

Report to the
Teamsters 30th International Convention
by the

DIVERSITY COMMITTEE



JUNE 22-24, 2021

**REPORT AND RECOMMENDATIONS
OF THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS'
DIVERSITY COMMITTEE**

HISTORY OF THE COMMITTEE AND ITS INITIATIVES

Creation of the Diversity Committee

In 2001, General President James P. Hoffa and General Secretary-Treasurer C. Thomas Keegel established the Diversity Committee based on a report and recommendations submitted to the 26th International Union Convention. The report and recommendations addressed various issues, including, but not limited to how the International Union could enhance and benefit from the involvement and contributions of its members from various cultural, racial, and ethnic backgrounds. Teamsters at the 26th Convention recognized that the unity and strength of our movement can best be secured by encouraging the participation of women, various racial and ethnic groups, LGBTQ+ populations, people with disabilities in policymaking and leadership roles at all levels of the International Union and its affiliates.

The 26th International Convention (2001)

In 2001, the Diversity Committee recognized the rapidly changing population demographics and the employment projections which indicated that between 1995 and 2050, the United States population will increase by 131 million people, and almost 90% of that growth will come from African-Americans, Latinos, Asians, and other minorities. Therefore, the Diversity Committee made the following recommendations that were unanimously adopted by the delegates of the 26th International Convention to ensure that the International Union continued to lead the labor movement in providing the best representation, superior wages and benefits to its diverse membership, and to be able to successfully organize diverse workforces in the 21st century:

1. The International Union and its leadership should make diversity education and training a top priority and develop educational materials to be used in diversity training workshops at national, regional, local, and trade division meetings.
2. The International Union should encourage and support the Local Unions, Joint Councils and other affiliates in embracing diversity as a top priority and conduct education and training to encourage the full participation of all members, regardless of race, gender or cultural background.
3. The International Union should create a National Diversity Committee, as a standing committee, to establish specific goals and objectives for achieving the full participation of the Union's diverse membership.
4. The policies and practices of the Union at all levels should be reviewed and modified, if necessary, to ensure that the Union is sensitive to and encourages its diverse membership to express their ideas, influence decision-making, and to achieve leadership roles.

The 27th International Convention (2006)

In 2006, the Diversity Committee convened and further developed a strategy that would strengthen and increase the membership in the International Union by valuing the participation of the individuals from various groups in the ever-changing workforce demographics of the 21st century. It included defining Teamster diversity as encompassing all the many differences that establish our members as unique and valuable individuals, including, but not limited to culture, ethnicity, race, nationality, gender, age, physical abilities, religion, sexual orientation, and gender identity. The Committee emphasized that increasing the participation and contribution of the International's diverse membership should be embraced as a growth strategy for the Union, and the success of our organizing campaigns and other membership initiatives was dependent upon how the Union responds to the changing demographics of the American and Canadian workforces.

To further the goal of enhancing the participation and contribution of our diverse membership as part of the Union's emphasis on organizing and providing more effective representation, the following constitutional amendment was presented and approved by the delegates at the 27th International Convention:

Article I, Section 3: This International Union is proud of its history of unifying a diverse group of working men and women from different cultures and ethnic backgrounds in order to advance their economic, social, and political interests. We are committed to the development of an organization which values and encourages the participation of women, individuals of various sexual orientations, and members of racial, cultural, and ethnic groups in policymaking and leadership roles at all levels of the International Union and its affiliated bodies. In furtherance of its commitment to the participation of its diverse membership, the International Union will develop educational programs that emphasize the importance of diversity for the use at national, regional, and local levels of the organization. Through education and training, the International and its affiliates will promote policies and practices which encourage a cross-section of the membership to express their ideas, participate in decision-making, and to gain leadership roles.

To implement the above-referenced amendment to the International Constitution, the Diversity Committee recommended the following **“Strategic Teamsters Diversity Plan,”** which was also approved by the delegates to the 27th International Convention:

1. The International Union commits, in its Constitution, to education and training as a top priority at all levels of the Union to create a Teamster environment and culture that recognizes and values the ideas, perspectives, and participation of men and women of all ages, members of different racial, cultural, and ethnic groups, physical abilities, sexual orientations, and gender identities.
2. The International Union prepare a professional survey instrument and other data collection instruments, consistent with legal and privacy concerns in the United States and Canada, to be used by the affiliates to collect demographic data on their current and future members. The demographic profile of each affiliate is an essential

element to developing an educational and training program that addresses the needs of the diverse membership.

3. The demographic profile of the affiliates of the International Union should be used for the development of a comprehensive education and training program on valuing diversity as a strength for growth and effectiveness, including the creation of a mentoring program to increase the diverse membership's participation in the activities of the Union and leadership at the International, State Conference, Joint Council, and Local Union levels. The International's and affiliates' officers and members should attend diversity education and training workshops conducted by the International Union.

4. The International should create a list of "best practices" used by the Local Unions to increase attendance at membership meetings and participation in Local Union activities. Such practices include the development of youth and other community-oriented programs designed to enhance the Union's relationship with members from different backgrounds.

5. The International and each affiliate should designate a person who is responsible for implementing the diversity initiatives within the International, State Conference, Joint Council, or Local Union.

