

## RESOLUTION #6

### Resolution Supporting the AFT-Wisconsin Racial Justice Working Group Proposal for AFT-Wisconsin Convention 2021

- Whereas, AFT-Wisconsin is committed to fighting for and advance policies that will provide reparations for all Black and Indigenous people, reform incarceration policies and practices that unfairly damage people who are racially and ethnically marginalized, and repurpose funding for police in schools to provide additional support services such as social workers, nurses, and school psychologists; and
- Whereas, AFT-Wisconsin is committed to fighting for human dignity in schools, workplaces, and communities; to fighting for social and economic justice; to eradicating structural racism; and to advancing policies that remediate the economic and social damage done by past injustices; and
- Whereas, delegates to the 2015 AFT-Wisconsin Convention approved the Resolution in Support of the Black Lives Matter Movement, calling on members and locals to support the Black Lives Matter Movement through organizing in their workplaces, central labor councils, and communities; and
- Whereas, delegates to the 2017 AFT-Wisconsin Convention approved the Resolution for Union Solidarity: Divestment of Corporations Profiting from the Exploitation of Black, Brown, and Indigenous Lives, calling on members and locals to determine ways we can become more educated about the struggles for justice facing Black, Brown, and Indigenous communities and find ways to stand in solidarity with them individually and collectively; and
- Whereas, AFT was one of the first unions to condemn segregation, and amended its constitution in 1953 to refuse to recognize to segregated charters and to revoke the charters of locals that refused to desegregate; and
- Whereas, AFT volunteers ran more than 20 "Freedom Schools" in the 1960s in Alabama, Florida, Georgia and Mississippi to supplement the inadequate education offered to black students; and

- Whereas, organizing for racial justice remains a central and necessary component for organizing for economic and social justice; and
- Whereas, AFT has provided the financial support to partner with a Black-led consultancy group to address racial justice issues in our state federation, our local unions, and the systems in which we work; and
- Whereas, AFT-Wisconsin has formed the Racial Justice Working Group to work closely with consulting group as we survey the members in the state federation and establish organizational goals to advocate for equity; therefore be it
- Resolved, that the Racial Justice Working Group commit to analyzing and identifying equity and inclusion goals for our union, and sharing its findings and recommendations to all AFT-Wisconsin members; and be it further
- Resolved, that AFT-Wisconsin continue to support partnerships with community organizations organizing for racial justice in Wisconsin; and be it further
- Resolved, that AFT-Wisconsin commits to supporting all affiliated locals in their efforts to achieve the goals set forth by the Racial Justice Working Group; and be it finally
- Resolved, that AFT-Wisconsin locals commit to supporting the efforts of the Racial Justice Working Group.

Submitted by Luke Matthews, Local 243, Rob Timberlake, Local 3220, Kim Kohlhaas, Local 202