

## **DIVERSITY, EQUITY AND INCLUSION**

**WHEREAS**, the International Brotherhood of Teamsters (“IBT”) is a very diverse labor organization which represents members who are different in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, religious beliefs, etc.; and

**WHEREAS**, equity is providing fair treatment, access, opportunity and advancement for all people, eliminating barriers that have prevented the full participation of all groups; and

**WHEREAS**, inclusion is creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate; and

**WHEREAS**, the IBT is committed to building a labor union of board members, leaders, staff and advisors who are representative of its membership in diversity, equity and inclusion (DEI) principles and holds them as core values; and

**WHEREAS**, this commitment strengthens our labor union, improves our overall effectiveness and helps ensure the policies we advance and programs we implement promote and uplift members of all backgrounds.

**NOW, THEREFORE, BE IT RESOLVED** that the Teamsters strongly support diversity, equity and inclusion initiatives throughout all levels of the organization including within its leadership, and field and headquarters staff; and

**FINALLY BE IT FURTHER RESOLVED** that the IBT shall pursue a comprehensive approach to advancing equity for all, including people of color, women and others who have been historically underserved, marginalized and adversely affected by inequality.