

R2 – 07 Civil & Human Rights Committee

Committee Recommendation: ✓ Do pass

Economic and Social Policies/International Affairs (ESP/IA) Committee: Paula Pena (Sub-Local 581), Joy Vegar (Homecare 99), Darrahlyn Young (DHS) Greg Ivers (DHS) Ivonne Rivero (Homecare), Rebecca Sandoval (Homecare) Wanda Davis (OHA)

Committee Report

The committee is recommending this resolution as a “**do pass**” to the General Council.

The Committee’s vote on this resolution was a unanimous vote supporting a do pass to the General Council. This resolution allows the Civil and Human Rights Committee to function as both a coalition and a coordinating body for equity and inclusion work. This resolution also ensures the Civil and Human Rights representatives will be composed of 2 representatives from each of the SEIU caucuses and 2 at-large representatives. We heard no arguments against this resolution from members and every committee member voted to send it to the floor with a “**do pass**” recommendation. Delegates who spoke in favor of this resolution shared the importance of this committee and ensuring representation of marginalized groups within our union. We also heard how important this committee and the caucuses are to the strength of our union, and how this resolution would help the caucuses coordinate their work through the Civil and Human Rights Committee.

When the resolution moved to committee, there was a proposed amendment to change the frequency of the Civil and Human Rights Conference from “no more than every three years” to “every two years”. This motion to amend did not get a 2nd, therefore it was not discussed and is not included in our recommendation. There was some concern expressed that this violated the current Bylaws, the committee heard from President Steve Demarest who provided clarification to the committee on the current process, and it was determined that this resolution does not violate our bylaws. Therefore, the committee is recommending a “**do pass**”.



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 7

Civil & Human Rights Committee

1 **Subject: Civil and Human Rights Committee**

2 **Submitted By: Board of Directors**

3 **Authored By: Danielle Droppers, Michele Ford, Ibrahim Coulibaly, Martin Ramirez, Tammy**
4 **Tate-Houdroge, Ivonne Rivero, and Diana Lobo.**

5

6 **WHEREAS**, SEIU 503 is committed to becoming an anti-racist organization and has engaged in a
7 number of efforts to promote equity and inclusion in all areas of our work; and

8 **WHEREAS**, our goal of becoming an anti-racist union requires ongoing support for the work of
9 our caucuses, as well as a way to coordinate and collaborate across caucuses; and

10 **WHEREAS**, the language in the AP&Ps does not reflect the current needs and de facto functions
11 of the Civil and Human Rights Committee, particularly in relation to the Caucuses; now,
12 therefore,

13 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** That SEIU 503 will update its
14 Administrative Policies and Procedures (AP&Ps), Article III - Board Committee Operations,
15 Section 8 - Standing Committees, subsection (a)3 - Civil and Human Rights Committee, as
16 follows:

17 3. CIVIL AND HUMAN RIGHTS COMMITTEE.

18 a) The purpose of the Civil and Human Rights Committee is to monitor and increase
19 awareness of our union's commitment to equity and inclusion, as well as to support the

20 caucuses in building a strong power base for promoting civil rights in all areas that affect
21 members and their communities.

22 b) The Civil and Human Rights Committee will function as both a coalition and a
23 coordinating body for equity and inclusion work across our union. Any caucus
24 recognized by this committee and the 503 Board of Directors, as well as the Women's
25 Council, will select two (2) representatives to serve on the Civil and Human Rights
26 Committee. The committee may also appoint two additional at large positions to be
27 filled at the committee's discretion.

28 ac) The Civil and Human Rights Committee will make recommendations to the Board
29 for action in the following areas:

- 30 1. Creating public and Union awareness of the Union's commitment to equity and
31 inclusion ~~Equal Employment Opportunity (EEO) policies;~~
- 32 2. Developing and providing equity and inclusion ~~EEO~~ training programs; and
- 33 3. Promoting of Civil Rights, equity and inclusion in all areas that affect members,
34 including policy, program, and funding decisions-;
- 35 4. Conducting an annual organizational equity and inclusion assessment; and
- 36 5. Creating a process for recognizing new caucuses.

