

2026 Committee Recommendations:

Do Pass _____ Pass as Amended _____

Do Not Pass _____ Held in Committee _____

Subject: Resolution on Inclusion, Accessibility, and Engagement for Members with Hidden Disabilities

Authored by: Chelsea Alionar

Submitted by: Board of Directors

WHEREAS, SEIU Local 503 is committed to building a union that is welcoming, accessible, equitable, and inclusive for all members; and

WHEREAS, many members live with disabilities that may not be immediately visible or apparent to others, often referred to as hidden, invisible, non-apparent, or undisclosed disabilities; and

WHEREAS, hidden disabilities may include, but are not limited to, neurodivergent conditions, learning disabilities, traumatic brain injuries (TBIs), post-traumatic stress disorders (PTSD), anxiety disorders, depression, chronic illnesses, chronic pain conditions, sensory processing differences, autoimmune conditions, hearing and vision impairments, and other physical, cognitive, mental health, or neurological conditions; and

WHEREAS, members with hidden disabilities may experience barriers to full participation in union meetings, trainings, conferences, caucuses, committees, elections, organizing activities, leadership development opportunities, and other union functions; and

WHEREAS, many individuals with hidden disabilities may choose not to disclose their disability status due to concerns regarding stigma, privacy, bias, misunderstanding, or professional repercussions; and

WHEREAS, accessibility extends beyond physical access and includes communication practices, meeting design, training opportunities, event planning, leadership development, and organizational culture;

THEREFORE, BE IT RESOLVED, that SEIU Local 503 shall initiate a union-wide discussion regarding the experiences barriers, and needs of members with hidden disabilities and disabilities generally; and

BE IT FURTHER RESOLVED, the union shall engage members with lived experience, caucuses, committees, stewards, staff, elected leaders, and subject matter experts in identifying barriers to participation and recommending best practices to improve accessibility and inclusion; and

BE IT FURTHER RESOLVED, that this work shall include consideration of:

- The development of educational materials describing hidden disabilities and their impact in workplace and union settings;
- Opportunities to provide steward and leadership training related to disability inclusion, workplace accommodations, disability rights, the Americans with Disabilities Act (ADA), family and medical leave protections, and effective representation of members with disabilities;
- Strategies for creating meeting and event practices that improve accessibility, including but not limited to advance agendas, written summaries, clear action items, hybrid participation options, multiple methods of engagement, and other communication supports;
- Consideration of accessibility needs at conferences, conventions, General Council, trainings, and other large events, including sensory-friendly spaces and methods that allow participants utilizing such spaces to remain informed and engaged in proceedings;
- Best practices for fostering a culture in which disability disclosure is normalized, respected, and supported, while ensuring that participation and inclusion are not dependent upon disclosure;
- Opportunities to improve awareness among members, leaders, stewards, and staff regarding hidden disabilities and disability inclusion;
- The development of recommendations for ongoing accessibility review and continuous improvement of union programs, events, communications, and governance processes;
- Consideration of a “Disability Inclusion Task Force” that includes members with lived experience.

BE IT FURTHER RESOLVED, our union shall explore the development of a standardized accessibility and inclusion statement to be considered for use at meetings, trainings, caucuses, committees, conferences, and other union events, similar to existing practices such as Land Acknowledgement and Code of Conduct, with the purpose of affirming the union’s commitment to disability inclusion and informing participants of available accessibility resources and accommodations; and

BE IT FURTHER RESOLVED, that work will start no later than December 31, 2026;

BE IT FURTHER RESOLVED, that the body, committee, task force, or workgroup charged with carrying out this work shall provide regular progress reports to the Board of Directors no less frequently than every one hundred twenty days (120) days. Such reports may be provided in writing, through presentation to the Board, or by another method deemed appropriate by the Board of Directors;

BE IT FURTHER RESOLVED, the purpose of these reports shall be to provide updates on engagement efforts, findings, recommendations under development, identified barriers, and proposed strategies to improve disability inclusion and accessibility throughout our union;

88 **BE IT FINALLY RESOLVED** , that recommendations and implementation framework
89 shall be presented to the Board of Directors no later than December 31, 2027, for
90 consideration and action by the appropriate governing bodies of our union.
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IMPACT STATEMENTS
Financial: No fiscal impact Equity: This resolution advances SEIU 503's commitment to disability inclusion by expanding the Disability, Inclusion, and Accessibility Policy to address hidden disabilities, strengthen education and awareness, and reduce barriers to meaningful union member participation across all worksites Legal: No legal impact Political: No political impact