



**Service Employees
International Union
Local 503,
Oregon Public
Employees Union**

Impact Statements

Resolution:

Creating Pathways for Leadership of BIPOC members, LGBTQIA+ people, and members with disabilities

Legal Impact

Prioritizing recruitment of marginalized or underrepresented communities as leaders and stewards helps the Union to better represent all workers. When workers have access to a union representative they trust, they are more likely to seek and receive needed assistance which strengthens our union and helps ensure we are enforcing the terms of our collective bargaining agreements.

Equity & Inclusion Impact

This resolution has a positive equity impact. This resolution pays special attention to BIPOC, LGBTQIA+, and members with disabilities and encourages our union to prioritize developing leaders from underrepresented communities.

Financial Impact

We already budget for leadership development, MLDP and member training. The costs of the leadership academy are worked into the budget already. While this may have some increased costs in member meetings and travel, it would come from already budgeted work for member leadership.

Political Impact

No impact