

## Resolution to Establish a National Diversity Advisory Committee

The National Association of Government Employees (NAGE) is an organization of members united by the belief in the dignity and worth of workers and the services they provide. We are dedicated to improving the lives of workers and their families and creating a more just and humane society regardless of race, ethnicity, national origin, religion, age, physical ability or sexual orientation.

We are women and men representing diverse backgrounds and experiences. We are the standard-bearers in the struggle for social and economic justice begun nearly half a century ago by shipyard workers who dared to dream beyond their daily hardships and to organize for economic security, dignity and respect.

At its core, NAGE has a recognition of, and pride in, the diversity our membership brings to the organization. Through our commitment to diversity, we seek a stronger union to build power for ourselves and to protect the people we serve. Our mission statement, which is read at every National meeting and event, reflects our richness of background and principle to people of all backgrounds and experiences.

Our continued commitment to reflecting an organization that is intentionally inclusive and that deals directly with issues of race, gender and other bias will enhance our trust in each other. This would allow us to further develop the capacity to collaborate and improve our ability to have difficult, yet productive, conversations and increase our understanding of those we service. These important conversations will set the foundations on which we act and we lead.

To that end, we ask for a vote of approval to create an advisory committee to advise the National Executive Board on matters of diversity affecting our organization. The Diversity Advisory Committee shall consist of volunteers from the NAGE Executive Board who have an interest in matters of diversity. The Advisory Committee shall elect a chairperson who will serve for one year. A NAGE employee shall serve as an advisor to the Committee. The purpose of the Committee will be to recommend to the National President and National Executive Board the path of our structurally inclusive organization, the education and engagement that is necessary to support the agenda and the strategies to prevent inequalities and build inclusive power.

The Diversity Advisory Committee will meet at least quarterly and report at each National Executive Board meeting as to the activities and progress of the Committee. The Advisory Committee meetings will take place at each of the semi-annual National Executive Board meetings and at other times as decided by the Chair in consultation with the Committee.

To support the work and goal of the Advisory Committee, the National President and the National Executive Board will strongly encourage that each NAGE Local creates a diversity advisory steward, appointed from volunteers of their membership that are openly, and inclusively, solicited. This position is advisory in nature and does not have the voting authority

of the local elected officials. The role of the diversity steward is to assist the Local Board to appropriately and inclusively respond to complaints or grievances of the membership that represent an attack on inclusion and guide towards fair and equitable outcomes. The NAGE National Diversity Advisory Committee will, as part of its mission, include training opportunities for those interested in learning more about ensuring diversity in their locals.

We ask that this Resolution be adopted at the 2018 National Convention.

In solidarity,

The National Diversity Advisory Task Group

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Approved by the National Executive Committee on this 13<sup>th</sup> day of September 2018.