

Duties and Responsibilities

Human Rights Committee

Qualifications and Expectations:

This committee is composed of members with a willingness to do ongoing committee work on a volunteer basis. Members must be in good standing and are interested in promoting economic and social justice for all workers and working to address the broader issues of racism, discrimination, and equality.

Having previous involvement as a community or local volunteer or a background of activism is helpful, but not required. Sustain up-to-date knowledge and understanding of current issues related to human rights and worker's rights. Members demonstrating a willingness to participate in activism and help in organizing activities including picketing, leafleting, and canvassing during special events. Members are required to adhere to committee policies, procedures, and standards of ethical conduct.

1. SCOPE:

- a.** 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.
- b.** This Committee's commitment is to the study of human rights, civil rights, women's rights, and the equal treatment of all people.

2. POLICY/RESPONSIBILITIES:

- a.** 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
- b.** Actively partner with progressive community allies to build activism and power through training, organizing, and political action
- c.** 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
- d.** Conduct scheduled AFA Member census in coordination with AFA International and reporting to the LEC Officers and the MEC.
- e.** Keep informed on laws and protections related to human rights and worker's rights; work to inform Members on laws and protections affecting them and meet regularly to discuss relevant issues.
- f.** Work closely with the Local and MEC Government Affairs Committees on matters of interest to both committees national Women's Committee and Civil Rights & Equity.
- g.** 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
- h.** Offer timely communications and reports to the MEC regarding the status of local activities
- i.** Review material, handle correspondence, and keep Members well informed of current human rights developments through the Communications Committee and reports at MEC meetings

3. THE COMMITTEE SHALL:

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

(Updated 11/04/2020)