

Racial Justice and Cross Racial Solidarity Resolution

Since the foundation of this country, wealthy elites and corporations have derived their power from the creation and maintenance of a hierarchy based on race. This hierarchy helped them manipulate the rules of the new nation's democracy and economy to their advantage by exploiting and dividing working people—Black, brown, AAPI, Latino/a, Indigenous, and white.

Hundreds of years of cruel treatment and control of Black and Indigenous people has left an undeniable and lasting mark. It is no coincidence that part of this legacy is the continued undervaluing of long-term care workers and our contribution to society.

Our legacy at SEIU Local 2015 is in the history of women who held these “domestic” jobs that had traditionally been performed by enslaved Black women and deemed not worthy of basic worker rights. It is also in the history of our founding mothers and other women and men like them who have time and time again 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.

At the 2020 Convention, SEIU Local 2015 members passed a landmark resolution declaring our intention to become an Anti-Racist organization, and outlining a series of steps we would take in our journey.

As we lead into the Future of Care, we will continue our external work for racial justice and our internal work to become an anti-racist organization and foster deep cross-racial solidarity over the next 3 years by:

- Actively linking racial justice with economic, political, gender identity, language, and cultural justice in our campaigns
- Working to eliminate racism and create equity in our Union and in the world
- Supporting equitable power-sharing for people of color
- Empowering everyone who is part of our Union regardless of race or identity to know and own our stake in challenging racism and transforming policies, procedures and practices
- We are changing our organizational priorities to reflect our investment in Racial and Economic Justice, understanding that one cannot be achieved without the other

For SEIU Local 2015, cross racial solidarity means that we act with solidarity between and with people of color; we share a mutual commitment to a shared future across racial groups that moves us toward action; and we seek to understand and respect each other's unique perspectives and experiences based on our own family, cultural and racial histories.

And we know that we will never achieve economic justice for all people without achieving racial justice for Black, brown, AAPI, Latino/a and Indigenous communities.