



One Step Ahead ry Action Plan

2023



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Introduction

Written by Alex Shapero (Chair)

The first two years of OSA ry's operations have been a masterclass in hitting the ground running. Through engaging events, effective advocacy, and international focus, OSA has grown to reflect the increasingly global community. Our board is excited to push education One Step Ahead by providing a platform for a broader range of voices.

OSA's mission is to create a community of students and experts interested in the research-based improvement of education, while also creating a space for English-speaking students at the Faculty of Educational Sciences to be involved and represented. Our vision for OSA consists of three components: community, career development, and action.



We will work on building a community of English-speaking students in the Faculty of Educational sciences by hosting various low-threshold social events that will bring together students from the Changing Education Master's Programme as well as exchange students in the Faculty of Educational sciences.



Furthermore, we will deepen our collaboration with other student associations for international students such as Orbis, CISSI, and Exchange Student Network (ESN) to foster a community among international students at the University of Helsinki. We will also be working on providing career development for students by hosting events and workshops that will help students to develop the skills they need to share their own expertise and learn from others.

Finally, we will strive to increase equity of access to education at the Faculty of Educational Sciences. Extending the work of the previous board's Anti-Racism Committee, we are establishing a grant for equality work outside of OSA and a fund to support members in need. We will also develop networks of support for our international students, including concrete measures that make integration to life in Finland easier.

We will continue to run our multimedia platform, changingeducation.fi, where we will regularly post articles and videos on research in the faculty and developments in education from around the world. We will also continue producing the Changing Education Podcast, which will feature interviews with education experts, policymakers, and other stakeholders. The aim is to make the act of changing education possible by providing and promoting accessible research.

Overall, OSA believes that we can really make a difference in supporting English-speaking students in the Faculty of Educational Sciences through our events and initiatives, as well as contribute to the on-going research space dedicated to changing education.



Governance

Written by Pablo Flores (Secretary)

The Secretary is responsible for OSA's documentation, including minutes, the List of Members, event registers and privacy statements. Minutes are taken during every Board Meeting and General Meeting. The Secretary prepares an agenda in advance of each meeting, based on which items need the most urgent attention from the board. For General Meetings, the agenda is made available to attendees five business days prior to the meeting. Agendas and minutes follow a template and include items to be discussed. The minutes will serve as a reminder of what we have discussed and what the following steps will be.

Following each meeting, minutes are archived on the OSA website (<https://chagingeducation.fi>) so that the members can have a look at what we have been discussing. Sensitive information may be omitted from minutes. The List of Members and Event Registers are only accessible to Board members. We collect the student numbers of our members when they join OSA. OSA has a GDPR-compliant Privacy Statement available on its website which thoroughly describes the data protection principles adopted by OSA.



Finance

Written by Iina Hyypä (Treasurer)

OSA has been an official non-profit organization, registered by the Finnish Patent and Registration Office, for two years now. The Treasurer of OSA (Iina Hyypä) is responsible for the accounting, creating the budget plan, and reporting the financial situation. The new treasurer will be responsible for the bank account. The accounting will be managed using Tilitin-authorized accounting software.

OSA aims to cover expenses by collecting annual membership fees, selling patches at patch fairs, and entry costs to social and professional events.

The treasurer creates a budget plan, approved at the Spring General Meeting, and presents the financial report, approved at the Autumn General Meeting. A tentative budget plan was presented at the Autumn General Meeting by the departing treasurer.

In addition, the treasurer will create the approximate budget before every event and subsequently calculate of the actual cost and earnings after the event. The treasurer will update other board members about the incomes and expenses, aiming not to exceed the estimated budget plan. All the receipts for every purchase for OSA are filed digitally through OSA's digital reimbursement form and stored on the OSA Teams channel. The money will be reimbursed via bank transfer once the treasurer has received the receipt, as long as the reimbursed amount correlates with the planned budget. If the reimbursed sum does not correlate with the given budget, a decision on the reimbursement will be made in a board meeting.

