

Diversity and Inclusion are Critical to the Labor Movement's Future

"THE LABOR MOVEMENT STANDS AT A CROSSROADS." Those are the opening words of Resolution 20, "Building a Diverse and Inclusive Labor Movement Now and for the Future," which was adopted at the 2013 AFL-CIO Convention. The resolution laid out both the challenges and the opportunities facing the labor movement as it debates strategies for revitalizing and building a broader, stronger movement for the future. It noted that a diverse and inclusive labor movement is essential to connecting with and representing the workforce of the future, in which women workers, workers of color, LGBT workers and young workers will serve as the combined majority. As such, it called for the labor movement to redouble its efforts to build diversity within its ranks.

In short, building a diverse and inclusive labor movement at all levels not only is the just and right thing to do, but it also is key to the growth of our movement. While Resolution 20 made note of some of the progress made within both the AFL-CIO and its state and local labor bodies in becoming more diverse and inclusive, it also emphasized the importance of continually needing to monitor our efforts: "This commitment to diversity is part of who we are as a movement and also recognizes what we must be as a movement if we are to connect with the workforce of the future and build a stronger, broader and more inclusive movement."

Resolution 20 calls for a reaffirmation of two important prior convention resolutions (Resolutions 2 and 7) and for a comprehensive review of diversity in the labor movement—in the AFL-CIO itself and in state and local central labor bodies. It also commits us to evaluate the role played and value added by the constituency groups and efforts by affiliate unions. Resolutions 2 and 7 laid out a vision for our movement and steps to achieve the goals for reaching that vision. Before setting out the next steps we need for diversity and inclusion within the AFL-CIO, it is important to consider the progress we have made and areas for improvement.

AFL-CIO: MAKING CHANGES FROM WITHIN

A. Diversity in Union Leadership

One of the key commitments made under Resolution 2 in 2005, Resolution 7 in 2009 and Resolution 20 in 2013 was to have leadership on the national, state and local levels more fully represent the diversity of the union movement. One way to evaluate progress on this goal is to examine the number of women and people of color who serve on the AFL-CIO's Executive Council.

While some progress has been made in the representation of women and people of color in the

| REPRESENTATION OF WOMEN AND PEOPLE OF COLOR ON THE AFL-CIO EXECUTIVE COUNCIL | | | |
|--|----------|-----------|----------|
| | 2005 | 2009 | 2013 |
| People of Color | 12 (23%) | 11 (20 %) | 14 (25%) |
| Women | 7 (13%) | 12 (22%) | 11 (20%) |
| Total | 52 | 55 | 56 |

leadership of the AFL-CIO, it has been incremental. A recommitment to taking action that will bring us closer to a diverse and inclusive leadership from the local level to the national level is needed.

The data on the previous page show an increase of women represented on the EC from 2005 to 2009 but that representation decreased in 2013. For people of color, there was a slight decrease from 2005 to 2009 but representation increased to 25% as of January 2013.

Compiled data were not available regarding the demographics of the officers of the state federations and central labor councils when the information was collected, but they now are required to include that information in reports to the Campaigns Department. Moving forward, our goal is to create

an accurate system for collecting diversity data from state federations and central labor councils through a self-identification process that will be rolled out in the fall of 2014.

B. Diversity Within the AFL-CIO Workforce

The AFL-CIO Joint Labor Management Committee for Diversity and Inclusion, a committee of management representatives and staff union representatives, conducted a four-year (2011-2014) analysis of workplace diversity at the AFL-CIO.

The analysis compared staff composition in the first payrolls in January of 2011, 2012, 2013 and 2014. Staff members were categorized by standard Equal Employment Opportunity Commission

| PEOPLE OF COLOR | | | | | |
|--------------------------------|-----------------|---------------------|----------|-------------------|-------------------|
| | Social Advocacy | Unions as Employers | DC Metro | AFL-CIO Jan. 2014 | Recruitment Goals |
| Executive | 22% | 25% | | 11% | 25% |
| First and Mid-Level Managers | 30% | 24% | | 38% | 38% (Current) |
| Professional | 39% | 37% | | 41% | 38% (Current) |
| Office and Clerical | | | 48% | 48% | 48% (Current) |
| Craft, Operative and Technical | | | 55% | 42% | 55% |
| Service | | | 74% | 73% | 74% |

| WOMEN | | | | | |
|--------------------------------|-----------------|---------------------|----------|-------------------|-------------------|
| | Social Advocacy | Unions as Employers | DC Metro | AFL-CIO Jan. 2014 | Recruitment Goals |
| Executive | 57% | 35% | | 52% | 52% (Current) |
| First and Mid-Level Managers | 67% | 46% | | 51% | 51% (Current) |
| Professional | 75% | 48% | | 42% | 50% |
| Office and Clerical | | | 74% | 84% | Adequate |
| Craft, Operative and Technical | | | 25% | 17% | 25% |
| Service | | | 50% | 35% | 50% |

(EEOC) occupational bands (e.g., executives, middle managers, professionals, office and clerical, etc.) and by the EEOC's race and gender categories. These then were compared with the EEOC's records of similar organizations or likely recruitment pools.

The committee has just begun to study additional categories of diversity. While the incidence of these categories in the current workforce and in federation recruitment pools is in the process of being measured, the committee recommended that future recruitment pools strive for an increase in LGBTQ and veteran applicants and applicants with disabilities.

