

TOOLKIT

CWA's National Human Rights Department created this toolkit to support local committee members. Use the toolkit as a guide to engage, mobilize, and build committees to fight on key human rights issues. Take a look at "How to Build a Committee" first. From there, you will find additional tips and resources on how to lead a meeting, keep members informed, build an active committee, and MORE!

WHO HAS THE POWER? WE HAVE THE POWER!

Created by:

CWA Human Rights Department

501 3rd St NW Washington, DC 20001

STEPS TO BUILDING A LOCAL **HUMAN RIGHTS COMMITTEE**

- SPEAK WITH YOUR LOCAL LEADERSHIP
- **GET CONNECTED**
- **BUILD YOUR SQUAD**
- **LINK UP**
- **ASSIGN ROLES**
- **GET THE SCOOP**
- **NETWORK! NETWORK! NETWORK!**
- **LEVEL UP**
- **STAY WOKE**
- DO NOT GIVE UP!

In planning to use this toolkit, be sure to speak with your Local **Leadership first.**

SPEAK WITH YOUR LOCAL LEADERSHIP

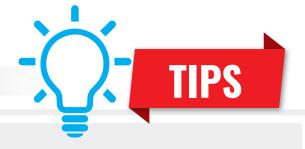
As outlined in the CWA Constitution, each local is required to have a Civil Rights & Equity Committee and a Women's Committee. Committees function under the direction of the Local Executive Board, and its members will be appointed. or elected, in accordance with local bylaws. Both the Women's Committee and Civil Rights & Equity Committee are designed to represent and support the diversity of our membership including women, people of color, the LGBTQ community, immigrants, religious minorities, and the differently-abled. Our committees should reflect the diversity of our membership. If you are interested in participating in these committees in your local, start by engaging with your local leadership.





Although one person can make a difference, a group of people can change the world!





Committee members and Human Rights Activists are responsible for educating the membership about human rights issues that affect working people. We need members who are committed to our values and building a more powerful union to engage in broader struggles for social and economic justice.

- ▶ Begin by talking to coworkers who are interested in human rights issues.
- Ask your Local President to announce the committee meeting during the next monthly membership meeting.
- ▶ If your local has a social media page, make a brief announcement about the committee and let people know they can contact you for more information.
- ➤ Set up a committee sign-up table in your break room to identify committee members, possible activists, and collect contact information.

Congratulations, we have a committee!! Now it's time to get to work.

Pick a date, time, and location for your first meeting. Generally, committees meet on the same night as the monthly membership meeting. However, committee members may find it easier to meet at other times, so speak with committee members to collectively agree on the best time to meet. The first meeting is your opportunity to tell as many people as possible why you care about human rights, why CWA cares about human rights, and to motivate them to join our mission to protect, ensure, and advance the human rights of all members of the working class.





ASSIGN ROLES

Wait, I thought that was my job!

Leading a movement is tough work, and we know it cannot be done alone. During your first meeting, create a plan to share leadership by assigning roles to committee members. Everyone on the committee plays an integral part in being successful.



Here is a list of roles and possible duties. Feel free to modify them to meet the needs of the committee.

- ► CHAIR: Creates the agenda and leads the meeting. Also serves as a liaison between the Local President's office and the National Committee
- ► CO-CHAIR: Assists in all areas of planning, organizing, and overseeing the committee
- ► TREASURER: Sets and manages the budget for events
- ► SECRETARY: Takes minutes and handles administrative tasks.
- ▶ ISSUE RESEARCHER: Researches human rights issues and reports back to the committee
- ▶ **MEMBERS:** Responsible for educating local members and distributing information

GET THE SCOOP



Listen to the membership!

Talk with your coworkers and community to learn what human rights issues impact them the most. You can also visit CWA's Human Rights webpage for a list of human rights campaigns the National Human Rights Department supports. And don't forget to research the issue!

You should feel comfortable explaining:

- What the issue is
- Who it impacts
- ☑ Why it is an injustice and how it impacts our union
- ☑ What should happen to make a change

NETWORK! NETWORK! NETWORK!

BUILD RELATIONSHIPS WITH OTHER **ACTIVISTS AND LEADERS**



Work with your Local Executive Board and your District/ Sector Civil Rights & Equity or Women's Committee Chair to learn more about CWA's Human Rights Campaign, discover what tools and resources are available to you, and keep track of key calendar dates. Examples might include state, district/ sector, and national conferences or national action days. Connect with your District Human Rights Coordinator to learn how to apply for a constituency group scholarship to upcoming conferences and conventions. Get out in the community and build relationships with community activists and leaders who support human rights.



