



Union Operations (UO#2)

1 **Subject:** Prioritizing and Tracking Organization Equity, Inclusion and Belonging
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4 Civil and Human Rights Committee
5 **Submitted by:** Board of Directors
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7 **WHEREAS** We made a commitment as an organization, through our 5-year strategic
8 plan, to becoming an anti-racist, equitable, and inclusive union.

9 **WHEREAS** We have affirmed our commitment to these values by prioritizing the
10 following: approaching bargaining with a lens on how policies impact marginalized
11 groups; running campaigns affecting underrepresented communities and fostering new
12 leadership by creating new pathways to identify, recruit, develop and retain members
13 from historically and systemically marginalized communities (i.e. Black, Indigenous,
14 People of Color, LGBTQIA2S+, Immigrants, people living with a disability).

15 **WHEREAS** Our collective power is the foundation of our union's strength.

16 **WHEREAS** To sustain a labor movement that is robust and resilient, it is essential to
17 consistently prioritize inclusion, and to foster a sense of belonging amongst all members.

18 **WHEREAS** Like any other goal we set as a Union, for example, our membership growth
19 strategies or CAT structures, to accurately assess our work, it is imperative that we track
20 our progress and establish clear benchmarks for success.

21 **WHEREAS** We have engaged, collaborated with, and centered the voices of members
22 from historically and systemically marginalized communities, including caucus leaders, in
23 our 5-year strategic planning who have directed our union to prioritize our goal of being
24 an anti-racist, equitable, and inclusive union, therefore,
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26 **BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU** that
27 we commit to actively tracking our progress in our organizational equity and inclusion
28 efforts and regularly reporting on the strides we make year after year, ensuring
29 transparency and accountability in our journey towards a more inclusive and equitable
30 union. This includes implementing and/or improving tracking mechanisms for the
31 following:

- 32 • Incidences of workplace discrimination
- 33 • Code of Conduct complaints, specifically repeat offenders.
- 34 • Recruitment and retention of member leaders from historically and systemically
35 marginalized communities.
- 36 • Languages, other than English, spoken by our members.
- 37 • Our efforts to secure stronger contract language in the areas of equity, inclusion,
38 anti- harassment, and anti-discrimination.
- 39 • Our implementation efforts of our general council resolutions related to equity
40 and inclusion.
- 41

42 **BE IT RESOLVED** BY THE GENERAL COUNCIL OF SEIU LOCAL 503 that SEIU
43 Local 503 will create or improve the following:

- 44 • Our internal process for collecting demographic data and bargaining
45 for stronger language on data collection with employers.
- 46 • Analyzing grievance data, particularly focusing on demographics and
47 worksite issues related to discrimination.
- 48 • Providing training to our caucuses on available data to facilitate membership
49 growth.

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51 **BE IT RESOLVED** BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that
52 we will prioritize our values of social and economic justice as a union in all of our future
53 five-year strategic plans and by ensuring that we conduct our 5-year strategic planning
54 process with an equity and inclusion lens by actively engaging the voices of historically
55 and systemically marginalized communities, in the various languages our members speak,
56 through tele-town halls, written communications, and other forms of engagement.

IMPACT STATEMENTS

Financial: There could be incorporated into current program with the Organizational Equity and Inclusion Department and there would be no additional financial impact.

Equity: The resolution to prioritize and track organizational equity, inclusion, and belonging will profoundly strengthen SEIU Local 503's commitment to being an anti-racist, equitable, and inclusive union. By establishing clear benchmarks for success and regularly reporting our progress, we ensure transparency and accountability. This initiative will not only foster a sense of belonging among all members but also enhance our collective power by actively engaging and uplifting historically marginalized communities, ultimately driving our union towards greater social and economic justice.

Legal: No impact

Political: No impact