

Leadership Development Committee Report to the AFA-CWA Board of Directors 2022

Active Committee Members:

Dermaly Flores - LECP Council 59

Adam Novish – United MECVP

Kaitlin White - United LECP Council 11

International:

Debora Sutor - IVP

Guy Bosworth – Lead ISR

Toni Higgins – ISR

Introduction:

Our last report to the Board was submitted as part of the virtual Board of Directors Meeting on May 13 & 14, 2021. The committee conducted regular calls monthly over the previous year. At the time of the 2021 BOD meeting, we were working with the International Vice President and ISRs on the various trainings detailed below. Due to continued limitations of the COVID-19 pandemic, all training up until the 2022 BOD continued to be offered in a virtual format. While we recently postponed the 2022 Advanced Leadership Training we are excited to offer this event October 10-12, 2022.

Advanced Leadership Training (ALT):

Advanced Leadership Training has been rescheduled to October 10-12, 2022 in Los Angeles. The hotel has been booked, and we are excited to continue the format of a cafeteria-style training with multiple workshop blocks spread out over several days.

As part of the follow up from the last ALT in 2018 we had discussed how to expand our discussion around diversity. International VP Debora Sutor had begun to identify potential presenters to partner with and we have invited Lisa Jordan who facilitated our virtual workshop in May 2021. In addition, Rhonda Hilyer and Deb Wilk-Hasson will be offering a workshop on Communication Styles. We are also happy to report we will be also including the Parliamentary Procedures training we offered via Zoom on February 9, 2022 with Debra Kidney.

While our committee was hopeful to host this training in April, 2022 we understood the limitations based on the COVID-19 pandemic and the challenges many leaders would have had due to the timing of the BOD and the election Cycle. While several dates were initially proposed, we found October to be the best time frame for both the International officers and without conflicting with any previously planned LEC/MEC meetings.

New Leader Orientation/Training:

The Leadership Development Committee has attended and reviewed these events and provided input and feedback on the election cycle training.

AFA's Constitution and Bylaws directs that training be provided for one newly elected representative from each Local Executive Council and Master Executive Council. We continue to offer this training in 2 parts. The New Leader Orientation is offered prior to taking office. The agenda includes a general overview of AFA's structure, a familiarization of the resources available to assist leaders at the International Office, a review of responsibilities of a newly elected officer and guidance on transitioning successfully to the new term of office. We offer an optional additional day of in-person grievance training with the New Officer Orientation.

The New Leader Training is conducted approximately 6 weeks after taking office and incorporates initial experiences in office as a framework for instruction around the duties, responsibilities, and realities of leadership.

The following training events are planned:

Election Cycle III:

June 20-23, 2022 – New Leader Orientation, Maritime Conference Center (MITAGS), BWI

August 22-25, 2022 – New Leader Training, Maritime Conference Center (MITAGS), BWI

Election Cycle I:

November 14-17, 2022 – New Leader Orientation, MITAGS, BWI

February 2023 – New Leader Training, MITAGS, BWI

Election Cycle II:

Will be coordinating with the incoming International Vice-President to finalize dates in June and August 2023.

Accomplished Trainings:

June 23, 2021 - Panel Presentation - [Highlighting the work of our Human Rights Committees](#) - Moderators Guy Bosworth and Toni Higgins

Objectives:

- Highlight the positive work being done by MEC's across the union
- Identify possible activities for Human Rights and Equity Committees (HRE) to participate in or conduct to engage members – in communities, bases or online.
- Identify messages that work or are resonating with members.
- Understanding the importance of having the conversation and how to initiate.
- Explore ways for the committee and members to connect with community groups around diversity.
- Develop goals at each of the carriers as to how they will involve their members

[Asian Pacific American Labor Alliance \(APALA\): September 30, 2021](#)

APALA is the nation's first national organization of Asian American and Pacific Islander (AAPI) workers. It focuses on advancing worker, immigrant and civil rights. APALA envisions a society where economic and racial justice prevails, human rights and worker dignity are affirmed, and where a healthy, sustainable planet is able to offer a better life for Asian Americans and Pacific Islanders, Black, Brown, and Indigenous folks, and all communities fighting oppression.

Featuring guest speaker Stan Kiino, a member of UAL Council 11.

[View Here](#)

[Pride At Work: October 28, 2021](#)

Pride@Work brings together the labor movement and the LGBTQ community in pursuit of social and economic justice.