LEVEL UP

Don't just talk about it, BE ABOUT

Set up a table in your work location (breakroom, hallway, anywhere that provides the most exposure) and educate members on human rights issues that affect the working class. Create an informational handout, or you can print material from the National Human Rights website to distribute at work. Don't forget to ask members to contribute to the Political Action Fund (PAF)!! Plan a fundraiser or a rally around an issue and invite community activists, leaders, and legislators to speak.

STAY WOKE

EED YOUR ACTIVISM

Education is power!! Stay involved and educated on issues of social and economic disparities in your workplace, community, and District/ Sector. Follow people and pages on social media who advocate for equality and the protection of human rights. Read books, watch movies, participate in rallies, and attend seminars on topics of economic and social justice.



ADDITIONAL RESOURCES

The Power of Storytelling



Storytelling is an act of leadership. Every good story of change has a challenging situation, a choice you never considered, and an outcome. When we tell stories about the choices we've made, we invite others into our world, into our community, and we motivate them to take action. We don't tell stories to air our personal business or for group therapy. We tell our stories because it humanizes our experiences. When people understand what motivates you and the history of where you've come from, they're more likely to take action with you.



Think about your story and what motivated you to become an activist. Good stories should include details and emotions that paint a picture of the values you live by.

Questions to consider when thinking about your story:

- Why you are called to leadership in the union, and specifically, around human rights issues?
- What values move you to action, and how might they inspire others?
- Where did those values come from?
- What challenges have you faced, and what choices have you made as a result of your values and your passion for human rights?

When wrapping up your story, move listeners to action by answering these questions in your ending:

- How will the world be different if more people take action?
- What action(s) should others take to make positive changes?

Writing Effective Letters To Your Legislators

When it is impossible to personally meet with your members of Congress either in their district or Washington, D.C. offices, letter writing is the next most effective way to lobby. While legislator's offices use many different methods of handling congressional mail, they have one thing in common: constituent mail is read, considered, and answered.

1. Address it properly.

The Honorable __ United States Senate Washington, D.C. 20510 The Honorable _____ United States House of Representatives Washington, D.C. 20515

The salutation should read "Dear Senator or Representative (last name)"

2. Identify yourself.

Be sure to mention the congressional in which you are a voter. Mention your union affiliation. Include your full address and zip code. Many legislative offices prioritize letters from a constituent.

3. Be specific.

When writing about legislation, use the bill number (H.R. ___, S. ___) or the title of the bill, if you know them. If not, briefly describe the issue that concerns you.

4. Be timely.

5. Explain your position.

In your own works how the bill will affect you and be sure to give personal examples. Don't forget that a bill can change as it moves through the legislative process. So urge your legislator to oppose crippling amendments or support strengthening ones if a vote is pending.

6. Ask for a response.

Don't be afraid to ask for action. There are many effective ways to ask a legislator to support a bill. These include: cosponsoring a bill, requesting hearings on the bill, urging the committee to report the bill to the floor, speaking to other Congress members, and of course, asking your member to vote on a bill.

Request a reply to your letter. If the Congress member answers your letter, follow-up on any request he/she makes.



Pre Meeting Check up

A productive meeting begins with preparation. Failure to prepare is preparing to fail.



Set the Date & Time: Try to have a committee meeting on the same date as the monthly membership meeting. If the date of the monthly membership meeting is not convenient for most members, take a vote and choose the best time and date to hold the committee meeting. TIP. Limit meetings to no more than one hour.



2. Location: Find a good meeting location. You can have a meeting at the local or if the local is unavailable, try to find a space that's comfortable and allows for friendly debates.



3. Agenda: Get input on the meeting and create the agenda IN ADVANCE. It's also a good idea to determine how long each agenda item will take to ensure you stay within your time limit. Send the agenda ahead of the meeting; this will give members time to prepare their discussion on the topics.



4. Prepare: Print any handouts and minutes from the last meeting. Review the agenda and be sure you have all materials such as pens, paper, books, flip chart, television, etc.