37 bd) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
38 the Latinx~~o~~ Caucus which promotes the leadership and organization of Latinx~~a/o~~
39 members, with a stated vision to:

- 40 1. Organize, educate and develop the Latinx people around issues that uniquely
41 impact our community in the areas of education, healthcare, immigration laws,
42 economic justice for the members and the Latinx community in particular.
- 43 2. Achieve power, respect and social justice for the working class.

44 ee) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
45 the Lavender Caucus which promotes the leadership of Gay, Lesbian, Bisexual, and
46 Transgendered members.

47 ef) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
48 the African/American (AFRAM) Caucus which is charged with meeting the following
49 organizational goals: (ESP #7/1998)

- 50 1. Build a strong power base for fighting unique issues of cultural diversity;
- 51 2. Develop unity and a sense of solidarity within the membership of African
52 American descent to build power within the Union as a whole;
- 53 3. Develop a systematic forum to identify and develop, train and organize African
54 American leadership;
- 55 4. Draw on the perspective and experience of African American members to
56 expand our awareness of multi-cultural and multi-racial issues; and
- 57 5. Work in partnership with the SEIU International AFRAM caucus.

58 eg) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
59 the Indigenous Peoples Caucus which is charged with the following:

- 60 1. Establishing a place where members can have a voice and feel included as we
61 move forward to fight for racial justice for all members;
- 62 2. Create a space where our brothers and sisters who identify as Indigenous would
63 have a “safe space” to participate. This would increase participation among
64 diverse members within our union;
- 65 3. Create opportunities for developing leadership, promoting respect, improving
66 communication for members, and fostering a culture of inclusion; and
- 67 4. Draw on the perspective and experience of members who identify as Indigenous
68 to expand our awareness of multi-cultural and multi-racial issues. (BOD
69 Meeting/1.21.17)

70 fh) The Civil and Human Right Committee will ~~oversee~~ include representatives from
71 the Asian, Desi and Pacific Islander Caucus which is charged with the following:

- 72 1. Establishing a place and/or avenue where Asian, Desi, and Pacific Islander
73 members can have a voice and feel included as we move forward to fight, with
74 coalition partners and allies, for racial justice, health equity, and economic
75 justice for all members.

- 76 2. Creating a space where our culturally diverse brothers and sisters who identify as
77 Asian, Desi, and/or Pacific Islander have a “safe space” to participate, increasing
78 participation among diverse members within our union.
- 79 3. Creating opportunities for developing leadership, promoting respect, improving
80 communication for members, and fostering a culture of inclusion; and
- 81 4. Drawing on the perspectives and experience of members who identify as Asian,
82 Desi, and Pacific Islander to expand our awareness of multiethnic, multicultural,
83 multilingual and multiracial issues. An Asian, Desi, or Pacific Islander is a person
84 with origins in any of the original peoples of the Far East and Southeast Asia,
85 including but not limited to Japan, China, Taiwan, Korea, Cambodia, Vietnam,
86 Laos, and the Philippines; the Indian subcontinent, including India, Pakistan,
87 Bangladesh, Sri Lanka, Maldives, Nepal, Sikkhim and Bhutan; or the Pacific
88 Islands of Polynesia, Melanesia, and Micronesia, including but not limited to
89 Samoa, Fiji, Guam, the U.S. Territories of the Pacific or the Northern Mariana
90 Islands. (BOD Meeting/7.15.17)

91 i) The Civil and Human Rights Committee includes representatives from the
92 Women of Color Caucus.

93 1. The women of color caucus (WOCC) seeks to promote social justice, develop &
94 empower Women of Color’s leadership within our union and community.

95 2. WOCC works to increase the Stewardship and leadership of Women of Color
96 within our unions .We seek to work across cultures so we can transform and
97 improve our communities and enhance our wellbeing.

98 3. Women of Color Caucus is not only a safe space to bring up our struggles,
99 challenges, triumphs, and experiences as women of color, it has also been a
100 collective of strength, resilience, and love. Here in WOC, we create community,
101 invest in self-care, & to educate one another, and strive to increase equity in our
102 society & union.”