Pride At Work is a nonprofit organization that represents LGBTQ union members and their allies. They are an officially recognized [constituency group of the AFL-CIO](#) (American Federation of Labor & Congress of Industrial Organizations) that organizes mutual support between the organized Labor Movement and the LGBTQ Community to further social and economic justice. From their national office in Washington, DC, we coordinate and support more than 20 Chapters across the country.

Pride@Work seeks full equality for LGBTQ Workers in our workplaces and unions. They work towards creating a Labor Movement that cherishes diversity, encourages openness, and ensures safety & dignity. They organize in the spirit of the union movement's historic motto, "An Injury to One is An Injury to All." and are opposed to all forms of discrimination on the job and in our unions based on sex, gender identity and expression, sexual orientation, race, national or ethnic origin, age, disability, religion or political views.

Our guest speaker was Jerame Davis, the executive director of Pride at Work, the nation's only organization that focuses on LGBTQ working people in unions. Davis got started in activism more than 20 years ago when he and two other men were fired from their jobs in a small southern Indiana city because they were gay. A rather new organization, Pride at Work, helped Davis and his coworkers fight back and win a settlement from the company in a state where there is still no law protecting LGBTQ working people from discrimination.

Davis' work from his lifetime in activism has been archived by the Smithsonian Museum of American History, including items currently on display. He lives in the Woodley Park neighborhood of Washington, DC with his husband, Bill.

[View here](#)

[LLACA- Labor Council for Latin American Advancement- November 2021](#)

LCLAA is the leading national organization for Latino(a) workers and their families. LCLAA was born out of the need to educate, organize and mobilize Latinos in the labor movement and has expanded its influence to organize Latinos in an effort to impact workers' rights and their influence in the political process. LCLAA represents the interest of more than 2 million Latino workers in the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), The Change to Win Federation, independent unions and all their affiliate unions.

Founded by a group of Latino trade unionists in 1973, the Labor Council for Latin American Advancement (LCLAA) has become the leading advocacy group for Latino working rights in the country.

[View Here](#)

Making Parliamentary Procedure Work for You: February 9, 2022

In conversation with AFA leaders, several report feeling unclear about parliamentary procedure, when or whether they need to use it, a lack of control in the meetings, especially when controversy arises, and a lack of confidence in knowing what to do to maintain control. This workshop will focus on LEC and MEC Officers who are less practiced in or familiar with the use of parliamentary procedures in their meetings.

We partnered with Training & Education Consultant, Debra Kidney to conduct the workshop. After a multifaceted career which included working as a city employee, being an organizer and staff representative for a public employee union, and providing training and leadership development for a national union, Debra now independently does the work she loves most: social justice, racial equity, team building, facilitation, and program development and implementation. She is happiest with projects that use her communication and analysis skills and loves to engage with people to move individuals and groups forward.

General Description:

Who: This workshop focused on leaders who are less practiced in or familiar with the use of parliamentary procedures in their meetings.

Agenda:

- Review the purpose of Parliamentary Procedure, when it must be used, when it is optional, and how to have discussions with and without a formal motion on the floor
- Examine DOL requirements and their tie to both the C&B provisions and the Standard code guidelines
- Discuss the role of the chair and when the chair can be an active participant in the decision-making process
- Questions and answers about basic motions including: making a motion, seconding a motion, amendments, calling the question, voting options, point of order, and personal privilege
- Practice in small groups with scenarios

[View Here](#)

On-Line Learning Academy (OLA)

These courses are now fully accessible to our members at the Online Learning Academy, which can be accessed at afacwa.org/education

- **Building Union Power - Membership Engagement Conversations**
- **Onboard Fume Events - How to Recognize and Respond:**
- **Implicit Bias - Diversity**
- **Bloodborne Pathogens**

- **AFA 101 - How Our Union Works**– This member focused course will be made available via the afacwa.org website to provide the broadest possible use. It covers AFA-CWA’s Mission Statement, Structure, Committees, Dues, the Grievance process, Communications and AFA Successes.
- **Introduction to Union Volunteering** – This course is focused on new volunteers and will be made available through the OLA site which will allow for tracking of completion. This course is designed for use by members who have expressed a desire to become involved in union committee work and will prepare them as they begin their new role as an AFA Volunteer. Building on the AFA 101 course, it provides greater detail around the roles of committee volunteers and their interaction with the Local Council officers, chairs and International Departments. This course could be offered as an advance assignment prior to finalizing a volunteer’s committee assignment. It will assist you as leaders, in determining if the volunteer has shown a sufficient level of commitment prior to delegation of duties.
- **Blue Lightning**- Sponsord by DHS and recently updated.

We will continue to work with the IVP and ISRs on additional online course offerings that could be made available for our leaders and members.