5. Delegate: Have committee members present different agenda items, so more folks are involved and engaged.



6. People: Send reminders about the meeting! Use email, social media, group texts, etc. Just make sure you get the word out!

Guide the Conversation

- **Be aware of the time.** Time is limited, so we should be sure to respect the time others are giving to us. Being on time and respecting the flow of the agenda is a great way to show your respect to the group.
- 2. Step up, step back. If you speak a lot, try to limit your comments and create space for others to speak. If you don't talk much, start with small statements to contribute to the conversation. Everyone has something valuable to offer.
- **Avoid jargon.** Heavily academic terms or acronyms and abbreviations are not always known or understood by everyone in the room. Try to create an inclusive space where everyone understands what is being said and won't feel intimidated if they decide to participate.
- 5. Use "I" statements. Speak from your own experience. Don't assume your experience is universal or that you know how others feel and think. Speak for yourself.
- 6. Assume the best intentions and take responsibility for impact. We chose to be human rights activists because we understand the importance of dignity and respecting others. However, that does not mean we will agree on everything all the time. Sometimes we may say things that can come off as offensive. We may not intend to offend, but if someone expresses they have been offended or hurt by something you said, listen, and acknowledge their feelings without defending, justifying, or excusing your actions. After all, the way a person feels is the way a person feels it's not a point of debate.



Social media is a useful tool to share information and keep members informed on committee action! But it can also be very confusing for new users. If your committee decides to create a social media page, here are a few tips to keep your audience active!

- **1.** Post relevant content. Make sure you are posting information related to the page and the mission of the committee
- **2.** Check dates. If you share a post from another source, be sure the information is up to date.
- **3.** Be mindful of your audience. Do not post hateful, discriminatory, or offensive content.
- **4.** Do not engage with negative commenters!! There will be followers on your page who may not agree with your posts. Do not waste your time or energy on haters.
- 5. Stick to the facts. Do not get too wordy or opinionated. Remember the committee page represents your local and CWA.
- 6. Be creative and have fun!





Pick a movie, add some popcorn, and let the thoughts and ideas flow! Use some of the discussion questions to get the party started.





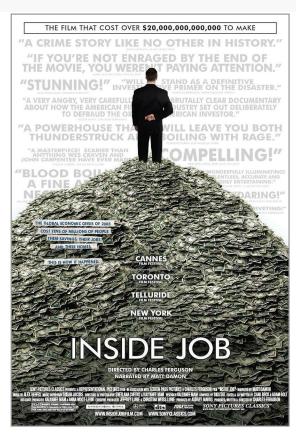


Inside Job

Directors: Charles Ferguson

Release Year. 2010

Duration: 1 hour, 45 minutes



Summary:

Inside Job provides a comprehensive analysis of the global financial crisis of 2008, which at a cost over \$20 trillion, caused millions of people to lose their jobs and homes in the worst recession since the Great Depression, and nearly resulted in a global financial collapse. Through exhaustive research and extensive interviews with key financial insiders, politicians, journalists, and academics, the film traces the rise of a rogue industry which has corrupted politics, regulation, and academia. It was made on location in the United States, Iceland, England, France, Singapore, and China.

- 1. What were your initial reactions to the film?
- 2. Are you optimistic or pessimistic about the state of our economy over the next year? Five years? 50 years? Why?
- The 2008 financial collapse hit Iceland hard. Instead of bailing out the banks, Iceland began investigating criminal conduct and arresting the responsible bankers. Bailout packages were given only to those most affected by the collapse—the average Icelandic resident. Why do you think it was the opposite in the U.S.? Why the guilty were bailed out and the innocent left to pay?
- **4.** Who benefits most from a globalized economy, considering that 75% of all third-world profits are made by just a few giant industrial, financial corporations? Has globalization improved the lives of people? Or, has it only made them more vulnerable and less free?

The Corporation

Directors: Mark Achbar, Jennifer Abbott Release Year. 2003

Duration: 2 hours, 25 minutes



Summary:

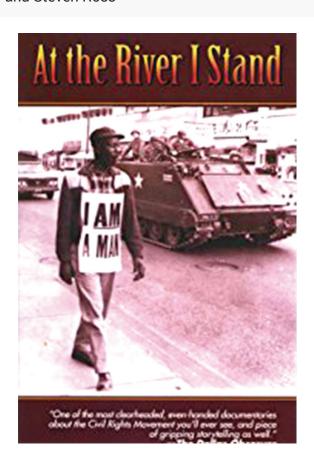
One hundred and fifty years ago, the multinational corporation was a relatively insignificant entity in America. Today, it is a vivid, dramatic, and pervasive presence in all our lives. The Corporation is today's dominant institution to examine the far-reaching repercussions of big businesses increasing role in our lives.