The committee made recommendations to improve diversity in these segments of the workforce. One recommendation was to ensure diversity in all qualified candidate pools for AFL-CIO positions, including the implementation of a system that would track and measure the diversity in qualified candidate pools.

C. Leadership Development

Another key goal set forth in Resolution 2 and again in Resolution 7 was to increase the leadership development of women and people of color to help create pathways to leadership within unions. Resolution 20 refocuses on the importance of its

"commitment to, and investment in," leadership development to provide a diverse group of future leaders with the skills and background to succeed.

The AFL-CIO State Federation and Central Labor Council Leadership Institute (LI) was created to help leaders and staff of state federations, central labor councils and area labor federations to develop the leadership and planning skills necessary to increase the organizational capacity of their organizations.

Information represents individuals from the African/African American/Black, Arab/Arab American/Middle Eastern, Asian/Pacific Islander/Asian American, Latino/Hispanic, Native American/Native Alaskan and Mixed/Multiracial communities.

No information was available for 2010 or 2011. For 2012 and 2013, the information provided also includes data regarding age of participants.

One of the bright spots in reviewing progress made toward the goals of Resolution 2 is the increasing percentage of women and people of color being trained through the LI. For women, representation decreased from 2008 to 2012 but rose to the 2008 level in 2013. For people of color, the increase from 2008 to 2013 was significant.

| AFL-CIO STATE FEDERATION AND CENTRAL LABOR COUNCIL LEADERSHIP INSTITUTE | | | | | | | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2012 | 2013 |
| Female | 20 (56%) | 12 (43%) | 20 (45%) | 44 (42%) | 25 (53%) | 25 (42%) | 16 (46%) | 27 (53%) |
| Male | 16 (44%) | 16 (57%) | (55%) | 60 (58%) | 22 (47%) | 34 (58%) | 19 (54%) | 24 (47%) |
| People of Color | 9 (25%) | 6 (21%) | 11 (24%) | 30 (29%) | 11 (23%) | 13 (22%) | 8 (23%) | 21 (41%) |
| Younger than 35 | N/A | N/A | N/A | N/A | N/A | N/A | 15 (43%) | 19 (37%) |

LOOKING FORWARD: NEXT STEPS TO BUILDING A BROADER AND STRONGER LABOR MOVEMENT

This section sets out next steps based on recommendations made in resolutions, as well as in a number of diversity forums, including the 2013 pre-convention conference on "Building a Diverse Movement for Shared Prosperity."

Meeting Internal Challenges

Resolution 20 presents the opportunity to more thoroughly and systematically collect data and analyze the labor movement's progress in moving forward since it reaffirms the provisions of Resolutions 2 and 7 and urges "active efforts to continue the progress made under these resolutions."

1. Progress Within the AFL-CIO

- **Diversity in Governance.** Consideration should be given for how the AFL-CIO Executive Council can become more inclusive of women and people of color for the long term.
- **Diversity in Staffing and Leadership.** Effective July 1, 2014, the composition of all applicants and current staff will be measured in an expanded definition of diversity to include LGBT status, veteran status and disability, through two equity administrators. The purpose of the equity administrator is to ensure the AFL-CIO's recruitment pools for external hires are diverse with respect to sexual orientation, ethnicity/race, veteran status, age, disability status and gender. The process is designed to evaluate the diversity of the pool and to promote further diversity recruitment, if needed.
- **Inclusion of Women and People of Color in All Aspects of the Federation's Work.** The Civil, Human and Women's Rights Department will survey AFL-CIO departments to see whether steps have been taken to make sure women and

people of color are included in all segments of the federation's programming.

- **Diversity in Leadership Development.** The Leadership Institute has been a bright spot in meeting one of the major goals of our resolutions on providing a path to leadership for women and people of color in our union movement. It is important for the LI to continue to take the steps necessary to provide training to a diverse group of workers within our movement.

- **Diversity in Composition of Delegates to the AFL-CIO Convention.** State, area and local central labor bodies that send a regular and alternate delegate to the convention now are required to have at least one delegate be a person of color or a woman.

2. Progress Within the AFL-CIO State Federations and Central Labor Councils

- **Diversity in Leadership and Staffing.** We are working to compile accurate data regarding the diversity in leadership for our state federations and local labor councils. Annual reports on ethnicity/race, age and gender demographics of officers, staff and executive boards and on the affiliation of constituency groups are to be provided to the AFL-CIO Executive Council and the State Federation/Central Labor Council Advisory Committee.
- **Full Integration of AFL-CIO Constituency Groups into Central Labor Council and State Federation Programs and Governance.** The reports to the State Federation/Central Labor Council Advisory Committee must include information on affiliation of the constituency groups by these bodies; in areas with one or more viable constituency groups, these bodies are to designate one or more seats on their governing board for a representative of the AFL-CIO constituency groups. This information needs to be compiled.

3. Progress By Our Affiliated Unions

- **Collection of Additional Information.** The reports collected by the secretary-treasurer's office include some questions about demographic information that can be provided voluntarily by affiliate unions. Moving forward we will ask for uniform information from all affiliate unions, including diversity in staffing, union leadership and governing bodies.

CONCLUSION

Moving forward, there is a commitment from the highest levels at the AFL-CIO to report and improve diversity within the labor movement. This joint project among the Office of the President, Human Resources Department and the Civil, Human and Women's Rights Department will further our dedication and commitment to inclusion.

As President Richard Trumka noted at our 2009 Power in Diversity Conference, "This is our chance to re-energize our movement. Let us work together to realize the power in diversity."

