

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

RESOLUTION:

SUBJECT: Proper use of Pronouns

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA has included anti-discrimination language in its first Objective in the AFA-CWA Constitution since 1978; and,

WHEREAS, AFA-CWA invited Pride at Work Executive Director Jerame Davis to speak and provide information on the appropriate use of gender inclusive pronouns, and this educational material was enlightening to many in attendance; and,

WHEREAS, AFA documents and practices could be updated to incorporate a more gender inclusive use of pronouns;

THEREFORE BE IT RESOLVED, that AFA will distribute this or similar educational material to all Local and Master Executive Councils so that it can be shared widely among AFA representatives; and,

BE IT FURTHER RESOLVED, that the Human Rights and Equity Committee (HR&E) will be tasked with examining use of pronouns in AFA documents, and making recommendations for changes; and,

BE IT FURTHER RESOLVED, that recommendations from the HR&E will be provided to the AFA Executive Board at their in-person 2022 Annual Meeting; and,

BE IT FURTHER RESOLVED, that policy or practice recommendations not involving constitutional change should be separated from those requiring Board action so the Executive Board will have an opportunity to adopt and implement changes; and,

BE IT FINALLY RESOLVED, that any recommendations requiring constitutional change should be provided in agenda item format for action at the next appropriate BOD Meeting.

Unanimously adopted on May 14, 2022