

Background: This resolution emerged out of conversations originally begun within the Anti-Discrimination Working Group in 2019, and recently revived in the wake of organizing around the November presidential election. It isn't meant to be comprehensive, but rather, a launching point for structuring further work to build equity, accountability, and harm prevention within our internal union work and spaces.

Resolution on Equity and Anti-Discrimination in Union Work

Passed at the December 10, 2020 Membership Meeting

As members of UAW 4121, we are committed to building a union founded on principles of equity and social justice. Over the years, UAW 4121 members have worked to advance these principles in our organizing for structural change at the University of Washington and our broader communities. As a part of this ongoing work, we recognize that it is also critical to continue advancing these principles internally in our union work and spaces. In that interest, we agree to the following:

We do not tolerate any form of harassment, discrimination, or retaliation in our organizing work and union spaces. This includes (but may not be limited to) harassment and/or discrimination based on sex, gender, gender identity, gender expression, race, national or ethnic origin, citizenship, religion, age, marital status, sexual orientation, genetics/genetic markers or information, disability status, veteran status, union activity, pregnancy status, parental or caregiver status, ancestry, political ideology, use of a service animal, or physical traits such as skin color, weight, etc.

We are committed to building a culture of prevention in our union. We recognize that issues of inequity and discrimination are not simply problems with bad individual behavior or belief. Rather, inequity is a structural issue, and organizational culture is the strongest predictor of whether harassment will occur. Thus, we are committed to building norms and structures that prevent harm from occurring in our organizing work in the first place.

We are committed to building clear and accessible structures of support for members who experience harassment, discrimination, or retaliation while engaging in union work. We also recognize that because we are situated within broader systems of oppression, complete prevention is not achievable in the short term, and harm will inevitably occur. We are committed to building clear and accessible structures of support that enable members to get help on issues they experience, and that encourage addressing issues early to help prevent harm from escalating. This work should balance transparency about how issues are resolved and tracked, while also supporting the privacy of those who don't wish to make public reports.

We are committed to building practices of accountability in our organizing work and union spaces. These practices should be based in best practices of trauma-informed and survivor-centered work, and should be aimed at repairing harm when it occurs. Further, we are

committed to developing practices and norms that create the conditions necessary for accountability to be “possible, expected, and likely.”¹

To advance these commitments, we also agree to the following initial set of action steps:

Immediate-term (by the end of Fall Quarter 2020)

- Create an easily accessible page on the UAW 4121 website that includes the content of this resolution, and that can be updated regularly with new information and resources.
- Ensure that contact information for at least one support person is clearly accessible at all union events, including membership meetings, phone/textbanks, working group and committee meetings, etc.

Short-term (by the end of January 2021)

- Establish a Solidarity Team made up of 3-5 UAW 4121 members for an initial 1-year term. An interest form will be sent out in upcoming membership emails, and (as needed) an election will be held in January to fill up to 5 positions. The Solidarity Team will receive training in and be responsible for:
 - Supporting any member who experiences issues with discrimination or harassment while doing union work;
 - Proactively developing work that supports harm prevention within the union;
 - Developing accountability practices for repairing harm when it does occur;
 - Developing structures for transparently tracking and resolving issues, while also supporting the privacy of members as needed.
- Continue offering Third Thursday workshops for all UAW 4121 members, and begin developing training/curriculum objectives for the program.

Medium-term (by the end of Winter Quarter 2021)

- Identify and fund training for the Solidarity Team on topics important to their role, such as trauma-informed practice, transformative justice, etc.
- Continue building up the Third Thursday workshop program based on membership training interests, and finalize an initial set of training/curriculum objectives and structure for evaluating progress over time.
- Begin building out support and accountability practices, led by the Solidarity Team.

Longer-term (by the end of December 2021)

- Have in place well-developed structures of support and accountability, led by the Solidarity Team.
- Hold meeting(s) open to all members to discuss how this work has been progressing and revise strategy/direction as needed, led by the Solidarity Team.
- Revisit the structure and role of the Solidarity Team and revise as needed.

¹ Connie Burk, “Think. Re-Think. Accountable Communities.” In *The Revolution Starts at Home* (2011).