Any funds that may be left over after the term of office of the 2023 board will constitute operating funds for the association. At the beginning of the year 2023 operating funds sum up to 4192.25 €.



Communication

Written by Afsheen Ahmed (Editor in Chief), Cin Liu (Student Advocate) and Pablo Flores (Secretary)

The Secretary, Editor in Chief, and Student Advocate share the responsibilities of communication. OSA maintains several communication channels that will be used to inform members and followers about our operations and events. These are:

- **The OSA website** provides information about OSA, activities and events. It also contains links to OSA's other social media channels, introduction of the board members, their tasks and email addresses, documentation as well as information on how members can get involved. An anonymous form that is publicly accessible for feedback and concerns can also be found on the same website. Previously, the Changing Education website and OSA's own website were hosted separately. However, now we have decided to consolidate the two websites. [Link to OSA's website.](#)
- **The OSA mailing list** is used to send a monthly newsletter to subscribers, with information about activities, events and opportunities to ensure that members without social media accounts can access our information. We also send an email per term to the students of Changing Education to keep them informed about the events that are organised throughout the term. Moreover, the mailing list also helps us to collect feedback for the events, and to ensure that feedback is collected from the right participants, forms are sent out to the registered e-mails of attendees.
- **The osa_ry Instagram account** promotes events and provide updates to members and followers, for example, about a new podcast or blogpost. Instagram also serves as a good platform to share reminders about our events, and makes it convenient to find new members. Through instagram, we communicate with many students seeking to join OSA. [Link to OSA Instagram account.](#)



- **The OSArY Facebook page** serves the same purpose of sharing events and updates. All events are posted to this Facebook page, and from there we share them to different facebook groups, to reach a larger audience. [Link to OSA's Facebook page.](#)
- We also share the events from Facebook to **several Whatsapp groups** to reach all possible audiences.
- **The Changing Education Podcast** is used as a platform to share knowledge and discussions around educational topics. It's both a place of scientific divulgation and community development. This season, the focus is going to be on visibilizing the students' and teachers' voices in our community. [Link to Changing Education Podcast](#)
- **The Changing Education Blog by OSA** is a source of valuable information to everyone interested in innovative educational themes, research and pedagogy. It not only contains a bank of numerous blog articles on diverse educational perspectives but also provides a noble platform to publish blogs on educational matters. C.E Masters' Thesis blogs can also be found on the same website. Anyone interested in writing a blogpost may find instructions [here](#)
[Link to CE blog page.](#)
- We also have social media accounts for specific activities:
 - TheChanging Education multimedia platform has its own channels for updates specific to this activity:
 - Twitter: [@ChangingEducat2](#)
 - Instagram: [changeducation.fi](#)
- For matters pertaining to the Changing Education multimedia platform, the team can be contacted at changeducation1blog@gmail.com
- Members and the public can contact the organization at osa@helsinki.fi



Student Advocacy

Written by Cin Liu (Student Advocate)

Student advocacy will be a crucial part of OSA operations, due to the international nature of our programme. This year, the Student Advocate (Cin Liu) is the Board member for student advocacy.

We want OSA to help support a sense of belonging among its members and students of the CE programme and other degree programmes. In 2023, our aim from the perspective of student advocacy is to improve student well-being and to ensure that the voices of the Changing Education students are heard.

As such, one crucial aim in 2023 is to improve student mental health and over all student well-being. Due to the international nature of the program, the majority of our students are here without their family or friends, the change in weather, mental health becomes a real challenge for many of our students. We will advocate for the mental health of student by hosting various events and regular support. We will continue to host peer support groups to foster a supportive mental space for all students. We will plan and host a well-being week, where various wellness activities will take place for students to participate in. Additionally, we will gather and organize the information regarding mental health to especially ensure international students know how to find help if it is needed. We hope to produce resources that can be useful for future generations.