- How did the film make you feel? Are there any moments that stood out to you?
- 2. How did the film confirm or contradict previous information you have heard?
- 3. How can the union be better at attacking the issues raised in the film?
- 4. Based on the documentary, in what ways do corporations show a reckless disregard for the well-being of others?
- 5. In the mindset section of the documentary, Michael Moore raises the point that rich white men run the majority of corporations. What reasons does he give for why this is a problem?

At the River I Stand

Directors:David Appleby, Allison Graham and Steven Ross

Release Year. 1993 **Duration:** 56 minutes



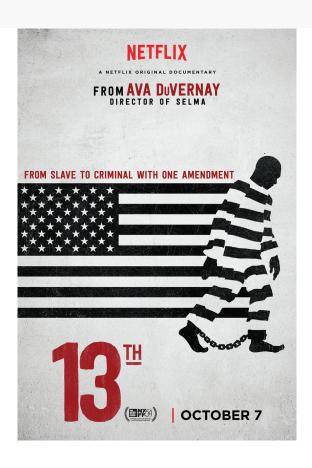
Summary:

At the River I Stand is a narrative about mobilization, determination, and tragedy during the Civil Rights Movement. It covers two very eventful months in 1968 that culminated with the success of the unionization of sanitation workers and the tragic death of Dr. Martin Luther King Jr. in Memphis, Tennessee.

- 1. What are some major takeaways from the film?
- 2. What were some of the reasons that the sanitation workers decided to strike?
- **4.** Explain the term "social caste" from the perspective of one of the following men: Coby Smith (community activist) or Taylor Rogers (sanitation worker).
- **5.** Reverend James Lawson was one of the major organizers of the 1968 marches in Memphis. According to him, what was at "the heart of racism?"

13th

Directors: Ava DuVernay Release Year. 2016 **Duration:** 1 hour, 40 minutes



Summary:

In the years prior to the release of 13th, with the help of the Movement for Black Lives and social media, there was a significant rise in awareness around the amount of prejudice African Americans continue to face in the 21st century. The historical roots of this oppression run deep, as the documentary reveals. The film looks back to the ratification of Amendment XIII to the U.S. Constitution, which states, "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction."

Director, Ava DuVernay argues that a prison-industrial complex, which statistically imprisons black men disproportionately and allows for their disciplinary servitude, has taken advantage of America's Black population and brings into question if this system ultimately acts as a form of modern-day slavery.

- 1. What was your initial reaction after watching 13th?
- 2. Do you remember any of the political policies mentioned in the film that has led to a rise in the prison population? Who promoted these policies?
- **3.** What are your thoughts on the film's argument that people have been subconsciously conditioned to fear Black men at the will of the media?

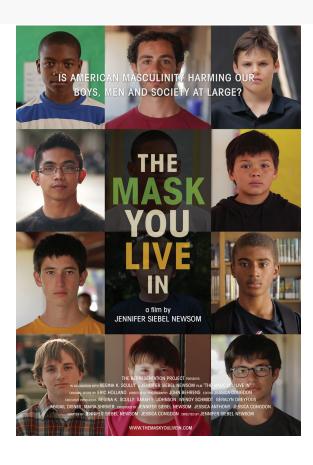
- **4.** After having seen the film, how do you feel about ALEC?
- 5. The film argues that there is a direct link between American slavery and the modern American prison system. What is your take on this argument?
- 6. Do you see yourself making any personal changes in your life after having watched 13th? If so, what kinds of changes?

The Mask You Live In

Directors:Jennifer Siebel Newsom

Release Year. 2015

Duration: 1 hour, 37 minutes



Summary:

The Mask You Live In follows boys and young men as they struggle to stay true to themselves while negotiating America's narrow definition of masculinity. Pressured by the media, their peer group, and even the adults in their lives, the young men confront messages encouraging them to disconnect from their emotions, devalue authentic friendships, objectify and degrade women, and resolve conflicts through violence. These gender stereotypes interconnect with race, class, and circumstance, creating a maze of identity issues boys and young men must navigate to become "real" men.

