



ADOPTED RESOLUTION

Tackling Systems of Discrimination, Oppression and Racism within our Union and Workplaces

- WHEREAS systemic discrimination and racism exists in all aspects of our society, including within our union and our workplaces;
- WHEREAS such systemic discrimination can be a barrier to many of our members and prospective members;
- WHEREAS MoveUP (local 378), has commenced the important work of identifying and addressing systems of discrimination, oppression and racism within our local's structures, policies, practices and procedures; and
- WHEREAS our employers are often unaware that their policies, and hiring and promoting practices, are often steeped in systems of oppression and discrimination;
- THEREFORE, BE IT RESOLVED THAT COPE/SEPB will undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;
- BE IT FURTHER RESOLVED THAT that COPE/SEPB will encourage all regions and local unions to undertake their own processes to identify and address systems of discrimination, oppression and racism within its own policies, practices, and procedures; and
- BE IT FINALLY RESOLVED THAT that COPE/SEPB will encourage local unions to address similar systems of discrimination, oppression, and racism with our employers at the bargaining table and beyond, finding meaningful ways to tear down these barriers and to create more inclusive and supportive workplaces.