103 g) The Civil and Human Rights Committee will, in furtherance of the above goals, convene
104 a Civil and Human Rights Conference to be held no more than every three years. (BL#22
105 (LR)/2014)

Civil & Human Rights Committee

Equity Statement

This resolution has a **positive** equity impact. This resolution will help streamline our equity and inclusion work and create a stronger, more consolidated power base for our caucuses.

Political Statement

No political impact.

Legal Statement

No political impact.

R2 - 07: Civil & Human Rights Committee

Name: Elizabeth (Betty) Holladay

Sub-local: #218

Pro Statement

This resolution simply calls for some restructuring around the Civil and Human Rights Committee. This proposal comes from its members. I fully support changes called for by members of the various caucuses which represent and add to diversity and inclusiveness in our union.

R2 - 07: Civil & Human Rights Committee

Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Con Statement

I am all for civil and human rights as long as they cover everyone! I felt that this resolution didn't cover everyone (the poor, people with disabilities, Religion, the underprivileged and those living in poverty, no matter what race they are!) I was offended by being told that "White people" have "Colonial White Privilege" just because they are born "white"!! I am a multiracial person (African, Spanish, Scandinavian, French, British/Irish/Scottish, German), which I knew of as I grew up. I am here to tell you that I did not have "white privilege" just because I was born "White" and I experienced a multitude of racism and beatings by people of color just because I am white! I was raised in poverty, underprivileged, with disabilities and some limitations. I was also raised in a very culturally diverse family and racism was not in our up-bringing. I have never been given any privileges just because I am white(ie, scholarships, educational programs, work programs, etc.,)!! I know we have to start somewhere, but, I would really like to see amendments that would include and cover these areas, as well as, protections for these groups of peoples. If we are to take on this responsibility then we must cover everyone no matter their race, color of skin, religion, or ethnicity.

R2 - 07: Civil & Human Rights Committee

Name: Donna Weatherly

Sub-local: 99

Pro Statement

We can agree on this! And I am proud to be a union that cares, and walks the lines of equality.

R2 - 07: Civil & Human Rights Committee

Name: Alice Redding

Sub-local: sub-local 99

Pro Statement

... Equality and inclusion are so important

R2 - 07: Civil & Human Rights Committee

Name: Anna Young

Sub-local: Homecare Local 99

Pro Statement

Due to the effects of the Corvid-19, the division and chaos that is surrounding our state of Oregon and our country we need to up date and add language to our AP&P Administrative Policies and procedures. Pertaining to the civil & Human Rights committee.

Our civil and humans rights committee is the back bone of Seiu 503OPEU. This committee represents our basic and equal rights for all our workers, especially to our caucuses. I believe everyone should be treated with dignity and respect. By adding this language it will strengthen, support and unify our union workers and our caucuses. I support this resolution.

R2 - 07: Civil & Human Rights Committee

Name: Melissa Unger

Sub-local: SEIU 503

Pro Statement

Our Civil and Human Rights Committee has been the umbrella committee for our caucuses. This resolution updates the role our caucuses have been playing in leading our anti-racist work and will give them a greater voice in the leadership of the Civil and Human Rights Committee.

Promoting a stronger power base of members from historically marginalized communities is critical in our fight for economic and racial justice. I encourage people to vote yes!

R2 - 07: Civil & Human Rights Committee

Name: Shelly McCarthy

Sub-local: sub-local 99

Pro Statement

Civil & Human Rights Committee

1. Pro statement R20-07 Resolution
2. No political or financial impact
3. The Civil Rights committee Resolution is an essential first step that will lift up the voices of marginalized populations by building a stronger coalition between caucuses and the Civil rights Committee throughout the Union. This resolution is essential in promoting anti-racists policies. The policies in the resolution if implemented could also help to build new caucuses. The civil rights committee and caucuses coalition will have stronger voices together and the resolution will have a positive equity and inclusion impact by strengthening civil rights. In addition, this resolution will provide an opportunity for union members to gain insight and awareness into other populations and cultures. This could be a step to true compassion for others and unity. When one voice is not heard all voices are at risk! The importance of having a strong voice is to use that power to be informed, proactive, and vote, nothing could be more important at this time! We must not take for granted our democracy, civil rights, or voting rights and we may not have them if we do not pay attention!