Experts in neuroscience, psychology, sociology, sports, education, and media also weigh in, offering empirical evidence of the "boy crisis" and tactics to combat it.

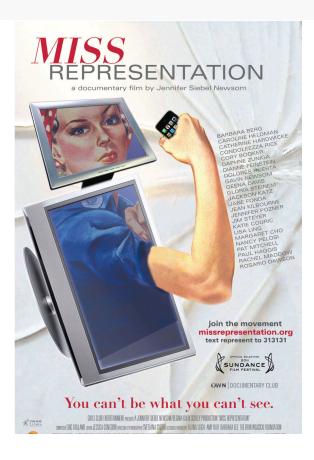
The Mask You Live In ultimately illustrates how we, as a society, can raise a healthier generation of boys and young men.

- **1.** What is your definition of masculinity? How has your present-day meaning of this word been informed?
- 2. Have you actively challenged societal concepts of masculinity, or do you feel you have taken a more passive approach and absorbed gender norms?
- What is your definition of femininity? Regardless of your gender, do you think you are a more masculine or feminine individual, according to your descriptions of both masculinity and femininity?
- 4. How can the awareness of gender struggles by both men and women enhance the union's effectiveness? How can gender awareness by both men and women build the labor movement?
- 5. Do you ever wear a metaphorical mask when facing the outside world? If so, describe this mask. What function does it have? Does it serve you well?

Miss Representation

Directors:Jennifer Siebel Newsom

Release Year. 2011 **Duration:** 1 hour, 25 minutes



Summary:

In a society where media is the most persuasive force shaping cultural norms, the collective message we receive is that a woman's value and power lie in her youth, beauty, and sexuality, and not in her capacity as a leader. While women have made great strides in leadership over the past few decades, the United States is still 33rd out of the 49 highest income countries when it comes to women in the national legislature. And it's not better outside of government. Miss Representation exposes how mainstream media and culture contribute to the under-representation of women in positions of power and influence in America.

Stories from teenage girls and provocative interviews with politicians, journalists, entertainers, activists, and academics, like Katie Couric, Rosario Dawson, Gloria Steinem, Margaret Cho, Condoleezza Rice, Rachel Maddow, and Nancy Pelosi, build momentum as *Miss Representation* accumulates startling facts and statistics that will leave the audience shaken, but armed with a new perspective.

- 1. What does the word feminism mean to you?
- Were you raised to view boys and girls as equals, or were you taught that girls were subordinate to boys?
- **3.** How is more female leadership necessary for the growth and power of the Labor Movement?
- Can a woman be both beautiful and intellectually powerful? Or does she need to sacrifice one for the other?

- 5. Have you or anyone close to you ever been a victim of sexism in the workplace?
- 6. If you are a woman, are you happy with your body? If not, have you ever been? If you are a man, are the women close to you satisfied with their physical appearance? Why or why not?

Pride

Directors: Mathew Warchus

Release Year. 2014

Duration: 2 hours



Summary:

PRIDE is inspired by an extraordinary true story. It's the summer of 1984, Margaret Thatcher is in power, and the National Union of Mineworkers is on strike, prompting a London-based group of gay and lesbian activists to raise money to support the strikers' families. Initially rebuffed by the Union, the group identifies a tiny mining village in Wales and sets off to make their donation in person. As the strike drags on, the two groups discover that standing together makes for the strongest union of all.

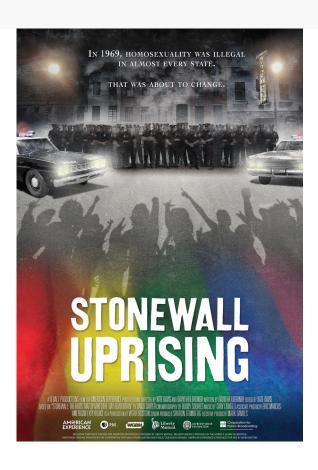
- 1. What are your initial reactions to the film?
- 2. Do you have anything in common with the communities covered in the film?
- **3.** What are the major takeaways from the film?
- 4. What do you feel made the mine workers and the LGBTQIA group work together?
- 5. Are there any scenarios today involving groups where an unlikely partnership could result in a powerful alliance?

