

# Human Rights and Equity Committee

## Mission

The AFA Human Rights and Equity Committee is committed to providing the broadest possible representation of our members regardless of age, disability, marital status, national origin, race, religion, differently abled, sex, sexual orientation, gender identity and gender expression. We honor and celebrate the shared humanity of the members in our care. We shall at all times endeavor to promote the principles of tolerance, fairness, equity, justice, respect and inclusion within our Union. It is only when we all band together and work together that we can rally against the walls of division to create a progressive culture that values social and economic justice for all working people.

The work of this Committee includes:

- The ongoing study of matters related to the strengthening of our Union through the promotion of and support for economic, racial, and social justice equity for all workers;
- Recommendations for participation by our MEC and LECs with minority, women's, and LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, intersex, and asexual) community organizations and coalitions which aim to eliminate discrimination and racism;
- Recommendations for creating safe spaces within our Union for people to share their personal experiences in relation to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender, gender expression and political orientation so that we better understand each other and build our Union through our common struggles and goals, rather than allowing union busters to divide us by differences;
- Recommendations for educational materials and resources relevant to civil and human rights issues that affect our Members and communities;
- Recommendations on how to facilitate training around the issues of Human Rights and Equity; and
- Developing a productive working relationship with the company to ensure they are committed to providing a safe and inclusive workplace for all Flight Attendants.

We are committed to supporting the local HRE Committees that have been created as well as assisting in the creation of a local HRE Committee at each Council. Our aim is to get everyone who wants to be a part of an HRE Committee involved, and by utilizing their individual skills, backgrounds, and passions, we can create a movement within our Union that is intersectional, reflecting the diversity of our workforce. We encourage

Member participation through volunteering to start or support a local HRE Committee, providing us with your feedback and personal stories, attending future events and training, and spreading the word of this Committee to fellow Union Members. We look forward to working on the issues of human rights and equity which are affecting our fellow Flight Attendants.

### **Specific Duties and Responsibilities:**

- Must be committed to the study of human rights, civil rights women rights, equality through economic and social justice for all workers, diversity, racism, and discrimination.
- Should have experience in, or express a strong interest in learning, organizing and possess the skills necessary to support and participate in union campaigns.
- Assist Local Councils in creating a safe space for people to share their personal experiences in relation to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender, gender expression and political orientation so that we better understand each other and build our union through our common struggles and goals, rather than allowing union busters to divide us by differences.
- Will increase the credibility and the strength of the Local Human Rights Committees will actively partner with progressive community allies to build activism and power through training, organizing and political action.
- Will strive to include the broader community in our local struggle for justice, democracy, dignity, and respect for all.
- Provide support for work on union campaigns and programs including collective bargaining, organizing, voter registration information and get out the vote drives, informing members on legislation that impacts working men and women and community service and outreach programs.
- Inform the membership on laws and protections affecting them.
- Work closely with State and National Civil Rights and Equity and Women's Committee Representatives.
- The committee is charged with responsibility for ongoing study of matters related to the strengthening of our union through the promotion of and support for economic, racial and social justice equity for all workers.