



Intentional Language for Intentional Action to Develop Diverse Leadership

Whereas, OPEIU Local 8 must actively develop leaders who will strengthen and grow the union to build the most powerful, unified, and inclusive labor movement possible; and

Whereas, bargaining power is contingent on member solidarity and engagement, and these factors require diverse leaders who reflect our membership's characteristics and experiences; and

Whereas, in 2019, OPEIU resolved to establish policies to continuously generate diversity and inclusion in furtherance of a cultural change to end inequities and disparate treatment between genders and of Black, Indigenous and People of Color (BIPOC) or LGBTQIA+ people; and

Whereas, in 2023, OPEIU passed a resolution entitled "Racial and Social Justice Unionism" that committed each local union and guild to support diversity, equity, and inclusion by developing and empowering leaders in underrepresented social identity groups; and

Whereas, OPEIU and Local 8 fight alongside the AFL-CIO, state federations, central labor councils, constituency groups, and other allied groups to remove barriers and boundaries to leadership for Women, BIPOC, LGBTQIA+, and Younger members in the labor movement; and

Whereas, OPEIU recognizes the labor movement needs to systematically and intentionally engage Women, BIPOC, LGBTQIA+, and Younger workers by constructing spaces for leaders to be their authentic selves; and now, therefore, be it

Resolved, that OPEIU Local 8, will continue to create accessible, safe, and brave spaces¹ with intentional acts that give room for Women, BIPOC, LGBTQIA+, and Younger workers to mentor emerging labor leaders; and, be it further

Resolved, that OPEIU Local 8 will commit to establishing and sponsoring a biennial cohort comprised of 1 (one) emerged² leader and 2 (two) emerging³ leaders who will:

1. Attend the AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference;
2. Establish membership in, and attend a National Convention of an AFL-CIO constituency group of their choosing whenever financially feasible for OPEIU Local 8;
3. Be mentored and guided in their development in partnership with the OPEIU Local 8 Race, Equity, and Social Justice Committee (hereinafter "RESJ"); and
4. Report on their journey to RESJ, the OPEIU Local 8 Executive Board, and the OPEIU Local 8 membership; and, be it finally

Resolved, that OPEIU Local 8, with input from RESJ, will commission a workgroup to memorialize past and best practices of OPEIU Local 8 by developing policies to guide the selection when more than one emerged labor leader and/or more than two emerging labor leaders have shown interest in being in a cohort.

M/S/C Local 8 Executive Board on September 13, 2023
M/S/C Local 8 Membership Assembly on September 23, 2023

¹ **Brave Space:** A brave space is a space to call out controversial topics or actions while calling in a person with compassion.

² **Emerged:** established, experienced, actively engaged with the Union (e.g., Board Member, Steward, Committee Chair, etc.).

³ **Emerging:** up-and-coming, wanting to get more involved, new to union culture or new to participating in the union.