Stonewall Uprising

Directors:Kate Davis, David Heilbroner

Release Year. 2010

Duration: 2 hours



Summary:

In this documentary, PBS dives into the significance of the Stonewall Riots and what it has meant for the LGBTQ community in this country and around the world. The riots are primarily seen as the turning point for the movement leading to the many rights and privileges once not afforded to the community being realized today. Within this documentary, you will gain the understanding of the situation for LGBTQ men and women in the mid-1960s and earlier, listen to first-hand accounts of those who experienced the riots, understand the progress that has been made since the riots, and be exposed to the challenges exist.

- 1. What are your initial reactions to the film?
- 2. Do you have anything in common with the community covered in the film?
- **3.** What was the major cause of the Stonewall Riots?
- **4.** What San Francisco politician was assassinated in 1978 because of his homosexuality?

- **5.** Which country first decriminalized homosexuality in 1942?
- **6.** Who opened the first social welfare agency for gay people?
- **7.** Who opened the first social welfare agency for gay people?

What the Health?

Directors:

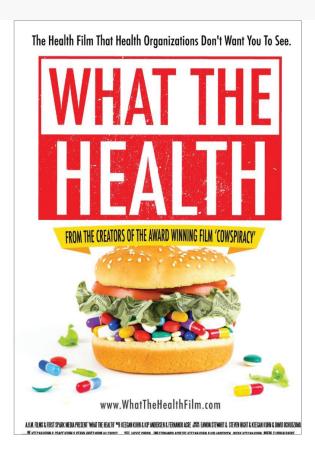
Kip Andersen, Keegan Kuhn

Release Year.

2015

Duration:

1 hour, 37 minutes



Summary:

What the Health? is the follow-up film from the creators of the award-winning documentary Cowspiracy. The film follows filmmaker Kip Andersen as he uncovers the secret to preventing and even reversing chronic diseases—and investigates why the nation's leading health organizations don't want us to know about it. With heart disease and cancer being the leading causes of death in America and diabetes at an all-time high, the film reveals what could be the largest health cover-up of our time.

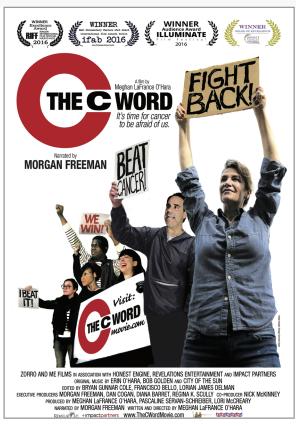
- 1. What are your visceral reactions to the film?
- 2. What from the film stood out most to you?
- **3.** How have your views on health changed since seeing this video?
- 4. What are your thoughts about the function of corporate gain at the expense of people's lives and health?

- 5. How have corporations' ability to keep the truth of health hidden affected you and your family?
- 6. How is the information covered in the film necessary for creating strength for working families? Why is this information important for organizing work?

The C Word

Directors: Kip Andersen, Keegan Kuhn Release Year. 2015

Duration: 1 hour, 37 minutes



DISCUSSION QUESTIONS:

- 1. What were your initial reactions to the film? How do these truths make you feel?
- 2. What is the value of knowledge of health for communities of working people?
- **3.** How does this information connect to the strength and organizing power of union families?

Summary:

Cancer is no laughing matter-but the archaic way we are beating it is! The C Word reveals the forces at play keeping us sick and dares to ask: if up to 70% of cancer deaths are preventable . . . what are we waiting for? And, in asking the question, director Meghan O'Hara reveals astounding truths that no one is talking about on a grand scale-until now. At its heart are powerful, twin stories: one from celebrated French neuroscientist and cancer revolutionary Dr. David Servan-Schreiber, the other from The C-Word's director, and cancer survivor, Meghan L. O'Hara. After braving the journey from diagnosis to wellness, Meghan and David join forces on a wild ride of discovery, including hidden science, the absurdity of the status quo, and a vibrant cast of characters changing the game. The film's message is simple, life-changing, and radical: we can beat cancer before cancer beats us. This film focuses on cancer and exposes the lifestyles we have adopted which create a situation for chronic disease to thrive.

