

Passed Resolution 6/18

SEIU 503 Board of Directors Resolution in Support of the Black Lives Movement

In our union, we believe in and fight for our vision for a just society: where all workers are valued and all people respected, no matter where we are from or the color of our skin; where all families and communities can thrive; and where we leave a more just and equitable world for generations to come. Until Black communities and other communities of color can thrive, none of our communities can truly thrive.

With the vision in mind, our Board of Directors recognized that we could not achieve economic justice without racial justice. To that end, we adopted a five year strategic plan lifting up the need to become an anti-racist organization, linking economic and racial justice, and continuing to develop the leadership of our caucuses.

Our countries' and our states' refusal to enact bold structural change continues to leave Black people in danger. COVID-19 and the resulting economic crisis have hit Black people and other communities of color the hardest, and have been followed by the latest violence against Black people at the hands of police officers and racist vigilantes. These events painfully reinforce how far we still have to go to achieve racial and economic justice.

Frustration has boiled over into the streets, with protestors in all 50 U.S. states and abroad speaking out. We stand in solidarity with the black lives movement that is demanding justice and driving accountability and change. We are inspired by how the movement has provoked a robust and necessary reimagining of what we can be as a country and how our shared public resources need to be committed to Black communities.

This is a moment where we must lead with unequivocal principle. We must end the militarization of the police. We affirm the call for a dialogue to reimagine the role of police and the criminal justice system. We must invest in social services that build Black communities, not demonize and criminalize them.

We believe that corporations must be held accountable for investing in our communities. We believe that all workers, including police, should be able to join together in unions; unions are a powerful tool for progressive reform but should never be used as a shield by police against abusive practices and behaviors.

SEIU stands in solidarity with the black lives movement and supports its demands for racial and economic justice. We value and will amplify the voices of Black leadership. To that end, we commit to take the following actions:

1. Joining and supporting federal, state and local demands for the black lives movement- with elected officials and candidates- including using our influence to ensure that the black led civil rights organizations have a seat at the decision making table.
2. Mobilizing and demonstrating alongside Oregon black led civil rights organizations.

3. The finance committee will oversee the disbursement of up to \$50,000 to organizations leading on organizing for black lives. The finance committee will work to make sure the funds are spent statewide and work with AFRAM, the Women of Color Caucus and the Civil and Human Rights Committee to find grantees. The board will have final approval on the funding. The funds will come from the savings from the Civil and Human Rights Conference that did not take place. We will work with the International to take advantage of matching funds.
4. Working in partnership and collaboration with Oregon black led civil rights organizations to hold corporations accountable for the ways they maintain structural racism.
5. Leading in our role as a labor union by:
 - a. Helping to build and deepen the investment of the labor movement and other movement partners to stand in solidarity with the black lives movement.
 - b. Holding public and private security unions accountable to racial justice, including engaging internal locals that participate in public security.
 - c. Engaging our own membership and promoting the cross-racial solidarity so vital in this moment.
2. Renewing our pledge to becoming an anti-racist organization as laid out in our 2019 strategic plan. Prioritize education opportunities for our members to understand systemic racism in Oregon and in the history of the labor movement.
3. Growing, strengthening and empowering the Civil and Human Rights Committee. Hold the Civil and Human Rights Conference in 2021.