

## 2021 WSCFF Convention Resolution

**SUBJECT:** Establish WSCFF Standing Diversity Equity & Inclusion Committee  
**RESOLUTION #:** 21-03

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- WHEREAS:** It is essential for unions to help build a diverse and inclusive membership; and
- WHEREAS:** The labor movement must do a better job of promoting diversity and inclusion within our membership; and
- WHEREAS:** As a labor group, we value workforce diversity, equity, and inclusion, and appreciate the spectrum within the workforce to create an environment of belonging; and
- WHEREAS:** The WSCFF Executive Board encourages member locals to establish communication with their employers to promote stronger diversity in their hiring processes and eliminate policies and practices that discourage inclusion; and
- WHEREAS:** Resolution 20-05 passed at the WSCFF 2020 Convention created a one-year diversity committee to begin looking at this issue and report back at the 2021 Educational Seminar; now therefore be it
- RESOLVED:** That the WSCFF create a standing diversity committee to continue the work of educating members and make recommendations to reduce and eliminate barriers to the recruitment and hiring processes which can be used by affiliated locals to develop a workforce that is more diverse and representative of the communities we serve; and be it further
- RESOLVED:** That the WSCFF Standing Diversity, Equity & Inclusion Committee will be made up of seven members co-chaired by the IAFF 7<sup>th</sup> District DVP and a member of the WSCFF Executive Board appointed by the WSCFF President; and be it further
- RESOLVED:** That the remaining five members will be appointed by the WSCFF President, who shall consider members representative of small, medium, and large locals and shall serve a two-year term; and be it further
- RESOLVED:** That the scope of the committee’s work will include, and not be limited to, providing tools and education for members, and developing possible educational partnerships – such as the WSLC or the WFC – to provide jointly sponsored educational opportunities; and be it further
- RESOLVED:** That the committee will meet up to three (3) times per WSCFF fiscal year; and be it further
- RESOLVED:** That the committee co-chairs will present a report at the IAFF-WSCFF Jointly Sponsored Educational Seminar each year.
- SUBMITTED BY:** WSCFF Executive Board

<b>Committee</b>	<b>Action Taken</b>	<b>Recommendation</b>
Public Relations		Do Pass
Ways & Means		
Public Relations	Amended	Do Pass as Amended
Ways & Means		14-cent Per Capita
O&P	Do Pass as amended	Floor
Floor	Adopted as amended	

ASSIGNED DESIGNATION: