



Service Employees	Member Affairs
International Union	<i>Resolution 3</i>
Local 503,	2022 Committee Recommendations:
Oregon Public	<input type="checkbox"/> Do Pass <input checked="" type="checkbox"/> Pass as Amended
Employees Union	<input type="checkbox"/> Do Not Pass

**Creating Pathways for Leadership of BIPOC Members, LGBTQIA+ People,
and Members with Disabilities.**

1 **Subject:** Creating Pathways for Leadership of BIPOC members, LGBTQIA+ people, and members with
2 disabilities.

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4 Micah Rogers, Joy Vegar and Emily Wang

5 **Submitted by:** SEIU Local 503 Board of Directors
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7 **WHEREAS**, our Union’s strategic plan includes a goal of creating “pathways of leadership for people of
8 color, young people, LGBTQI+ people and members with disabilities by creating a pipeline to leadership
9 outside of traditional elected office positions, including those with a lower barrier to entry.”

10 **WHEREAS**, becoming an anti-racist Union requires us to prioritize building the capacity and leadership of
11 ALL members, specifically members from currently underrepresented communities.

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12 **WHEREAS**, our Union’s current Member Leadership Development Programs (MLDPs), Steward training,
13 and Contract Specialist programs are potential vehicles for recruiting, developing, and retaining BIPOC,
14 LGBTQIA+, and members with disabilities.

15 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU**, that our union shall continue and
16 expand language and caucus-specific cohorts for Member Leadership Development Programs (MLDPs)
17 designed specifically to develop leaders from these communities.

18 **BE IT FURTHER RESOLVED**, that our Union shall recruit, develop and retain leaders from marginalized
19 and underrepresented communities (specifically Black and Indigenous members, people of color, young
20 people, LGBTQIA+ people, members with disabilities, and members living in rural areas) in all of its
21 leader development programs, including but not limited to MLDPs, steward and activist training, elected
22 officer recruitment, and the Contract Specialist program, as well as other opportunities hosted by our
23 international union and other organizations.

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33 **BE IT FURTHER RESOLVED** that SEIU Local 503 shall explore opportunities for deep leadership
34 development, such as the 2017 Leadership Academy, prioritizing the development of traditionally
35 marginalized or underrepresented leaders.

36 BE IT FURTHER RESOLVED that SEIU local 503 staff will establish and follow an equitable, documented,
37 procedure for ensuring inclusion of underrepresented members in leadership opportunities. The
38 documented procedure shall be available to members online for their review.

39 BE IT FURTHER RESOLVED that SEIU Local 503 staff and sublocal elected leaders distribute information
40 on about these leadership opportunities that our union and distribute current/future leadership
41 opportunities in a readily accessible way to all members.

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