6. The National Diversity Committee will be a standing committee and shall consist of the Human Rights Commissioners and the Diversity Committee serving at the 27th International Union Convention. The National Diversity Committee will be responsible for establishing the goals and times lines for accomplishing the diversity initiatives, monitoring the progress on the diversity initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness.

The 28th International Convention (2011)

In 2011, the Diversity Committee once again attempted to move forward with a strategic diversity and inclusion program, but met many challenges in the preceding years. The International Union made very little

progress in diversity initiatives and achieving goals to ensure that the Union at all levels created an atmosphere that encourages the participation and contribution in the policymaking and leadership roles. Diversity education and training had not been conducted at regularly scheduled International, Regional, Joint Council, and Local Union meetings. Moreover, the International failed to conduct a professional survey to collect specific demographic data on its membership in the United States and Canada.

Furthermore, the Committee noted that although the delegates to the 27th Convention voted to have the Teamsters National Diversity Committee serve as a standing committee with specifically identified functions such as establishing timelines and goals for accomplishing diversity initiatives, monitoring the progress on the initiatives and issuing quarterly progress reports to the affiliates, there was no follow-through on this adopted recommendation.

Therefore, the Committee sought a more aggressive strategic diversity and inclusion plan to address a rapidly changing and diverse workforce. With the acceleration in growth of minorities in our population and labor force demographics, the Union needed to act quickly to ensure that the ideas, perspectives, and involvement in policymaking and leadership roles by all members were encouraged, regardless of their race, age, ethnicity, culture, physical disability, sexual orientation, or gender identity. In furtherance of the commitment made in Article I, Section 3 of our Constitution, the delegates of the 28th International Convention approved the following recommendations:

1. The International Union, by no later than July 1, 2012, have an independent professional firm conduct a survey of the members in its affiliated bodies to determine the race, sex, age, particularly those members 35 and under, and Latino demographics in the Union's affiliates by industry.

2. The International Union, by no later than January 1, 2013, shall have its Education and Training Department develop a comprehensive education and training program to be implemented by the International, Joint Councils, Local Unions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates for training in creating an environment within the Union that is sensitive to and values the diverse ideas, experiences and perspectives of the members and encourages their involvement in and

contribution to the Union's activities and participation in policymaking and leadership roles.

3. Following the development of the comprehensive education and training program on inclusion and diversity, the International shall require that an education and training session on diversity be conducted at regularly scheduled meetings conducted by the International, Joint Councils, Local Unions, Trade Division, Trade Conferences, State Conferences, and other affiliates. The Teamsters Leadership Academy shall provide inclusion and leadership training.

4. The Director of the International's Human Rights Commission should be appointed as the individual with the responsibility of developing the "**Teamsters National Strategic Inclusion and Diversity Plan.**" The Director shall submit a written report on the Plan's progress that is presented orally to the General Executive Board at its quarterly meetings. The Director's quarterly written reports should be distributed to all affiliates.

5. The International Union, by no later than July 1, 2012, should encourage and direct that all affiliates, pursuant to the commitment to diversity education and training in Article I, Section 3 of the Constitution, designate a person who is responsible for the implementation of the inclusion and diversity initiatives. Such designated persons will be the contact person utilized by the Director of the Human Rights Commission to disseminate information regarding the "**Teamsters National Strategic Inclusion and Diversity Plan.**"

6. Upon receipt of the results of the demographic survey that the professional survey firm conducts on behalf of the International by July 1, 2012, the Director of the Human Rights Commission shall annually establish and publicize short-term, mid-term, and long-term goals for ensuring the implementation of the "**Teamsters National Strategic Inclusion and Diversity Plan.**"

7. To ensure that there is inclusion and diversity on all negotiating committees and grievance panels, the International Union shall exercise its authority under Article XII of the Constitution to appoint representatives on such committees and panels to reflect our diverse membership. In addition, the appointment of General Organizers and International Representatives under Article V, Section 1 of the Constitution shall reflect the diverse

demographics of the International Union. The employment of clerical, technical, and professional employees by the International Union, pursuant to Article IX, Section 8 of the Constitution, shall also reflect the demographics of the Union.

8. The National Diversity Committee will be a standing committee, like the Finance Committee created by Article XI of the Constitution, and shall consist of the Director of the Human Rights Commission, the Human rights Commissioners, the Diversity Committee serving at the International Union Convention, and a representative from the International's Education and Training Department. The National Diversity Committee will be responsible for establishing the goals and times lines for accomplishing the inclusion and diversity initiatives, monitoring the progress on the initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness. The National Diversity Committee shall meet at least four (4) times each year to accomplish its duties.

The 29th International Convention (2016)

The 29th International Convention Diversity Committee opened its meetings with a discussion regarding the lack of progress the Union had made in its diversity initiatives since being established in 2001. Overwhelmingly, the Committee determined that the lack of communication and guidance with respect to the **“Teamsters National Strategic Inclusion and Diversity Plan”** was the primary cause of inactivity. The Committee explored various ways to address these issues, including engaging all levels of the organization in developing and implementing the plan early in the process.

The Committee recognized the urgency in developing and implementing a plan to ensure growth within our Union given the rapidly changing demographics of the United States and union membership. The Committee was also aware that a strong diversity, equity and inclusion (“DEI”) plan could not be created overnight, and would be met with a certain level of resistance and challenges. However, the Committee committed to tailoring its DEI plan to meet the needs of our International, Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences and other affiliates, and

eliminating discriminatory practices by educating officers and members, and by actively recruiting and promoting women, people of color and members of other social groups who are denied access to leadership positions within our organization.

