

## Human Rights Committee

### Composition and Qualifications

This committee is composed of members interested in promoting economic and social justice for all workers and working to address the broader issues of racism, discrimination, and equality.

Qualifications include:

- Previous involvement as a community or local volunteer or a background of activism is helpful, but not required.
- Commitment to the study of human rights, civil rights, and women's rights.
- Up-to-date knowledge and understanding of current issues related to human rights and worker's rights.
- Willingness to participate in activism and organizing activities including picketing, leafleting, and canvassing.
- Adherence to committee policies, procedures, and standards of ethical conduct.
- Maintenance of member-in-good-standing status.
- Willingness to do ongoing committee work on a volunteer basis.

### Purpose and Scope

The Human Rights Committee's responsibility is to promote activities that foster greater understanding of one another and the diversity of our membership in order to build the strength of our Union through our common struggles and goals rather than allowing others to divide us by our differences.

### Specific Duties and Responsibilities

- Work to create a safe space for people to share their personal experiences related to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender, gender identity, gender expression, and political orientation to promote better understanding of one another.
- Actively partner with progressive community allies to build activism and power through training, organizing, and political action.
- Provide support for work on Union campaigns and programs including collective bargaining, organizing, voter registration information and voting drives, informing members about legislation that impacts workers, and community service and outreach programs.
- Conduct scheduled AFA Member census in coordination with AFA International and reporting to the LEC Officers and the MEC.
- Keep informed on laws and protections related to human rights and worker's rights; work to inform Members on laws and protections affecting them.
- Work closely with the Local and MEC Government Affairs Committees on matters of interest to both committees.
- Work closely with state and national Women's Committee and Civil Rights & Equity Committee Representatives.

- Meet regularly to discuss relevant issues.
- Work to strengthen our Union by working with communities, minority and women's organizations, coalitions, and AFL-CIO constituency groups which aim to eliminate discrimination and racism.
- Offer timely communications and reports to the LEC regarding the status of local activities.
- Review material, handle correspondence, and keep Local Council Members well informed of current human rights developments through the Communications Committee and reports at Local Council meetings.

## Communication

- Act as liaison between the membership and the Local Executive Council (LEC) Officers. The Local Committee Chairperson will act as liaison between the Local Committee and the MEC Committee Chairperson.
- Coordinate with the Local Committee Chairperson regarding all activities.
- Collaborate with other AFA committees as needed.
- Report to the LEC Officers regularly and keep them informed of all activities of the committee.
- Recommendations for change will be presented to the LEC Officers in writing.
- The committee will not make or set policy.