

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY EIGHTH BOARD OF DIRECTORS MEETING
MAY 13-14, 2021
(Conducted Virtually)

SUBJECT: Human Rights and Equity Committee (Section XIV.)

STATEMENT OF QUESTION:

Should AFA establish a Continuing Committee to focus on Human Rights & Equity?

SOURCE AND DATE SUBMITTED: International President – April 13, 2021

BACKGROUND INFORMATION:

During the 2017 CWA Convention, AFA delegates took part in unanimously adopting the CWA Fight Forward Resolution.

In order to successfully build power for bargaining, we must continually work to engage all members, organize new members, and gain community allies. It is for this reason that on April 11, 2018, the Forty-Sixth AFA Board of Directors unanimously adopted the floor resolution that “Workers’ Rights are Human Rights: The Fight Forward.” This resolution recognized the need for our AFA LEC & MEC Human Rights Committees to actively partner with community allies to build activism and power through training, organizing, and political action while our whole Union commits to the broader struggles for justice, democracy, dignity, and respect for all.

PROPOSED RESOLUTION:

WHEREAS, the AFA Mission Statement defines our core value “To promote economic and social justice for all workers through education and action” and the “commitment to equal treatment of all individuals, regardless of race, color, creed, sexual orientation, gender identity and gender expression;” and,

WHEREAS, existing LEC & MEC Human Rights Committees have worked to increase the strength of our LECs and MECs by working to educate members and create safe spaces for people to share their personal experiences so that we better understand each other and are able build our union’s strength through recognition of our common struggles and goals, rather than allowing others to divide us; and,

WHEREAS, it is only fitting that the AFA Board of Directors further its existing commitment to providing the broadest possible representation for members by establishing a new and Continuing Committee of the Board of Directors to support and make recommendations for our Union’s work on the topic of human rights and equity;

THEREFORE BE IT RESOLVED, Section XIV.A.1. will be amended to add the following:

8. Human Rights and Equity Committee

BE IT FURTHER RESOLVED, a new Section XIV.J. will be added as follows:

J. Human Rights and Equity Committee

1. **The committee is charged with responsibility for ongoing study of matters related to the strengthening of our union through the promotion of and support for economic, racial and social justice equity for all workers.**
2. **Committee Activity shall include:**
 - a. **Recommendations for participation by our MECs and LECs in their community, minority, and women's organizations and coalitions which aim to eliminate discrimination and racism.**
 - b. **Recommendations related to the support for work on union campaigns and programs to include the following: collective bargaining, organizing, voter registration information and get out the vote drives, informing members on legislation that impacts working men and women, and community service and outreach programs.**
 - c. **Recommendations for creating safe spaces within our union for people to share their personal experiences in relation to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender, gender expression and political orientation so that we better understand each other and build our union through our common struggles and goals, rather than allowing union busters to divide us by differences.**
 - d. **Recommendations for educational materials relevant to civil and human rights issues that affect our members and communities.**
 - e. **Recommendations on how to facilitate training around issues of Human Rights and Equity.**

BE IT FINALLY RESOLVED, the four members of the first Human Rights and Equity Committee will be elected at the 2021 BOD Meeting.