Additionally, the Committee discussed working within all levels of the Union to develop a plan which reflects the contributions and interests of diverse cultural and social groups in its mission, leadership and the services provided to our members.

Therefore, in furtherance of this ongoing commitment to grow our Union and better manage the increasingly diverse demographics of the workforce, the delegates of the 29th International Convention approved the following recommendations made by the Diversity Committee:

1. The International Union, by no later than June 30, 2017, shall have an independent professional firm conduct a survey of the members in its affiliated bodies to determine the race, gender, age, particularly those members 35 and under, and Latino demographics in the Union's affiliates by industry. This data will provide a factual basis for building a union and providing services that adapt to the changing workforce, and identify current and future membership trends in order to ensure full and meaningful participation of a diverse membership.

2. The Diversity Committee, by no later than June 30, 2017, shall create the following task forces to draft recommendations on a comprehensive plan to address issues of diversity, equity and inclusion at all levels to create an environment within the Union that is sensitive to and values ideas, experiences and perspectives of the members, and encourages their involvement in and contribution to the Union's activities and participation in policymaking and leadership roles:

- a. **Grassroots and Engagement Task Force** shall be created under the sponsorship and authority of the Human Rights Commission ("HRC"). The Grassroots and Engagement Task Force shall consist of HRC representatives and International Staff. The Task Force shall make recommendations to HRC on developing a comprehensive education and training program to be implemented by the International, Joint Councils,

Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates

b. **Expectations and Accountability Task Force** shall be created under the sponsorship and authority of the HRC. The Expectations and Accountability Task Force shall consist of HRC representatives and International Staff from each of the following departments: Communications, Economics & Contracts, Organizing, Safety & Health, Strategic Research & Campaigns, and Training and Development. The Task Force should discuss and provide recommendations identifying clear diversity, equity and inclusion expectations to be applied in planning and program development for all departments at the international, region and local levels; and identify accountability mechanisms.

c. **Coalition Building and Outreach Task Force** shall be created under the sponsorship and authority of HRC. The Coalition Building and Outreach Task Force shall consist of HRC representatives and International Staff. The Task Force should discuss and provide recommendations to HRC which evaluate and develop ways that our organization can build relationships internally and externally to re-affirm our commitment to justice and equity; and develop programmatic goals and outcomes to reflect this commitment.

3. Solicit general feedback on task force recommendations at the International, Regional and Local levels for a multi-year DEI plan.

4. Use feedback to design a multi-year DEI plan with benchmarks and resources that outlines a path forward and submit it to the General Executive Board for adoption at the December 2017 General Executive Board Meeting.

5. The Director of the International's Human Rights Commission shall be appointed as the individual with the responsibility of overseeing the development of the "**Teamsters Diversity, Equity and Inclusion Plan.**" The Director shall submit a written report on the Plan's progress that is presented orally to the General Executive Board at its quarterly meetings. The Director's quarterly written reports should be distributed to all affiliates.

6. Upon receipt of the results of the demographic survey that the professional survey firm conducts on behalf of the International by June 30, 2017, the Director of the Human Rights Commission shall annually establish and publicize short-term, mid-term, and long-term goals for ensuring the implementation of the **“Teamsters Diversity, Equity and Inclusion Plan.”**

7. The Diversity Committee will remain a standing committee, like the Finance Committee created by Article XI of the Constitution, and shall consist of the Director of and Deputy Director the Human Rights Commission, the Human Rights Commissioners, the Diversity Committee serving at the International Union Convention, and a representative from the International’s Communications, Economics & Contracts, Organizing, Safety & Health, Strategic Research & Campaigns, and Training and Development Departments. The Diversity Committee will be responsible for establishing the goals and times lines for accomplishing the diversity, equity and inclusion plan, monitoring the progress on the initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the DEI initiatives to increase their effectiveness. The Diversity Committee shall meet at least four (4) times each year to accomplish its duties.

Diversity Initiatives Implemented Since 2006 Convention

While the International Union still struggles with fulfilling its commitment to develop a **“Teamsters National Strategic Inclusion and Diversity Plan,”** as mandated by the adoption of Article I, Section 3 of the International Constitution and the adoption of the Diversity Committee Report and Recommendation by the delegates of the 26th, 27th, 28th and 29th International Conventions, more progress was made in the past two years than in previous decades. As mandated by delegates of the 29th International Convention, DEI Task Forces (i.e., grassroots and engagement; expectations and accountability; and coalition building and outreach) were created, and they began researching and developing a plan that initially would be implemented at the Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates. The plan, however, was never implemented due to lack of interest and priority to continue developing the plan. Additionally, the Human Rights and Diversity Commission experienced a lot of turnover in leadership and inactivity until 2019 when a new director was appointed and new

members were assigned to the DEI Task Forces. They began developing a DEI plan focused initially on the International Union, and then, would be implemented at the International Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates.

Additionally, for the first time since it was mandated in 2006, the International Union retained independent consultants from Columbia University and City University of New York (CUNY) to conduct a demographic study of its membership to determine the race, gender and age in the union's affiliates by industry. The final report has yet to be submitted, however, preliminary results were shared with the Diversity Committee.

