

RESOLUTION

#3

A Resolution to Affirm that Oregon AFSCME is an Inclusive and Welcoming Union

1 WHEREAS,

2 Oregon AFSCME is one of the most diverse unions in Oregon, and AFSCME is
3 one of the most diverse unions in the United States, and

4
5 WHEREAS,

6 Oregon AFSCME has staff and members who are immigrants, who are economic,
7 religious, and political refugees, who may or may not have documentation of national
8 origin for themselves or their family members, who observe many different faiths and no
9 faith, who are of various ethnic and racial heritage, who identify as LGBTQ, who identify
10 all along the gender spectrum, who are differently-abled, who have different family
11 compositions, who are of different ages, who speak different languages, who are in
12 different economic situations, who live in urban, suburban, and rural areas, who work
13 full-time, part-time, and on-call, and who affiliate with different political parties or no
14 political party, and

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16 WHEREAS,

17 Our strength lies not in the existence of our diversity, but in the
18 acknowledgement, acceptance, celebration, and inclusion of that diversity, and the pursuit
19 of equity for all, and,

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21 WHEREAS,

22 There are many places where diversity is not celebrated, where it is not safe to be
23 honest about one's identity.

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25 THEREFORE BE IT RESOLVED,

26 That Oregon AFSCME affirm openly that it is a welcoming and safe union for all
27 members and their families, and

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29 BE IT FURTHER RESOLVED,

30 That Oregon AFSCME post signage at all of its offices that all are welcome and
31 safe in Oregon AFSCME, and,

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33 BE IT FINALLY RESOLVED,

34 That Oregon AFSCME begin every executive committee meeting, board meeting,
35 member training, and convention by reading lines 1-27 of this resolution and verbally
36 affirming that all are welcome and safe in Oregon AFSCME.

Approved for submission by the Executive Committee during the March 25, 2017 meeting