

## SEIU Local 2015 Resolution on Becoming an Anti-Racist Organization

To achieve Justice for All we must confront the worst legacies of the Americas' history. This means grappling with the lasting effects of European colonialism and the Atlantic slave trade. Slavery was the law of the land for 246 of the 397 years since the first colonists landed in what became the United States, for 361 years in Puerto Rico, 206 years in Canada, and 387 years in Brazil – the last country in the Western world to outlaw the practice.

Hundreds of years of cruel treatment and control of Black people has left an undeniable and lasting mark. A majority of Blacks work for less than a living wage. Wealth accumulation is little or none from one generation to the next. Black people struggle daily for dignity, respect and basic human rights in the face of work force and housing discrimination, police intimidation and violence, and systemic mass incarceration. Our most terrible of legacies can be starkly seen in this persistent and pervasive structural racism, impacting Black people throughout the Hemisphere. This Black experience, spanning centuries and continents, proves that economic equality and racial equality are fundamentally linked.

Today, our economic system reflects the worst of this legacy. Profitable corporations are pushing wages down, causing more than 64 million people to work for less than \$15 an hour. Even with multiple jobs, people are unable to make ends meet no matter how hard they work. Most are people of color – descendants of slaves or the colonized.

This is no coincidence. No one understood that better than the women of color who provided home care to older people and people with disabilities in a time before any industry standards were in place. Caregiving and compassion, despite the fact that discriminatory labor laws historically denied these women basic legal protections and even minimum wage. These “domestic” jobs had traditionally been performed by Black women in the South and deemed not worthy of basic worker rights. These women stood up to the racism that singled out their work as unequal, codified into our labor laws—and formed the first home care union—paving the way for the thousands of other homecare providers to join SEIU and improve their lives and the lives of the people they care for every day.

For decades, our union has been fighting to win justice for all people by raising wages and improving their families' lives—and now it's clear that it's simply not enough. The work of unions has not eliminated racism and inequality. In fact, we will never achieve economic justice for all people without achieving racial justice for black, brown, AAPI, and indigenous communities.

**Whereas**, SEIU Local 2015 is a union of 400,000 diverse long-term care providers across the state of California, comprised of mostly Blacks, Latinos, API, and;

Whereas, we acknowledge that structural racism has a terrible legacy in California grounded in the Genocide of Native Americans, Slavery, the Chinese Exclusionary Act and Japanese Internment Camps

**Whereas**, the median White family has 41 times more wealth than the median Black family and 22 times more wealth than the median Latino family, and;

**Whereas**, 78.3% of people experiencing homelessness are people of color, and;**Whereas**, although Blacks make up only 6.5% of California populations, but account for 20% of the state's poverty and 40% of the state's homeless population, and;

**Whereas**, Latino children make up about half (53%) of the state's children, but they are 81% of the children living in the most polluted census tracts, and;

**Whereas**, Blacks are exposed to about 56% more pollution than is caused by their consumption. For Latinos, it is slightly higher – 63%, and;

Approved

**Whereas**, students of color are more likely to attend schools with a greater police presence, increasing the odds that they will enter the criminal justice system, and;

**Whereas**, nationwide, Black boys are at the highest risk, three times as likely to be arrested at school as their white male peers, and;

**Whereas**, White high school dropouts have more wealth than Black and Latino College graduates, and;

**Whereas**, the impact of racial disparity is clearly seen in the juvenile justice system. While Black youth represent **17%** of their age group within the general population, they represent: **46%** of juvenile arrests, **31%** of referrals to juvenile court, and **41%** of waivers to adult court, and;

**Whereas**, minority women have lower levels of breast cancer but are more likely to die from the disease, and;

**Whereas**, women of color in the United States fare significantly worse than White women in every aspect of reproductive health. Black women are nearly four times more likely to die in childbirth than White women;

**Therefore, be it resolved that:**

1. SEIU Local 2015 is committed to being an ***Anti-Racist Organization*** as our goal for our racial justice work. Racial inequities impact all of our justice agenda therefore we cannot win ***Justice For All*** without racial equity.
2. SEIU Local 2015 will actively work to seamlessly link economic and racial justice and to eliminate racism and create a culture of equity from within the organization **and** in the world by changing and challenging systems, structures, policies, practices, values, and politics so that power is redistributed and shared equitably.
3. SEIU Local 2015 will commit to and support the empowerment of people of color through the transformation of norms, policies, procedures, and practices.
4. SEIU Local 2015 will support White people in their efforts to understand their own responsibility and stake in taking on racial justice.
5. SEIU Local 2015 agrees that in order to become an anti-racist organization we will implement the following:
  - a. ***Gather Data – Understand the Impact on Membership.*** In order to understand where we are as an anti-racist organization and the impact of racial inequities on our membership, we want to assess our membership. We will collect data of our membership via survey on racial justice at SEIU Local 2015 Convention and during Chapter Meetings.
  - b. ***Racial Justice Member Committee.*** To analyze and determine next steps based on member survey data, we will create a racial justice member committee. The committee will be established using the lens of equity.
  - c. ***Internal Review of Policies and Procedures.*** The local will do a thorough review into our internal policies and procedures in the areas of hiring, staff development and vendors to assess that we are acting as an Anti-Racist Organization. Based on the assessment a set of recommendation(s) will be made to the Officers for review and approval.
  - d. ***Education and Training.*** All staff and Executive Board members will participate in an introductory workshop regarding our work to be an anti-racist organization and racial justice will be embedded in all training and educational workshops.