Although a comprehensive DEI education and training program has yet to be implemented by the International, Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates, HRDC has worked closely with the IBT Training and Development Department to offer diversity training at every Business Agent Skills in Survival (BASIS) program, and a comprehensive implicit bias training for its Teamster Leadership Academy (TLA). Furthermore, HRDC has met regularly since 2019, exceeding the 29th Convention mandate to meet at least four (4) times annually. Unfortunately, written reports about the plan's progress were not submitted to the General Executive Board at all of its quarterly meetings.

Despite a variety of internal challenges and setbacks, HRDC was also able to sponsor or attend the following events, trainings and projects:

- August 2019, Teamsters National Black Caucus (TNBC) Educational Conference – Future of Labor Panel facilitated by HRDC Director, Louisville, Kentucky
- September 2019, Teamsters Women's Conference – DEI Presentation, Montreal, Québec
- September 2019, Teamsters National Hispanic Conference, Puerto Rico
- October 2019, Teamsters Lesbian, Gay, Bisexual, Transgender, Queer+ (LGBTQ+) Caucus National Conference, San Bernardino, California
- December 2019, Meeting and Implicit Bias Training for HRDC Representatives, Washington, D.C.

- February 2020, Updated IBT Weingarten Right Cards for Members to be Gender Neutral
- February 2020, Teamsters Brewery Conference – DEI Presentation, Fort Lauderdale, Florida
- February 2020, HRDC DEI Strategic Planning Meeting in Selma, Alabama
- May, June 2020, Trainings for DEI Task Force Members (virtual)
- June 2020, HRDC Organizes Black Lives Matter Rally, Washington, D.C.
- July 2020, Racial Justice Task Force with the IBT Public Services Division
- July 2020, Leadership Seminar for HRDC Representatives (virtual)
- July 2020, J20 Strike for Black Lives, nationwide
- August 2020, 57th Anniversary March on Washington, Washington, D.C.
- September 2020, Teamsters Get Out the Vote 2020 Campaign
- October 2020, Racial Justice Task Force Subcommittee with United Steelworkers (USW) and American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- October 2020 through May 2021, Government Supplemented Food Box Distribution Program
- January 2021, Training for HRDC Representatives by W.A. Pritchett & Associates on How to Hold Uncomfortable Conversations (virtual)
- February 2021, Established the Multicultural History Project with IBT Historian and the IBT Labor History Research Center at George Washington University

Finally, in furtherance of its objective to promote the principles of diversity, equity and inclusion throughout the International Union, HRDC proposed the following constitutional amendments and resolutions to be approved by the Delegates of the 30th International Convention:

- Amend Article II to include harassment and expand the definition of discrimination to identify other protected groups
- Amend Article IV to add three (3) International Vice-President seats on the General Executive Board (GEB) and designate them as diversity seats to be filled by a person of color, woman and LGBTQ+ member

- Resolution Honoring the Memory of Long-Term HRDC Representative/Director of the IBT Disaster Relief Program Roy Gillespie
- Resolution Honoring the Memory of Long-Term HRDC Representative Chris Traylor
- Resolution Reaffirming the Teamsters' Commitment to the Principles of Diversity, Equity and Inclusion
- Resolution Denouncing White Supremacy
- Resolution Supporting Comprehensive Criminal Justice Reform
- Resolution Supporting Juneteenth as a Federal Holiday

Findings of the 30th Convention Diversity Committee

The 30th International Convention Diversity Committee opened its meetings with a discussion regarding the Union's progress in its diversity initiatives since being established in 2001. Overwhelmingly, the Committee determined that the lack of education and commitment from leadership and internal barriers with respect to developing and implementing the **"Teamsters National Strategic Inclusion and Diversity Plan"** was the primary cause of limited progress. The Committee was not pleased to learn that the International Union rejected attempts to develop a DEI plan for international officers and headquarters staff. Requests to develop a DEI plan at the International level initially, were in direct response to local unions that questioned the International Union's commitment to DEI principles based on the International's own hiring practices, policies, and leadership demographics. In addition to being a model for International Union affiliates to follow, HRDC representatives thought that it would be easier to develop and implement a DEI plan at the international first because it could be required whereas it is currently optional for local unions and other affiliates.

Despite the aforementioned challenges and continuing to work through the COVID-19 pandemic, the Committee applauds HRDC for the progress it has made in the past two years, especially with respect to DEI education and coalition building.

The Committee also had an opportunity to review the preliminary findings of the demographic study where it learned that Teamster membership trends are consistent with the rest of the country – i.e., there is steady growth in unionization among Black, Latinx and younger (under 35 years old) members and a decline in White male members. According to the

2020 Bureau of Labor Statistics Report, Black workers continue to have the highest rates of union membership at 12.3%, Whites at 10.7%, Hispanics at 9.8% and Asians at 8.9%; and women consist of 46.8% of union members.

Therefore, it is *still* imperative that Teamster leadership at all levels educate themselves on the importance of DEI and implementing these principles into all of the work that we perform to ensure growth within our Union given the rapidly changing demographics.

Accordingly, our Union must adjust to these trends to maintain growth. Our commitment to diversity, equity and inclusion cannot just be limited to words, but must be followed through with action. The Committee has researched and discussed various action plans that will focus not only on diversity based upon gender, race, ethnicity, nationality, sexual orientation, gender identity, religion, etc., but also the principles of equity and inclusion which create an environment that respects and embraces differences, and guarantees fair treatment, access, opportunity and advancement of our members while at the same time striving to eliminate barriers that have prevented full participation of some groups.

