Bylaws #5

Subject: Permanent Equity and Inclusion Member Advisory Committee
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Submitted by: Local 200

WHEREAS, Article II of the SEIU Local 503 Bylaws commits our Union to "overcome injustice and inequity so that everyone has equal access to opportunity" and to operate "democratically, openly, and through the leadership of its members"; and

WHEREAS, the work of the Organizational Equity and Inclusion Board (OEIB) is critical to fulfilling this constitutional purpose by supporting our caucuses, developing anti-racist policies, providing essential training, and ensuring the principles of equity are integrated into all union functions; and

WHEREAS, the strength and diversity of our membership are the Union's greatest assets, and this strength is only realized when the work of equity and inclusion is fully supported, protected, and integrated into our governance structure; and

WHEREAS, staff-led departments, while essential, have proven vulnerable to administrative changes, budget reductions, and political pressures that can weaken their mission without the express will of the membership; and

WHEREAS, establishing the OEIB and its oversight structure within the bylaws provides the highest level of protection, ensuring its permanence and insulating it from arbitrary administrative interference; and

WHEREAS, a core principle of our union is member-led governance, and creating a formal, elected member oversight body for the OEIB ensures that its strategic direction, priorities, and work remain directly accountable and responsive to the membership it serves; and

WHEREAS, the General Council is the "supreme governing body of the Union" with the ultimate authority to amend the bylaws to strengthen our organization and permanently codify our values;

NOW, THEREFORE, BE IT RESOLVED, that Article XVII, Section 3. The Standing Committees of the Union are Rules, Member Representation, Union Finance, Stewards, ~~and~~ Operations**, and Equity and Inclusion Member Advisory Committee.**

Section 9. The Equity and Inclusion Member Advisory Committee shall gather member input, review the Union's equity and inclusion work, and make recommendations to strengthen accountability, transparency, accessibility, caucus support, and member participation.

(a) When making appointments to the committee, the President shall consult with the Civil and Human Rights Committee and official Union caucuses, and shall seek broad representation reflecting the diversity of the Union's membership. Committee voting membership is limited to active and semi-active members in good standing. Committee members shall serve two-year terms. Vacancies occurring during a term shall be filled through the remainder of the term through same process as initial appointments.

(b) The Committee shall:

1. Meet at least quarterly;

2. Receive and review regular reports regarding the Union's equity and inclusion work, including caucus support, trainings, accessibility efforts, and related programs;

3. Gather input from members, caucuses, sublocals, and committees regarding equity and inclusion issues within the Union;

4. Make written recommendations to the Board of Directors, the Executive Director, and the General Council regarding equity and inclusion priorities, policy proposals, program goals, caucus support, accessibility, budget priorities, and staffing needs;

5. Recommend ways to strengthen member accountability and transparency in the Union's equity and inclusion work; and

6. Present a written report to each regular session of the General Council regarding its work, recommendations, and identified priorities.

Section ~~9~~10. * * *

Section ~~10~~11. * * *

BE IT FURTHER RESOLVED, that Article XIV of the AP&P is amended by adding a new section to read as follows:

Section 5. Equity and Inclusion Member Advisory Committee. The Equity and Inclusion Member Advisory Committee may receive reports concerning the Union's affirmative action and equal opportunity policies, and may submit written, non-binding recommendations to the Board of Directors, the Executive Director, and the General Council.

BE IT FURTHER RESOLVED, that this resolution creates a permanent member advisory structure for equity and inclusion work without transferring staff-management, budget-control, or final decision-making authority away from the officers and bodies that hold those responsibilities under the Union's governing documents.

IMPACT STATEMENTS
Financial: No fiscal impact
Equity: This resolution may have a positive impact. This would create new opportunities for member engagement by allowing diverse members to become involved in organizational equity and inclusion efforts and decision making.
Legal: No legal impact
Political: No political impact