



# Duties and Responsibilities

## Human Rights & Equity Committee



The **Human Rights & Equity Committee** strengthens our Union by bringing Members together through a shared commitment to justice and equality. We passionately advocate for human rights, civil rights, and women's rights, striving for equal treatment for all. Through meaningful partnerships with community allies, we aim to advance economic and social justice for workers everywhere.

Committee Members make a significant and measurable impact within our Union by collaborating with community allies to amplify our collective power through training, organizing, and activism. Our involvement in the broader labor community, AFL-CIO workplace constituency groups, and the company's business resource groups empowers us to shape policies and initiatives. This effort increases awareness and advocacy, creating a more inclusive and equitable workplace.

### Key Responsibilities

<b>Build Understanding</b>	Encourage a shared understanding of common struggles and goals among Members by organizing discussions and outreach initiatives that highlight the shared experiences and challenges faced by all workers.
<b>Educational Outreach</b>	Raise awareness among Flight Attendants and the broader community about the importance of diversity and the impact of racism and discrimination through educational programs and resource sharing that promotes learning and understanding.
<b>Create Safe Spaces</b>	Promote an inclusive environment that encourages open one-on-one dialog, allowing individuals to share their personal experiences related to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender expression, and political orientation, promoting mutual respect and understanding.

<b>Workplace Advocacy</b>	Support Flight Attendant interests within the company by participating in the company's business resource groups. Promote programs and initiatives that uplift members, ensuring their voices are heard in discussions about workplace policies and practices.
<b>Community Partnership Building</b>	Actively collaborate with community allies to build a coalition that enhances activism and encourages political engagement through training sessions, workshops, and organized actions that amplify voices for economic and social justice.
<b>Labor Movement Collaboration</b>	Engage in human rights activities organized by local and central Labor Councils. Participate with the CWA Women's Committee, the CWA Committee on Civil Rights and Equity, and AFL-CIO workplace constituency groups to strengthen representation and advocate for the rights of all workers.

## Expectations

- Act as a communication link to facilitate dialogue between Members and the Local Executive Council (LEC) Officers.
- Stay informed about human rights issues, legal developments, and best practices related to civil rights and equity.
- Work effectively with other AFA Committees, community partners, and organizations to strengthen advocacy efforts and promote economic and social justice.
- Approach discussions with a willingness to listen to diverse perspectives and experiences, ensuring respect for all viewpoints.
- Focus on broader advocacy initiatives, recognizing that the Committee's role is centered on systemic issues rather than mediating interpersonal conflicts or performance-related concerns among coworkers.
- Proactively inform the LEC Officers of any discussions or communications with management to foster transparency and alignment.
- Provide written suggestions for changes to the LEC Officers to drive improvements and innovation.
- Consult with the LEC Officers before any AFA committee meeting with management to ensure clear direction for successful discussions.
- Uphold and respect the established policies and procedures of the LEC, MEC, and AFA. Ensure that the committee does not create any conflicting rules or guidelines. Sign and agree to a Commitment to Serve form and any other relevant policies (e.g., Confidentiality Policy, Use of Technology Agreement, etc.).

## Qualifications

- Strong organizational and communication skills.
- Familiarity with or willingness to learn Google Workspace tools, including email, calendar, and document sharing functions.
- Previous involvement in community service, local volunteer work, or activism is helpful, but not required.
- Strong commitment to studying and promoting human rights, civil rights, and women's rights.
- Up-to-date knowledge and understanding of current issues surrounding human rights and workers' rights.
- Willingness to actively participate in various forms of activism and organizing, such as picketing, leafleting, and canvassing.
- Willingness to regularly attend Human Rights & Equity Committee meetings (virtually or in-person).
- Commitment to following committee policies, procedures, and rules while upholding high ethical standards.
- Ability to maintain the confidentiality of sensitive and personal information.
- Must be an AFA Member in good standing (dues current).
- Must remain in good standing with the company.

## Training

New Committee Members will take part in AFA's Day 1 onboarding program, which combines structured training with guided discussions and mentorship. This program aims to empower new volunteers by providing them with the knowledge and skills necessary to excel in their roles. If needed, additional committee-specific training will be provided to ensure that all Committee Members are supported and well-prepared for success.

## Ready to Get Involved?

Our AFA committees are the heartbeat of our Union, leading the charge to advocate for our rights and amplify our voices in the workplace and beyond. Powered by dedicated Flight Attendant volunteers, our committees work to protect our contractual rights, ensure fair treatment, and raise the bar for our profession. Join us in making a real difference! Discover how to get involved at [afaalaska.org/volunteer](http://afaalaska.org/volunteer).