

## Resolution for Diversity and Women's Committee

Oct. 16, 2004

Whereas UPTC-CWA 9119 has not identified the difficulties women have in the UC workplace,

Whereas within CWA there are women's committees at the national and local levels,

Whereas the American society power structure, and most of its institutions, favors men over women, and UPTC-CWA 9119 is an American organization,

Whereas the women's movement has improved the status of women's equality, pay equity and parity, awareness about differences between women and men, but there is more to do to make improvement,

Whereas women earn on average 75 cents for each dollar men earn, and a greater number of older women (27%) than men (19%) live in poverty,

Whereas 27% of all US children live in single parent homes,

Therefore be it resolved that UPTC-CWA 9119 will

- Develop a childcare policy,
- Conduct gender and diversity sensitivity training for the leadership and staff of UPTC-CWA 9119,
- Form a Diversity and Women's Committee that will address the concerns and issues of UPTC members, with at least one representative from each campus and laboratory,
- Instigate and participate in local community building events,
- Develop and provide assertiveness training for UPTC members.

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