R2 - 07: Civil & Human Rights Committee

Name: Brendolyn Hendrix

Sub-local: Sub-Local 99

Pro Statement

There many more people of color and black people union members and we need to make sure they have a real voice in our Union

R2 - 07: Civil & Human Rights Committee

Name: Deb Patterson

Sub-local: Sub-local 99

Pro Statement

Dear Fellow SEIU 503 members, my name is Deb Patterson, and I am a member of sub-local 99 as a personal support worker.

This coronavirus pandemic has shone a bright light on inequities in our society, from healthcare to housing, from access to justice to disparities in educational and employment opportunities. Our union plays an important role in fighting for civil and human rights for all workers.

Therefore, I fully support the recommended changes in the Administrative Policies and Procedures related to the Civil and Human Rights Committee. I believe that the language proposed in this resolution more accurately reflects the intent of our membership to be equitable and inclusive, and to address the systemic inequities which have too often excluded member voices.

The representation proposed, which includes members from the caucuses listed therein, and which seeks to support their stated charges, should be a critical component of the work of SEIU 503 going forward.

I fully support these changes and this resolution.

R2 - 07: Civil & Human Rights Committee

Name: Steve Demarest

Sub-local: Employment Department Local 471

Pro Statement

The growth and work of the Civil and Human Rights Committee and the caucuses over the last few years have been very exciting. This update to the language in the Administrative Policies & Procedures reflects that growth and work and positions the Committee and the caucuses to develop even more. Now, you have the opportunity to affirm and boost the great work that has been done by voting for this resolution.

Steve Demarest
SEIU Local 503, OPEU

R2 - 07: Civil & Human Rights Committee

Name: Becky Wright

Sub-local: sub-local 503

Pro Statement

Pro. This resolution should pass because I believe in all that it says in this resolution and the caucuses

R2 - 07: Civil & Human Rights Committee

Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro Statement

This will give all Union members the abilities to feel safer with a Union to back us.

R2 - 07: Civil & Human Rights Committee

Name: Barbara Evans

Sub-local: Local 99

Pro Statement

Much Needed and Long awaited, this complete adjudication of justice within our own membership..Thank you fellow sisters and brothers,,Good Work!

R2 - 07: Civil & Human Rights Committee

Name: jan montes

Sub-local: Homecare

Pro Statement

I think this is an improvement. WE NEED MORE PEOPLE OF COLOR REPRESENTING OUR UNION. We need to always listen to all people and allow others to guide.. Each of us is an expert.

R2 - 07: Civil & Human Rights Committee

Name: Christina Feigner

Sub-local: homecare

Pro Statement

Neutral

R2 - 07: Civil & Human Rights Committee

Name: Joye Willman

Sub-local: homecare

Pro Statement

I believe this is the missing link that we've needed for Civil and Human Rights to be better equipped to do their duty. I vote yes for this resolution

R2 - 07: Civil & Human Rights Committee

Name: Rebecca sandoval

Sub-local: Local 99

Pro Statement

These changes will add structure and clarity around the incredibly important goal of becoming an anti racist organization that strives for equity and inclusion for all voices.

R2 - 07: Civil & Human Rights Committee

Name: Ivonne Rivero
Sub-local: Sub-local 99

Pro Statement

I am in support. I was in the Work Group that helped draft this resolutions.

R2 - 07: Civil & Human Rights Committee

Name: Temari Asazuki

Sub-local: Homecare

Pro Statement

No statement provided.

R2 - 07: Civil & Human Rights Committee

Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro Statement

No statement provided

R2 - 07: Civil & Human Rights Committee

Name: Mary Stewart

Sub-local: DOR 150

Pro Statement

No statement provided