

Resolution to expand the office of Diversity, Equity, and Inclusion (IBEW Strong) throughout all IBEW jurisdictions:

WHEREAS, the IBEW Constitution states that the primary objective of the IBEW is to Organize all workers in the entire Electrical Industry in the United States and Canada,
Including all those in Public Utilities and Electrical Manufacturing into Local Unions,

* To secure employment,

* To secure a higher and higher standard of living,

* To seek security for the individual,

And by legal and proper means to elevate moral, intellectual, and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship, and

WHEREAS, the Declaration of the IBEW Constitution states that our cause is the cause of Human Justice, Human Rights, and Human Security, and

WHEREAS, the IBEW refuses, and will always refuse, to condone or tolerate dictatorship or oppression of any kind, and

WHEREAS, the IBEW will continue to oppose Communism, Nazism, or any other Subversive "ism", and

WHEREAS, the International President is empowered to establish such departments in the IBEW or in the International Office as in his judgement are necessary to protect or advance the interest, or to meet the needs of the IBEW, and

WHEREAS, the Governing body of our NECA partners have chosen to implement a Diversity, Equity, and Inclusion task force within their department of Industry Development, and

WHEREAS, the Professional & Industrial branches must be strongly supported in this endeavor, and

WHEREAS, organized Labor membership across the U.S. has declined by 55% within the last 35 years, and

WHEREAS, the IBEW membership has declined by over 20% within the last 50 years, and

WHEREAS, younger workers have the lowest union membership rate, at 4.2 percent, and

WHEREAS, among the four largest racial and ethnic groups in the U.S., Black employees are most likely to belong to a labor union, and

WHEREAS, the U.S. Department of Labor has documented that People of Color and Women join Organized Labor at a higher rate than any other demographic, and

WHEREAS, people of Color and Women make up 60% of union members, and

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WHEREAS, the Electrical Industry and Organized Labor in general is currently facing a decline in maintaining an experienced workforce, and

WHEREAS, workforce development is a major component of our industry's economic stability, job security, and membership growth, and

WHEREAS, the technological advancement in our Industry is rapidly growing, and the numbers of our qualified workforce is declining.

THEREFORE BE IT RESOLVED,

that the IBEW establish an Office of Diversity, Equity, and Inclusion for all Branches of the IBEW to be utilized by every Local Union, and

BE IT FURTHER RESOLVED,

that the Office of Diversity, Equity, and Inclusion shall work in concert with each Local Union Administration, Organizers, respective IVP District, and Local NECA Chapters to further the growth of the IBEW membership and develop a more diverse and inclusive workforce, and

BE IT FURTHER RESOLVED,

that the Office of Diversity, Equity, and Inclusion develop a program, including education and training to recruit and retain a more diverse and inclusive workforce, to be adopted and implemented by local unions, and

BE IT FINALLY RESOLVED,

that the Office of Diversity, Equity, and Inclusion act as a Change Agent for workplace advancement opportunity, skill enhancement, and employment longevity.

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Respectfully Submitted By IBEW
Local Union #????