Additionally, the Committee continued to discuss working within all levels of the Union, including the International Union's staff, to develop a plan which reflects the contributions and interests of diverse cultural and social groups in its mission, leadership and the services provided to our members.

RECOMMENDATIONS FOR A DIVERSITY, EQUITY AND INCLUSION PLAN

The Diversity Committee acknowledges that while there is union-wide support for a diversity, equity and inclusion plan, there has been minimal action in this area to prepare the Teamsters for a rapidly changing unionized workforce. Although Delegates at the 27th, 28th and 29th International Conventions understood the urgency of this issue when they amended the International Constitution in Article I, Section 3 and later adopted recommendations for the development of a strategic inclusion and diversity plan, the development and implementation of this plan has encountered several internal barriers which has delayed progress for many years.

In furtherance of this ongoing commitment to grow our Union and better manage the increasingly diverse demographics of the workforce, the Diversity Committee now requests the Delegates at the 30th International Convention to exercise their power under Article III, Section 1 of the Constitution and approve the following recommendations for the development of a **“Teamsters Diversity, Equity and Inclusion Plan,”** which hereby incorporates by reference all of the approved recommendations by the 27th, 28th and 29th International Conventions:

1. The International Union shall continue to support the demographic survey work performed by an independent professional firm, which shall include, but not be limited to conducting a survey of the members and leaders in the International Union and its affiliated bodies to determine the race, gender, age, sexual orientation, particularly those members 35 and under. This data will not only provide a factual basis for building a union and providing services that adapt to the changing workforce, but also provide information about how the International Union and its affiliates are developing diverse leaders, potential barriers to developing and retaining diverse leaders, and additional opportunities for education and training programs.
2. International Union Officers, Representatives and Staff shall be required to attend an annual training on DEI and implicit bias to further educate themselves on the subject matter and its importance in a rapidly changing workforce and membership. Additionally, DEI and implicit bias training shall be a required part of the curriculum for the Teamsters Leadership Academy’s New Officer Orientation. The IBT’s Human Rights and Diversity Commission (HRDC) and Training and Development Department shall collaborate to design the training and hire instructors who are experts in the field.
3. HRDC shall be invited to attend and present on DEI work at every conference sponsored by the International Union for its officers or members, including, but not limited to national, division and department conferences.
4. The International Union shall hire a Chief Diversity Officer who is an expert in the field of diversity, equity and inclusion work to assess and promote DEI principles into the International’s recruiting initiatives, workplace policies, education and training programs, etc. The Chief Diversity Officer shall also explore ways to provide members with

opportunities to apply for International Staff job openings. The Chief Diversity Officer shall be independent of HRDC and Human Resources and report directly to the General President.

5. HRDC and the Chief Diversity Officer shall hold a meeting annually with International Union department and division directors and internal staff union leadership to discuss DEI initiatives and provide updates on the status of the **“Teamsters Diversity, Equity and Inclusion Plan”** at the International, Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates.

6. In order to advance DEI principles within the organization and among members, the Diversity Committee recognizes the crucial role that Teamster caucuses (i.e., Teamsters National Black Caucus, Teamsters National Hispanic Caucus, Teamsters LGBTQ+ Caucus and Teamsters Women’s Caucus) play in reaching out to marginalized groups and educating all members on issues affecting those communities. Therefore, the International Union shall continue providing financial support and resources to these caucuses, and actively seek to incorporate them into the DEI work performed at all levels of the Union.

7. The Diversity Committee shall create the following task forces to draft recommendations on a comprehensive plan to address issues of diversity, equity and inclusion at all levels to create an environment within the Union that is sensitive to and values ideas, experiences and perspectives of the members, and encourages their involvement in and contribution to the Union’s activities and participation in policymaking and leadership roles:

a. **Grassroots and Engagement Task Force** shall be created under the sponsorship and authority of the Human Rights and Diversity Commission (“HRDC”). The Grassroots and Engagement Task Force shall consist of HRDC representatives and International Staff. The Task Force shall make recommendations to HRDC on developing a comprehensive education and training program to be implemented by the International, Joint Councils, Federations, Local Unions, Lodges, Divisions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates.

b. **Expectations and Accountability Task Force** shall be created under the sponsorship and authority of the HRDC. The Expectations

and Accountability Task Force shall consist of HRC representatives and International Staff from each of the following departments: Communications, Economics & Contracts, Organizing, Safety & Health, Strategic Research & Campaigns, and Training and Development. The Task Force should discuss and provide recommendations identifying clear diversity, equity and inclusion expectations to be applied in planning and program development for all departments at the international, region and local levels; and identify accountability mechanisms.

c. **Coalition Building and Outreach Task Force** shall be created under the sponsorship and authority of HRDC. The Coalition Building and Outreach Task Force shall consist of HRDC representatives and International Staff. The Task Force should discuss and provide recommendations to HRC which evaluate and develop ways that our organization can build relationships internally and externally to re-affirm our commitment to justice and equity; and develop programmatic goals and outcomes to reflect this commitment.

8. Solicit general feedback on task force recommendations at the International, Regional and Local levels for a multi-year DEI plan.

9. Use feedback to design a multi-year DEI plan with benchmarks and resources that outlines a path forward and submit it to the General Executive Board for adoption at the December 2022 General Executive Board Meeting.

