

FEDERATION OF SOCIAL WORKERS IUE-CWA 81381 AFL-CIO

FSW Function Report

Name and Title: Deborah Jackson – FSW CCRE-Chair

Name and nature of event/function (i.e. District 1 Conference, Steward Training at ILR, etc.): IUE-CWA Diversity Ambassador Training, Atlanta GA

Dates attended: April 4th 5th flight left Rochester 4/3/22 returned 4/6/22

What was the purpose/goal of the function?

Participate in Ambassador training and apply it to my newly appointed role as CCRE chair. Gain a better understanding of racial trauma in order to facilitate with the restorative healing process.

What did you learn and/or what significant information was shared at the function?

I learned that IUE-CWA is committed to addressing Diversity and addressing the inclusion of all our members and clearly define what that looks like. That a sense of inclusion within our local means that all members across the diversity of the membership, feel they belong and will be committed to the union and willing to engage in our local.

Some key points:

- *We have more in common than what divides us.
- *The more people we have involved, the stronger we are
- *Tasks without empathy cannot work, while also empathy without accountability won't work.
- * Humanize people we are making decisions for.
- * Bargaining committee should be reflective of people they are making the decisions for,
- *Help ensure that leadership training and opportunities are open to all
- *Ensure that procedures to voice concerns about discrimination or harassment are safe and clear

How is what you learned relevant to FSW?

I learned that we should pursue actively addressing diversity and setting goals for inclusion and making all members feel comfortable with getting involved, and that should be number one goal in mobilizing, if we all stand together it will be hard for administration not to listen, our union needs to focus on creating an environment where we all can communicate. Bargaining new contract is coming, and we will need to Focus on gathering data so that members are informed of in the process,