

**Association of Flight Attendants – CWA, AFL-CIO**  
**Forty Sixth Executive Board Meeting**  
**December 2, 2021**  
**(Conducted Virtually)**

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**SUBJECT:** Diversity and Inclusion Pins

**STATEMENT OF QUESTION:**

Should AFA-CWA formalize a program for Diversity and Inclusion Pins ?

**SOURCE AND DATE SUBMITTED:** International President, November 29, 2021

**BACKGROUND INFORMATION:** To Be Provided

**PROPOSED RESOLUTION:**

WHEREAS, the Association of Flight Attendants-CWA is committed to “the broadest employment of our members regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression” as the first objective of our union and recommitted to this work when adopting our mission statement; and,

WHEREAS, the Association of Flight Attendants-CWA launched a union-wide Human Rights Committee, elected a Board of Directors level Human Rights and Equity Committee, has AFA elected leaders serving in a Diversity seat on the CWA Executive Board as well as on the CWA Civil Rights and Equity Committee; and,

WHEREAS, the Association of Flight Attendants-CWA created diversity and inclusion pins to recognize February as Black History Month and June as Pride Month; and,

WHEREAS, the Human Rights and Equity Committee of the Association of Flight Attendants-CWA recognizes a desire by members and leaders for additional diversity and inclusion pins to recognize other groups within our membership; and,

WHEREAS, the Human Rights and Equity Committee believes it is important to maintain the significance of our official AFA pin while purposefully expanding the number of diversity and inclusion pins AFA offers; and,

WHEREAS, there are design and logistics requirements that require adequate advance planning to ensure creation and distribution of the diversity and inclusion pins for our members;

THEREFORE BE IT RESOLVED, that the AFA Executive Board approves the creation and distribution of the following diversity and inclusion pins for the year 2022:

Asian Pacific American Heritage  
Hispanic Latinx Heritage  
Native American Heritage

May  
September 15 – October 15  
November

BE IT FURTHER RESOLVED, that the Association of Flight Attendants-CWA Human Rights and Equity Committee will review the diversity and inclusion pins periodically to determine whether additional pins should be added in future years.

**ADOPTED Unanimously**