10. The Director of the International's Human Rights Commission shall be appointed as the individual with the responsibility of overseeing the development of the "**Teamsters Diversity, Equity and Inclusion Plan.**" The Director shall submit a written report on the Plan's progress that is presented orally to the General Executive Board at its quarterly meetings. The Director's quarterly written reports should be distributed to all affiliates.

11. Upon receipt of the results of the demographic survey that the professional survey firm conducts on behalf of the International, the Director of the Human Rights and Diversity Commission shall annually establish and publicize short-term, mid-term, and long-term goals for ensuring the implementation of the "**Teamsters Diversity, Equity and Inclusion Plan.**"

12. The Diversity Committee will remain a standing committee, such as the Finance Committee created by Article XI of the Constitution, and shall consist of the Director of and Deputy Director the Human Rights Commission, the Human Rights Commissioners, the Diversity Committee serving at the International Union Convention, and a representative from the International's Communications, Economics & Contracts, Organizing, Safety & Health, Strategic Research & Campaigns, and Training and Development Departments. The Diversity Committee will be responsible for establishing the goals and times lines for accomplishing the diversity, equity and inclusion plan, monitoring the progress on the initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the DEI initiatives to increase their effectiveness. The Diversity Committee shall meet at least four (4) times each year to accomplish its duties.

HRDC RESOLUTIONS

RESOLUTION COMMEMORATING JUNETEENTH

WHEREAS, President Abraham Lincoln first issued the Emancipation Proclamation effective January 1, 1863 freeing the slaves in the South. However, slave owners ignored that order and slaves did not know that they were free; and

WHEREAS, on June 19, 1865 Union Major General Gordon Granger rode into Galveston, Texas to announce that the Civil War had ended and that Slaves were free; and

WHEREAS, although slavery has been abolished for more 150 years, the exploitation of Black labor continues to this day through a systemically racist economy designed to promote wage disparity in the workplace and the chronic unemployment of Black people; and we must continue to fight against union busting tactics and right to work laws that are rooted in racism because none of us are free until we all are free; and

WHEREAS, on June 15, 2021 the US Senate unanimously passed the Juneteenth National Independence Day Act establishing Juneteenth as a federal holiday; and it subsequently passed through the US House of Representatives on June 16, 2021, was signed into law on June 17, 2021 by President Joseph R. Biden and became the 11th federal holiday; and

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters has historically been at the forefront of economic, social and racial justice and recognize June 19th as a federal holiday; and

BE IT FURTHER RESOLVED, that at the 30th International Convention the International Brotherhood of Teamsters strongly encourages all Joint Councils, Local Unions, and other Teamster affiliates to aggressively propose and negotiate for Juneteenth to become a paid holiday in all Teamster contracts.

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

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.

**CONDEMNING WHITE SUPREMACY, NATIONALISM AND
ALTRIGHT ACTIVITIES AND GROUPS**

WHEREAS, the International Brotherhood of Teamsters is proud of its history of unifying a diverse group of working people from different cultures

and ethnic backgrounds in order to advance their economic, social and political interest. We are committed to the development of an organization which values and encourages the participation of women, individuals of various sexual orientations, and members of racial, cultural, and ethnic groups in policymaking to support policies and efforts that uphold our commitment to protect our members' individual ability to experience a safe, welcoming, and inclusive union; and

WHEREAS, the International Brotherhood of Teamsters' goal of creating a safe and welcoming community; valuing human rights, peace, respect, inclusivity and equity; and recognizing that our Union growth and its strengths comes from its diversity and unity; and

WHEREAS, white nationalism is defined by scholars as the belief that national identity should be built around white ethnicity, and that white people should therefore maintain both a demographic majority and dominance of the nation's culture and public life across the country. White supremacy is the belief that the white race is inherently superior to all other races and ethnic groups and that white people should have control over people of other races and are rightfully the dominate group in society; and

WHEREAS, the Ku Klux Klan is a domestic terrorist organization formed near the end of the Civil War continues to use intimidation, violence and murder to maintain white supremacy for the last 155 years; and

WHEREAS, Viola Gregg Liuzzo, a white female and wife of a Teamster Union official was killed by the Ku Klux Klan in Selma, Alabama in 1965 while driving an African American man to the Southern Christian Leadership Conference lead by Rev. Martin Luther King Jr.; and

WHEREAS, we recognize that there has been a rise of white nationalist, white supremacist and alt-right groups in the United States, many of which have been emboldened by the national political dialogue; and

WHEREAS, the International Brotherhood of Teamsters is committed to a just and inclusive union. White nationalism places the interests of white people over those of other racial groups, and is an ideology focused on maintaining white political, economic, and demographic dominance, and

conflicts with our International Constitution, Article 1, Sec. 3 and Article 2, Sec. 2; and

WHEREAS, the International Brotherhood of Teamsters Constitution under Article 2, Sec. 2 states, "Each person upon becoming a member thereby pledges his honor; to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters, and the Bylaws and laws of his Local Union; to never knowingly harm a fellow member; to never discriminate against a fellow worker on accounts of race, color, religion, sex, age, physical or mental disability, sexual orientation, gender identity, national origin or any other legally protected groups or class; and