OSA will also work in close cooperation with the student representatives and student ambassadors to streamline events aimed at existing and incoming CE students, such as student panels to provide feedback on the programme, and recurring, remote, and informal meet and greets. We will also continue to create “survival guides” for new international students about living and studying in Finland and develop this further for students coming from within and outside of the EU.

We are aiming to make OSA an important actor in facilitating students’ experiences at the university. As such, we will create channels through which OSA members as well as non-members can easily reach out to OSA for guidance, to ask questions, give suggestions, or recommendations.



Events

Written by Jorina Sendel and Cristina Valle (Event Managers)

Through its events, OSA aims to achieve the following aspects:

- To support its members in creating a network and enhancing the community;
- To prepare its members for the upcoming working life;
- To scaffold its members in establishing the necessary skills for their studies.
- To support the international community at the university of Helsinki

OSA is committed to hosting inclusive and welcoming events for members and non-members, laying a focus on the international student body at the University of Helsinki. Throughout the year, OSA aims to organize a variety of events which are tailored to the interests of our members. To achieve this, feedback is collected prior to the events in order to identify events of interest. In addition, OSA will collect feedback after events to find out what was done well and what could be improved. Since student well-being is important to us, we will also host events that promote well-being, to ensure a balance to the stressful university life (e.g., hikes, wellness evenings, and community events).

Overall, OSA aims to organize educational, social, and practical events such as continuing with the antiracism series, workshops to promote and share skills within the community, an EdTech related event, a Big Education Conversation, a TEDX event, different types of social gatherings etc. This year, OSA will be focusing on the knowledge Changing Education (CE) students bring with them and the internationalization of the university, as well as taking care of the wellbeing of the community. In addition, OSA aims to welcome the new CE students by easing their transition to the new environment and offering events to establish a community.

We aim to really listen to Changing Education community and respond to their needs, offering a space to grow, learn and have fun.



Cooperation is essential for us and a core value of OSA. Thus, we aim to cooperate with other organizations from different faculties to reach a greater number of students. In addition, we seek to collaborate with university personnel by attending the monthly “Educafes” and being in an ongoing exchange with our contact person.

We also aim to connect the University with other organizations that could be of interest to the community, both within the public and private sectors, and create synergies that allow us to get to a greater audience and host better and bigger events.

There will always be a security person who has the responsibility to ensure that the event is a safe space for all. This role would normally belong to one of the event managers, but other people could take that role. The designated security person will be the contact person for participants to reach out to with concerns or in the case of emergencies. The security person and their contact details will be announced to all participants prior to the event and at the event.



Yearly Overview of Events

JAN

- Iceskating (25.01.2023)

FEB

- Jenga Collage Night (Feb 10)
- Sámi Movie Night (Jenga Event) (Feb 24)
- General Meeting (Feb 21)

MAR

- Big Education Conversation (Mar 23)
- Words that shape us - Finland (week 13)

APR

- Pot luck (Apr 04)
- Professional Development Event (Apr 20)
- Wellness hike (later)

MAY

- Sitsit (May 6)

SEP

- Welcome events for new students
- Sauna Welcome Party
- Fresher adventure
- Words that shape us

OCT

- Professional Development
- EdTech/ Enterpr. Event
- Mental health week events (Oct 1 - Oct 7)
- Knitting for mental health
- Filling socks for mental health

NOV

- Words that shape us
- TEDX-Event
- New Board Elections
- Friendsgiving

DEC

- Words that shape us
- Christmas Holiday Party



Environment

Written by Ana Camargo (Vice Chair)

Planning and implementing environmentally friendly operations is one of OSA's main goals this year. This year, the Vice Chair (Ana Camargo) is the Board member for environmental issues.

By being in line with HYY's guidelines for environmental sustainability and by following the agendas of major environmental programmes (e.g., Carbon Free Helsinki 2035, Paris Climate agreement) we will ensure that our operational plan is environmentally friendly to the smallest detail. We believe the responsibility of environmentally friendly operations is shared within our community, but to ensure a clear framework, we assign the role of the environmental officer to the event manager of the association. Their main responsibility will be to assist and support the members of our community with matters related to environmental awareness and practices. Additionally, it is their responsibility to monitor the realization of the following environmental plan.

