

2008 Diversity Resolution for UPTE-CWA 9119

Whereas the awareness that diversity is important to a strong union organization by tapping more ideas and solutions to our issues and problems, UPTE-CWA 9119 recognizes the need for more active recruitment and training of leaders and the importance of greater inclusion of people of color, women, gay, lesbian and bi-sexual and young members in union activities and as representatives of this union.

Furthermore UPTE-CWA 9119 acknowledges the need to recognize and overcome barriers to participation and to support sound policy and dedicated leadership that would work toward achieving change.

To live up to the values that fuel our work for working families, to build a stronger union movement and to ensure that union solidarity embraces all brothers and sisters, UPTE-CWA 9119 must act decisively to ensure diversity at every level and hold itself accountable to diversity standards.

Therefore be it resolved:

That by the 2009 annual convention UPTE-CWA 9119 leadership be offered a 2 day diversity workshop followed by more in depth organizational diversity analysis leading to a strategic plan to increase diversity at all levels of the union;

That UPTE-CWA 9119 Increase training and leadership development of local and system wide leaders to build capacity among a diverse group of leaders through multi-lingual outreach;

That UPTE-CWA 9119 develops diversity workshops for members in their workplaces;

That UPTE-CWA 9119 accelerates its efforts to attract and recruit a diverse pool of young people into our union through targeted outreach;

That UPTE-CWA 9119 continues to track and report the diversity of leadership throughout our union;

That the Diversity and Women's committee follow up on the RFI for our member base demographics for an analysis on member diversity and for the pay equity.

That UPTE-CWA 9119 add to our membership form a data field for members to voluntarily self identify an ethnic identity to track the demographics of UPTE members, for the purposes of increasing diversity in all levels of leadership roles.

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