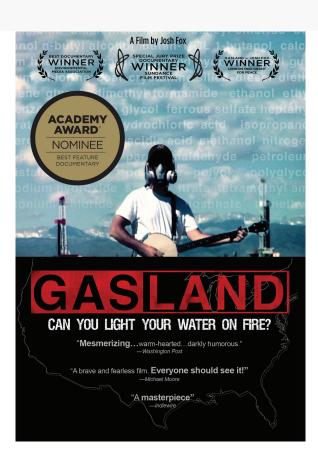
- 4. What can working people do to make and keep our communities healthy?
- 5. How many people in the room know loved ones or community members for whom information such as this would have saved their lives?
- **6.** How can the information from the film be used as ammunition to do great organizing work?

Gasland

Directors: Josh Fox

Release Year. 2010

Duration: 1 hour, 47 minutes



Summary:

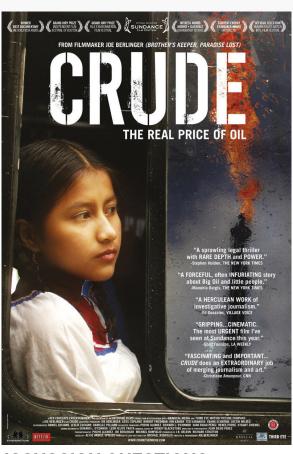
Gasland is an unflinching investigation into the relatively new, yet highly controversial drilling practice known as "fracking," which is used to extract natural gas from the ground. This film follows filmmaker Josh Fox, who was offered \$100,000 for the natural gas drilling rights to his property on the border of New York and Pennsylvania but turned it down. Instead, he set off on a cross-country journey to see for himself environmental and health risks faced by those who have agreed to sell the drilling rights on their land to the gas industry.

- 1. The top gas industry executives argue that government regulation would be bad for the fracking industry and would lower profits. Do you agree with their position? Should these executives be allowed to proceed unchecked? Why or why not?
- 2. Are the economic benefits of cheap natural gas worth the unknowns associated with the process of blasting chemically-treated water into the ground to extract gas?
- **3.** Does fracking divert focus away from the development of renewable energies, such as wind, solar, and biomass?
- 4. We don't yet know the risks associated with fracking. In the absence of data, should fracking continue, be regulated, be monitored, or stopped altogether?

Crude

Directors: Joe Berlinger Release Year. 2009

Duration: 1 hour, 47 minutes



Summary:

This documentary traces the history of oil through the centuries, highlighting key milestones in the development of this fuel. Bringing the story up to the present day, Crude examines the effects of oil dependency on our climate. With the burning of crude, carbon emissions have reached dangerous levels in the 21st century-and they continue to rise. The result?--the dramatic increase of greenhouse gases in our atmosphere, leading to an uptick in global temperatures and threatening our stable climate, and ultimately, our way of life.

After retracing the transformation of this important fuel over time, Crude goes on to highlight some of the profound threats we may face in the future and gives viewers an excellent opportunity to understand one of the most critical issues facing us today.

- What are your initial reactions to the film?
- 2. Why have oil companies caused so much human suffering? How do you feel about that?
- Do you believe it is likely that environmental and human suffering will increase in the future in order for the industry to extract more oil? Why?
- **4.** What are the global repercussions of our oil use? What does this mean for our climate in the future?
- 5. What are the signs that this climate change has already begun?

CWA POLICY ON MUTUAL RESPECT

The CWA Policy on Discrimination is as follows:

- 1. The Communications Workers of America reaffirms its commitment as a matter of principle and policy that all forms of discrimination, for whatever reason, be vigorously opposed until all vestiges of discrimination are eliminated from society.
- **2.** Freedom from discrimination within our Union is a right and privilege of all CWA members. Any abridgment of this right and privilege shall be subject to a complaint under the CWA Internal Appeals Procedures and should be investigated immediately without fear of reprisal and retaliation.
- 3. In restating our policy for conduct within our Union, it is equally important that our employers reflect this policy so that neither the Company nor the Union shall unlawfully discriminate against a person on account of race, color, gender, religion, age, marital/parental status, political beliefs, sexual orientation, gender identity or expression, national origin, or because a person is handicapped, a disabled veteran, or a veteran of the military service. This means what it says: "No form of Discrimination will be tolerated at any level of CWA."
- 4. Any matter which relates to the field of discrimination should be immediately and appropriately handled by the appropriate level of the Union that comes across the allegation of discrimination. It should be handled thoroughly in an honest and positive manner.
- **5.** It is a matter of principle that no one member is more equal than another. The handling of the representation of our members at all levels of CWA should be done in an evenhanded way with no fear; no preference; no favorites.
- **6.** Local Equity and Women's Committees can play a positive role by providing continuous education training assistance and by reporting to the members of the Local on the ways and means of eliminating discrimination in its entirety.
- 7. CWA Constitutional Committees should be representative of the Union. Local CWA Constitutional Committees should be representative of all the Local membership and should be active committees, not paper committees.
- 8. The Union policy to have a job steward for each fifteen members should be fully implemented and should be reflective and representative of the entire membership of each Local.