OSA's plan for environmentally friendly operations is structured on four main areas: purchasing, spaces, events, and food. Further on we will present the actions that will be taken in these areas:

Purchasing:

- When possible, we will purchase items from the flea markets and recycling centres.
- When possible, we will take into account the possibility of acquiring items or borrowing equipment from another association.

Premises:

- On both outdoor and indoor premises, garbage will be recycled by clearly labelling the bins.
- Sorting instructions will be available.
- Posters indicating "recycling point" will be visible.



Events

- All the events, indoor and outdoor will have a marked recycling point.
- If possible reusable plates, glasses, and cutlery will be used. If not available, items made of paper and wood will be used.
- If appropriate, the participating members will be encouraged to bring their own take-away cups.
- The premises of the events will be cleaned, and the garbage recycled.
- The participating members will be encouraged to travel by public transport
- To further increase the social sustainability, our association seeks to participate in the global climate strike on March 25th
- OSA will promote upcycling events called "Coat Closet" to support active and new students.

Food

- We will avoid waste of food by preparing food according to the estimated number of participants.
- The food provided at OSA events will predominantly follow a vegetarian diet with vegan options being available.
- The food that will be purchased has been produced according to international ecological and welfare guidelines (Fairtrade, minimizing plastic, organic, seasonal, local).

OSA is planning to build a community that shares the same environmental values and works towards supporting the future of our planet. Every small step taken individually is a big step for our humankind.



Equality

Written by Cristina Valle (Event Manager)

OSA is continuing to be committed to respecting HYY's Equality Plan 2021-2023. This year, Cristina Valle, one of the Event Managers, is the Board member for equality issues.

Any student at the University of Helsinki is welcome to become a member of OSA, and all members are welcome to run for a position on the Board. We are committed to the following objectives to ensure that we operate in a way that eradicates discrimination:

- Communicate with members about HYY's Equality Plan 2021-2023 (already available in the OSA website), including information about Student Union harassment contact persons and instructions on how to act in case of harassment.
- Follow HYY safety principles and principles of safer space. This includes organising events in an accessible manner, whether remotely, in person or hybrid.
- Develop OSA principles of safer space, display them on our website and communication channels, and mention them at all events. [Link to OSA principles for a Safer Space](#)
- Ensure that membership and events are economically accessible to students.
- Operate in English but be able to respond to any communication in English, Finnish or Swedish.
- For in-person events, ensure that food options cater to different diets (if necessary, by asking participants to sign up indicating dietary restrictions). When beverages are offered during events, ensure that a non-alcoholic option other than water is available.
- Ensure that members are encouraged to run for Board member positions regardless of their background or identity.
- Foster an atmosphere where everybody's beliefs and opinions are respected.
- Maintain and update relevant data protection statements, with particular emphasis on ensuring that members are aware of their rights.



- Cooperate with HYY continuously to promote equality.
- Reflect on inequalities in our own structures focusing on areas for improvement.
- Acknowledge gender diversity and ensure that representatives of different genders have equal opportunities in all activities.
- Acknowledge age and family structure diversity to accommodate students who are in different life situations in all activities.
- Use gender-neutral language, ensuring to not assume people's pronouns based on their appearance.
- Be aware of the relationship between language and power and work to a more equal use of it.
- Use our activities and platforms to promote equality in our area of expertise (education), collaborating with other organisations that prioritise these themes.
- Participate in CONDUS training for different matters.
- Have a multi-lingual anonymous feedback form where students can submit feedback and comments about ways to increase equity, as well as any other feedback that has to do with the safety and well-being of OSA members and the larger community.

OSA is dedicated to creating a safe and welcoming space for all members, no matter their gender, age, sexual orientation, race, ethnicity, religion, ability, or any other personal characteristic.