WHEREAS, the International Brotherhood of Teamsters shall not restrain the free expression of opinion, or restrict the right to speak, write, or print freely on any subject whatsoever, but every person shall be responsible for the abuse of these rights, including posts and comments on social media that violate Article 2 Sec. 2; and

WHEREAS, free speech is a core principle of the International Brotherhood of Teamsters, but the agenda of white nationalist groups seeks to destabilize our Union and our American democracy, using fear as a control tactic, dividing our Union and our communities, and promoting and igniting social animosities; and

WHEREAS, we have seen a recent surge of white nationalist activity and hostility throughout our country, on social media, in our home, conjuring painful memories and causing harm to our members. The trauma inflicted on African Americans, Asian Americans/Pacific Islanders, Muslim, Jewish, and all other people of color and nationalities to include religious freedom, the LGBTQ community, and other groups that are marginalized by white supremacists which results in generational and psychological harm affecting health, educational, economic and social outcomes.

THEREFORE, BE IT RESOLVED, the International Brotherhood of Teamsters, has a longstanding history and commitment of being an inclusive Union celebrating and supporting people of all races, national origins, immigration and refugee statuses, religions, gender identities, sexual orientations, disabilities, age and economic statuses.

FURTHER, BE IT RESOLVED, the International Brotherhood of Teamsters welcomes human rights, peace, respect, inclusivity, and equity for everyone. We condemn hate, xenophobia, racism, white supremacy, Anti-Semitism, Islamophobia, homophobia, transphobia, ableism, sexism, and other forms of bigotry.

FINALLY, BE IT RESOLVED, the International Brotherhood of Teamsters is committed to standing in solidarity with our members in opposing white supremacy and creating a community where all people can safely, freely, and fully engage in our union and democracy. We will not tolerate hate or racism in any form and will pursue policies to ensure and protect our members civil and human rights as individuals.

**RESOLUTION IN SUPPORT OF CRIMINAL JUSTICE REFORM,
LAWS AND POLICIES PROMOTING FAIR AND IMPARTIAL
POLICING**

WHEREAS, the International Brotherhood of Teamsters encourages political action and legislation for Criminal Justice Reform and matters affecting African Americans and people of color within our membership, workplaces and our communities; and

WHEREAS, the International Brotherhood of Teamsters believes in the ideals of equal justice under the law, racial justice, police accountability, and human dignity for all people; and

WHEREAS, Trayvon Martin, an 18 yr. old young black male in Florida, was shot to death by George Zimmerman for walking in a neighborhood in 2012; and

WHEREAS, Michael Brown, an 18 yr. old young black male in Ferguson, Missouri, was shot to death by police-for walking with his friend in 2014; and

WHEREAS, Tamir Rice, a 12 yr. old black child in Cleveland, Ohio, was shot to death by police for playing with his sister and a toy gun while at a park in 2014; and

WHEREAS, Eric Garner, a 43 yr. old black male in Staten Island, New York, was choked to death by police, in spite of Gardner saying 11 times “I can’t breathe” in 2014; and

WHEREAS, Freddie Gray, a 25 yr. old black male in Baltimore, Maryland, died from a nearly severed spinal cord after being arrested and placed in the back of a police van for 45 minutes in 2015; and

WHEREAS, Alton Sterling, a 37 yr. old black male in Baton Rouge, Louisiana, was shot to death by police for selling CD’s, in 2016; and

WHEREAS, our Brother Philando Castile, a 32 yr. old black male, a public servant covered by a Teamsters Local 320 collective bargaining agreement, was shot to death by police as he sat in the driver’s seat of a car while his girlfriend and daughter watched on in 2016; and

WHEREAS, Botham Jean, a 26 yr. old black male in Dallas, Texas, was shot to death by an off duty police officer who allegedly thought he was an intruder after she entered the wrong apartment in 2018; and

WHEREAS, Ronald Green, a 42 yr. old black male from Louisiana, was pulled over in a traffic pursuit, tasered and beaten by officers and was pronounced dead when he arrived at the nearest hospital in 2019; and

WHEREAS, Breonna Taylor, a 26 yr. old black female in Louisville, Kentucky, a probationary employee who would have been covered by a Teamsters Local 783 collective bargaining agreement was shot to death by police while she slept, as undercover police officers executed a no-knock warrant based on misinformation in 2020; and

WHEREAS, Ahmaud Arbery, a 25 yr. old black male in Glynn County, Georgia, was shot to death after being pursued by three white residents while he was jogging through his neighborhood in 2020; and

WHEREAS, George Floyd, a 46 yr. old black male in Minneapolis, Minnesota, was killed by police, handcuffed with his face in the ground, while Officer Chauvin knelt on his neck for 9 minutes and 29 seconds, while Floyd repeatedly said “I can’t breathe” as three other officers looked on in 2020; and

WHEREAS, Rashad Brooks, a 27 yr. old black male from Atlanta, Gorgia, was shot to death by police after falling asleep at a drive-through in 2020; and

WHEREAS, Duante Wright, a 20 yr. old black male from Minneapolis, Minnesota, was shot to death by a police officer who allegedly confused her taser for her duty gun after being stopped for a traffic violation in 2021; and

WHEREAS, since the death of George Floyd in 2020, at least 181 black men and women have been killed by police, primarily during traffic stops or for committing a minor infraction; and

