

## **RESOLUTION #1**

### **A RESOLUTION REGARDING THE IMPLEMENTATION OF GENDER NEUTRAL LANGUAGE IN ALL OFFICIAL WRITTEN AND VERBAL COMMUNICATIONS IN THE IBEW**

**WHEREAS**, the IBEW has demonstrated leadership in the implementation of IBEW Strong, which strives to improve Equity, Diversity and Inclusion among its membership.

**WHEREAS**, Merriam Webster Dictionary defines gender-neutral as not referring to either sex but only to people in general; and

**WHEREAS**, the IBEW recognizes that gender-neutral language is a generic term covering the use of non-sexist language, inclusive language, or gender-fair language, that the purpose of gender neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm; and

**WHEREAS**, the IBEW recognizes that using gender-neutral language also helps reduce gender stereotyping, promotes social change and contributes to achieving gender equality; and

**WHEREAS**, the IBEW recognizes that gender-neutral language is more than a matter of political correctness, that language powerfully reflects and influences attitudes, behaviors and perceptions; and

**WHEREAS**, the IBEW believes that all individuals belonging to the IBEW should be treated fairly and with respect and dignity; and

**WHEREAS**, the use of gender-neutral language by the IBEW can be expected to further enhance and demonstrate IBEW's commitment to being a safe, inclusive, diverse and welcoming community; and

**WHEREAS**, ever-increasing awareness exists that language matters, and in particular with regard to the subtle and not so subtle as well as intended and unintended consequences of language, including implicit or explicit bias; and

**WHEREAS**, linguistic conventions that differentiate and identify people by perceived gender may fail to respect the broad spectrum of sex, gender, gender identity, and gender expression living, working, and visiting our community; and

**WHEREAS**, in the declaration of the IBEW Constitution, it states that the IBEW will continue to oppose communism, Nazism or any other subversive 'ism', which includes gender specific language that is demonstrated by sexism; and

**WHEREAS**, some IBEW Local Unions have already updated their bylaws and/or collective agreements to reflect the use of gender-neutral language, for example, journey person, they/them, member, etc.

**NOW, THEREFORE BE IT RESOLVED**, that the IBEW replace all instances of gender specific language with appropriate gender-neutral language in IBEW documents that can be modified; and

**BE IT FURTHER RESOLVED**, that when future meetings are being conducted to further any IBEW business that all members will be encouraged to utilize gender-neutral language, rather than gender-specific language; and

**BE IT FURTHER RESOLVED**, that all future proposed Resolutions & Ordinances will utilize gender-neutral language, rather than gender-specific language; and

**BE IT FURTHER RESOLVED**, that the language used in the conduct of routine parliamentary proceedings during meetings, staff presentations, official videos, and other verbal communications shall utilize gender-neutral language, rather than gender-specific\* language; and

**BE IT FINALLY RESOLVED**, that IBEW officers and staff, including boards, commissions, and committees, shall use gender-neutral language in official documents and non-verbal communications pertaining to the IBEW and official IBEW business.(Includes but not limited to local union bylaws, collective bargaining agreements and policy manuals)

***Note: This is the correct spelling of "Nazism".***

Respectfully Submitted By Local Union #????

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