

Resolution #79A-23-08

Ensuring Accessibility at CWA Meetings for All

The Communications Workers of America has long led the way for diversity and inclusion for people of different races, national origin, religious beliefs, gender and sexual orientation.

The Communications Workers of America is likewise conscious to the needs of those who have a mental or physical disability.

Some CWA members may not be able to participate fully in all of CWA's meetings without accommodations, such as those with disabilities or people with neuro-divergence. For example, neuro-diverse people with conditions such as attention deficit disorder, attention deficit hyperactivity disorder or autism may need accommodations addressing issues such as light or sound input, fragrances that trigger sensory overload, or closed captions to participate fully.

Resolved: CWA will establish a committee of members and staff who will work to develop suggestions for policies and practices to enable future meetings to be as accessible as possible for all of our members.

Resolved: CWA will conduct a survey of members guided by input from that committee to identify different challenges that members face in participating fully in our meetings and potential solutions.

Resolved: The committee will produce a report making recommendations for best practices to make meetings as accessible as possible.

Resolved: CWA will strive to make future conventions and other national meetings as accessible as possible for all of our members.