(Adopted by the CWA Executive Board June 11, 2002; revised December 17, 2009)

Calendar of Events

These dates can be useful in planning events and activities throughout the year. Plan to have actions in your work-place or the community. For example, on World Health Day (April 7th), distribute a petition for healthcare or pass out informational flyers explaining the importance of equal access to healthcare for all.

JANUARY

3rd Monday:

Martin Luther King, Jr. Day

FEBRUARY

Black History Month

MARCH

National Women's History Month

March 8: International Women's Day

March 31: Cesar Chavez Day

APRIL

April 7: World Health Day

MAY

Asian/ Pacific Heritage Month

JUNE

Pride Month

June 19:

This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, became the day of emancipation for thousands of Black Americans.

June 24:

Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day celebrates the Stonewall Riots of June 28, 1969

JULY

Veteran's Awareness Month

July 18:

Nelson Mandela International Day was inspired by a call Nelson Mandela made for the next generation to take on the burden of leadership in addressing the world's social injustices.

AUGUST

August 26: Women's Equality Day

SEPTEMBER

Hispanic Heritage Month

NOVEMBER

American Indian Heritage Month

DECEMBER

Universal Human Rights Month

December 10: Human Rights Day

Additional causes recognized throughout the year:

JANUARY

- National Mentoring Month
- Slavery and Human Trafficking Prevention Month

FEBRUARY

American Heart Month

MARCH

American Red Cross Month

MAY

- Jewish American Heritage Month
- Asian Pacific American Heritage Month
- Mental Health Awareness Month

JUNE

- Pride Month
- Caribbean-American Heritage Month

SEPTEMBER

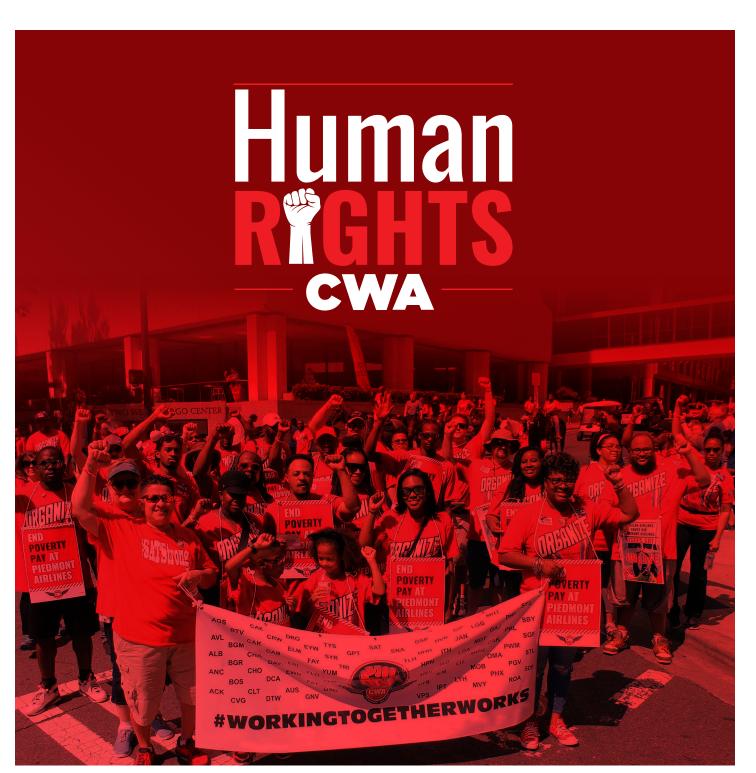
- National Sickle Cell Awareness Month
- National Childhood Obesity Awareness Month

OCTOBER

- National Breast Cancer Awareness Month
- National Domestic Violence Awareness Month

NOVEMBER

National Diabetes Month



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2019

501 3RD ST NW, WASHINGTON,
DC 20001
WWW.CWA-UNION.ORG