits**

Review and discussion of “best practices” for engaging members, with an emphasis on new educator outreach and support.

## **Responding to Hate and Bias at School: Extended Session**

In this workshop, educators will learn about how white nationalism (a political movement) builds upon bigotry and all forms of bias, how and why white nationalists recruit in schools, and how school leaders can help inoculate their communities against, and respond to, hate activity. We'll explore a broad range of scenarios increasingly experienced by schools and reported in the media across the country, including the use of hate symbols, speech, and actions. Educators will leave with an electronic toolkit, "Confronting White Nationalism in Schools: A Toolkit", tangible ideas, and action items to take back to their schools.

**TUESDAY, OCT. 19 | 5-6 P.M.**

## **Preparing Now for Spring Bargaining**

Tailored for local leaders who are new to bargaining, this 50 minute workshop will answer the following questions: 1) how do bargaining timelines work?, 2) how do I select a bargaining team?, 3) how do I know what to bargain over?, and 4) what employer information do I need to secure? Bring other questions, and they will be answered!

## **Collaborative Problem Solving: Getting to Yes!**

Explore concrete strategies and tactics to become “conflict competent” by develop integrative problem-solving skills.

## **Responding to Public Attacks on OEA Members Implementing Social Justice Standards**

Learn About the process and tools to support members publicly attacked for moving equity work within their districts.

## **Understanding Implicit Bias**

This workshop is an introductory conversation on recognizing and unpacking your own unconscious biases. Participants will have discussions about where and when biases and prejudice affect our thinking, and discover strategies on how to identify and challenge those thoughts.

**THURSDAY, OCT. 21 | 5-6 P.M.**

## **Bargaining Strategies for Disrupted Learning**

Participants in this 50-minute session will identify contract language that will help reduce disrupted learning. We will also discuss the roadblocks and opportunities that bargaining teams will face when trying to secure such provisions.

## **Advocating for Licensed Members with Performance Issues**

Discussion of best practices to support licensed members in the areas of Observation, Evaluation and Rebuttals.

## **Responding to Hate and Bias at School: Condensed Session**

See session description from Saturday. This will be a shortened version of the same content.

