

## **RACIAL AND SOCIAL JUSTICE UNIONISM**

WHEREAS, the struggles for social, economic, gender, and racial justice are inextricably intertwined and more urgent now than ever; and

WHEREAS, the labor movement shall be a diverse, equitable, and inclusive movement represented and led by workers from every and all communities; and

WHEREAS, while acknowledging the common interests that all working people share, it is critical for unions to fight the injustices inflicted upon the most marginalized in order to truly build a powerful, unified, and inclusive labor movement; and

WHEREAS, the number of unionized workers in the United States increased by 200,000 from 2021 to 2022 and that growth came mainly from workers of color; and

WHEREAS, employees of nonprofit organizations with missions of social change and increasingly diverse, values-driven workforces have been unionizing in record numbers; and

WHEREAS, more than one third of the U.S. workforce is composed of Hispanic/Latinx, Black, Asian and Pacific Islander, and Indigenous workers; and

WHEREAS, despite improved representation within the workforce, pay disparities, inequity, and the disproportionate unemployment/ underemployment of underrepresented groups persist; and

WHEREAS, in 2022, women earned 82 percent of what men earned and cisgender workers earn 32 percent more than their trans and non-binary counterparts (with similar or higher levels of education); and

WHEREAS, LGBTQIA+ workers earn, on average, 90-cents on the dollar as compared to their straight and cis-gendered peers, and even less if they hold intersecting underrepresented social identities; and

WHEREAS, 22 percent of LGBTQIA+ workers are likely to live in poverty; and

WHEREAS, more than one in four trans people have experienced bias resulting in job loss, and more than three-fourths have been subjected to some form of workplace discrimination; and

WHEREAS, nearly 22 percent of the US workforce are individuals with a disability and they are more likely to be unemployed/underemployed than their peers without a disability across all age groups; and

WHEREAS, women, racial and ethnic minorities, individuals with a disability, the LGBTQIA+ community, and other underrepresented social identity groups were disproportionately impacted by the Covid-19 Pandemic, exacerbating already existing disparities in pay and employment; and

WHEREAS, unions help to institutionalize norms of equity, worker solidarity, justice, and fairness on the job; and

WHEREAS, a strong and unified labor movement today can influence the economic and working standards of tomorrow, effectively buffering against white supremacist, patriarchal, and heteronormative politics, as is evidenced by an increase in state legislation and federal/state judicial decisions regarding LGBTQIA+ rights and access to reproductive/sexual health care; and

WHEREAS, employers and politicians use our differences to pit worker and against worker and keep for themselves, we know that division and fear are enemies of working people as our power comes from our ability to act collectively; and

WHEREAS, as unionists, it is our obligation to call attention to injustice and oppression while working to abolish it; and

WHEREAS, solidarity amongst workers translates into growth, strength, and bargaining power which advances the interests of **all** workers,

WHEREAS, these racial and social justice efforts require continued education, action, and resource allocation to that end.

THEREFORE, BE IT RESOLVED OPEIU's Executive Board shall appoint and establish a representative steering committee to lead this work; conduct a comprehensive organizational assessment and audit; and develop goals, guidelines, and a timeline to combat racism in our organization, to be presented to the Executive Board by December 31, 2023; and

BE IT FURTHER RESOLVED that, in collaboration with this steering committee, the appropriate OPEIU staff and leadership will develop a strategic training plan for all leaders to understand and lead efforts to support diversity, equity, and inclusion at the local levels of the union; and

BE IT FURTHER RESOLVED the theme of the next OPEIU all-regions Education Conference will be centered around diversity, equity, inclusion, and racial & social justice; and

BE IT FURTHER RESOLVED OPEIU supports Black, Indigenous, People of Color, Individuals with Disabilities, the LGBTQIA+ Community, Women, and all underrepresented social identity groups in becoming more empowered through: taking leadership; sharing in power; transforming norms and culture; challenging all of us to understand our responsibility and stake in taking on racial justice; sharing in decisions about how the money, resources, and time will be spent; sharing in decisions about what work gets done as well as how it gets done; the setting of priorities; and leveling the playing field to remove double standards; and creating spaces for members of dominant social identity groups to: work together and challenge each other around issues of racism, xenophobia, ableism, homophobia, transphobia, sexism, sharing power; develop an understanding of their stake in ending racial and social inequity and injustice; take leadership from and be accountable to underrepresented groups; and become comfortable with being uncomfortable while understanding that we all are learning all the time; and

BE IT FURTHER RESOLVED OPEIU will develop a comprehensive plan to collect demographic information on our membership within the next year; and

BE IT FINALLY RESOLVED OPEIU will circulate this resolution to all locals and union officers.

RESOLUTION ADOPTED JUNE 2023

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