WHEREAS, Teamster members live and work in these communities. The senseless deaths of so many others compel questioning of whether equal justice under the law is possible for African Americans and people of color. These deaths are indicative of a growing racial division that threatens the current and future well-being of our country, our union, and our communities we live in; and

WHEREAS, there is a “widening gap of trust” between law enforcement and the African American community and communities of color; and closing this “widening gap of trust” requires that we address the underlying inequities that continue to divide people in this country along racial lines; and while we recognize that there have been some strides made within police departments across the nation to engage in constructive dialogue and good faith efforts to improve relations among police officers and African Americans, there is still a long road ahead; and

WHEREAS, the International Brotherhood of Teamsters, represents well over 30,000 law enforcement officers who serve to protect our members, their families and our communities, we understand that police officers who are racist or have bad intentions are the minority; and

WHEREAS, there is a need for effective policies that will restore confidence in police, and bring hope to those families and communities devastated by these egregious acts of violence.

THEREFORE BE IT RESOLVED, the International Brotherhood of Teamsters supports laws and policies which prohibit biased policing, promote reform, require better training of law enforcement, funding for law

enforcement in upholding Fourth Amendment rights and prohibiting unreasonable search and seizures.

BE IT FURTHER RESOLVED, the International Brotherhood of Teamsters supports increasing the dialogue between the police and community, and allowing communities to have more influence in how they are policed, along with community meetings, community policing, peaceful demonstrations, and other actions seeking justice.

FINALLY, BE IT FURTHER RESOLVED, the International Brotherhood of Teamsters calls for the creation and dissemination of a national model for policing in communities of color that will end institutionalized racism; and the creation of a committee that will educate and advocate for police reform and accountability.

**RESOLUTION OF RESPECTIN LOVING MEMORY OF
ROY GILLESPIE, SR. - DIRECTOR OF DISASTER RELIEF**

WHEREAS, Roy Gillespie, Sr. passed from this life on Tuesday, March 16, 2021, Teamsters everywhere mourn his loss and remember his great work; and

WHEREAS, his life in the labor movement began in the Freight Industry as a member of Teamsters Local Union No. 600 and Joint Council 13; and

WHEREAS, after Hurricane Katrina in 2005 where he served as liaison between the Red Cross and the Federal Emergency Management Agency (FEMA), his leadership in the Teamsters Disaster Relief Program was amplified. He later became known as the “Master of Disaster” and helped with every major natural disaster since then; and

WHEREAS, his other accomplishments include the appointment to the International Brotherhood of Teamsters’ Human Rights and Diversity Commission, and he served as President of the Teamsters National Black Caucus in St. Louis, MO Chapter; and

WHEREAS, he was an active, faithful and loyal member to the labor movement. He also served his community and city - always helping those in need giving generously of his time and expertise; and

WHEREAS, he was honored by the St. Louis, MO Chapter of the American Red Cross and the Metropolitan St. Louis, MO Urban League for his service.

THEREFORE, BE IT RESOLVED that at this 30th International Convention that we acknowledge the hard work and contributions that Brother Gillespie made to the labor movement, Teamsters Disaster Relief Fund, Human Rights and Diversity Commission and beyond.

BE IT FURTHER RESOLVED that a copy of this resolution become a permanent part of Teamster history and that his expertise in recovery efforts serve as a model for decades to come.

BE IT FINALLY RESOLVED that we commend and will forever remember our brother, Roy Gillespie for his outstanding dedication and service to the members of the International Brotherhood of Teamsters and his quintessential love for the labor movement across the United States of America.

**RESOLUTION OF RESPECT IN LOVING MEMORY OF
CHRISTOPHER “TRACTA” TRAILOR- HUMAN RIGHTS &
DIVERSITY COMMISSIONER**

WHEREAS, Christopher “Tracta” Traylor passed from this life on Sunday, January 24, 2021, Teamsters everywhere continue to mourn his loss and remember his great works; and

WHEREAS, his life in the Labor movement began as a member of Teamsters Local No. 726 in 1997 when he was hired as a Pool Motor Truck Driver at the City of Chicago Department of Aviation; and

WHEREAS, he was elected Shop Steward in 2003 and earned the nickname Tracta Traylor for his expertise in operating lowboy equipment; and

WHEREAS, his other accomplishments include his appointment to the International Brotherhood of Teamsters’ Human Rights and Diversity Commission; he served as an Organizer for Teamsters Joint Council No. 25

and Secretary-Treasurer of the Teamsters National Black Caucus (TNBC) Chicago Chapter; and

WHEREAS, he volunteered for Joint Council 25 Disaster Relief Team and traveled the country helping those in need; and

WHEREAS, he was a fixture at TNBC, Local No. 700 and Joint Council 25 Events, photographing and posting pictures on social media; and

WHEREAS, he will be remembered for his warm smile and big heart; he was a vital part of the labor movement and made a difference in many lives.

THEREFORE, BE IT RESOLVED that at this 30th International Convention that we acknowledge the hard work and contributions that Brother Traylor made to the labor movement, the Human Rights and Diversity Commission and beyond.

BE IT FURTHER RESOLVED that a copy of this resolution become a permanent part of the Teamster history and that his hard work and dedication serve as a model for those that follow him for decades to come.

BE IT FINALLY RESOLVED that we commend and will forever remember our brother, Christopher “Tracta” Traylor for his outstanding dedication and service to the members of the International Brotherhood of Teamsters and his quintessential love for the labor movement across the United States of America.