This includes increasing representation from underrepresented groups, implementing policies and procedures that address discrimination and bias, and providing training and education for members on issues of diversity, equity, and inclusion. We are committed to taking proactive measures to address any barriers to equality that may arise, and strive to demonstrate a strong commitment to equality and to building a more just and inclusive community.



Anti-Racism & Equity Committee

Written by Alex Shapero (Chair)

The Changing Education program is an international master's program focused on social justice and change-making within education systems, institutions, teaching, and pedagogy. With this comes a diverse body of students who are passionate about creating impactful change within the education system. With the success of the Anti-Racism and Equity Committee's actions during the previous year, the 2023 board seeks to continue this work. The previous committee developed guidelines for anti-racist curricula, and developed and helped to implement an anti-racism course that is mandatory for all Changing Education students in the coming curricular cycle.

In consideration of feedback on the work of the committee, we currently plan to expand our definition of anti-racist work to move away from the current western understanding. In so doing, we will work to broaden the stories and narratives that are told and increase linguistic access to the program. Additionally, our work will be broken in to two section: unlearning and rebuilding, which will seek to build a common understanding of how racism and prejudice affect education and learning both within the university and in the broader world.

The Maikki Friberg grant will be committed by this board in the following ways:

1. The establishment of a grant fund to support equity projects outside of OSA ry
2. The establishment of a grant fund to support students within the Changing Education community who are facing duress.
3. The acquisition of an item that will allow the funds to generate income, further supporting their goals.



Co-operation

Written by Ana Camargo (Vice Chair)

In 2023, we are looking forward to continuing to build connections and collaborations with other student associations and organizations with missions that align closely with ours. Specifically, we will collaborate with other international student associations to advocate for increased support for international students, as well as other associations in the educational domain. Our collaborations will extend outside of the Faculty of Educational Sciences as well since education is a far-reaching topic that concerns everyone.

Firstly, we will collaborate with other international student associations such as Orbis, CISSI and ESN to provide better support for international students at the University of Helsinki. Many of this year's board members are international students themselves and have already experienced first-hand the difficulties and stresses of moving to Finland. We therefore feel strongly about the need for support to help smooth the transition. International students need a comprehensive guide on how to register in the population database, open a bank account, and navigate social services such as Finnish Student Health Services (FSHS). Most importantly, international students need community and peer support to help them feel safe even in a new country. Therefore, we plan to collaborate with Orbis, CISSI, and tutors to host various social events, including Sitsits, to allow international students from different faculties to meet one another and experience traditional Finnish student life.



Last year, we successfully co-hosted an educathon with ConduS. Therefore, we plan to continue our collaboration with ConduS by co-hosting a similar event focusing on equity in education. This event will be a Big Education Conversation alongside professors, students, and professionals to discuss about the role of education and its future. Throughout the event, they will have access to experts on issues concerning equity, social justice, and change applied to education. Finally, we will be working closely with the Helsinki Education Hub, and the Master Program in Changing Education.

Finally, we will be participating in large events organized for new students at the university, such as the Fresher Adventure and Opening Carnival in the beginning of the 2023/24 academic year.



Budget Plan 2022

Operating funds available 01.01.2022 4192,25 €

Expected Revenue

Membership Fees 840 €

Supporting Membership Fees 200 €

HYY Grant 1000 €

Association Paper Grant 150 €

Patches 200 €

Tickets and Entrance Fees 1535 €

HYY Project Grants 800 €

Estimated total revenue **4725 €**



Expected Expenditures

Bank Fees	400 €
Events	2190 €
Kide.app	150 €
Board members training & recreation	500 €
Website	367.12 €
Podcast	100 €
Patches	250 €
Tutoring	60 €
Board meeting expenses	150 €
Alumni operations expenses	80 €
Cooperation budget	200 €
Official association expenses (PRH)	120 €
Maikki Friberg Grant	3000 €
Premises	182 €
Estimated total expenditures	7749.12 €