

# MINUTES OF THE TNG-CWA Human Rights and Equity Committee

April 7, 2007

Telephone conference call at 1:00 pm (1300) Eastern; 10:00 Pacific

Prepared by Michael D'Souza

PRESENT: Michael D'Souza, Chair; Yoko Kuramoto-Eidsmoe; Carl Younger; Sheila Lindsay; Randye Gilliam; Natalie Hill; Debbie Thomas, TNG-CWA Director of Human Rights

ABSENT: Matthew Harper, Secretary; Datejje Green, Vice Chair;

1) Web site: Randye Gilliam reported that she has received the information she needs from the members of the committee and is working on uploading it to the website.

2) Carl Younger proposal for outreach: Carl Younger discussed the draft of the letter (attached) he is planning to send to the New England Locals about the library and discussion groups. He asked for comments and suggestions to be sent to him.

He also reported that he is working with the local union to acquire the necessary equipment and material. He expects the project should be up and running within a month.

4) TNG convention workshop: The committee discussed doing a workshop on equity issues, particularly retaining members of equity seeking groups in the workplace during layoff; about mechanism that may be available to address seniority clauses.

5) CWA Board: The committee discussed the proposal to add four members from equity seeking groups to the executive board of the CWA and agreed it should work to get this proposal passed at the convention in Toronto. It was noted that the proposal does not include a position for people with disabilities.

Next meeting: The committee agreed to meeting again on Saturday, May 5, 2007 at 1 pm EST (10:00 am PST)

Adjournment: The committee adjourned at about 1:40 EST (10:40 PST)

Draft of letter from Carl Younger:

The TNG-CWA Human Rights and Equity Committee was created on July 10 and the CWA annual convention in Las Vegas.

#### Mission Statement

The TNG -CWA Human Rights and Equity Committee will increase the participation of equity seeking groups at all levels of the union and in all leadership positions at the Local, National and International levels and as delegates to the District Councils, Representative Councils and the Sector Conferences. It will strive to achieve a diversity of leadership to reflect our communities.

#### Members of the Committee

Sheila Lindsay, Washington/Baltimore  
Datejie Green, Canadian Media Guild  
Matthew Harper, St. Louis  
Carl Younger, Boston  
Richard Peery, Northeast Ohio  
Yoko Kuromoto-Eidsmoe, Pacific Northwest  
Randye Gilliam, New York  
Michael D'Souza, Canadian Media Guild (Chair)

TNG-CWA Human Rights Director: Debbie Thomas

The New England branch is offering a pilot program for minorities and other equity seeking groups were topics that effect the group can be discussed and analyzed once a month.

As most of you are aware minorities have had a rocky relationship with the labor movement.

- Blacks bared from trade unions in any numbers until the early 1970's
- The Asian exclusionary act still on the book until the late 1940's
- Minorities excluded from mentoring and apprentice programs into the late 1960's

These and other thing relegated minorities to low paying jobs with little or no chance for advancement.

This also gave little hope of passing on wealth to their children to give them a foot up in life (as in a house, insurance and other benefits available to all white emigrants.)

The program at the Boston Newspaper guild will be geared toward discussing the past mistakes, learning from them and moving forward forming a network of people and talent to allow the group to mentor and learn jointly with other members.

If there is a solution we will find it as a group.

The focus will be labor/minority history, our rights on the job and gaining knowledge that can enhance our live. The group as a whole will be responsible for researching unanswered questions that come up in the meetings.

The CWA has awarded funds for this program to start a video library were films geared toward equity seeking groups and skill enhancements can be stored. (**Because funding is limited any donations of educational films, cd's, and cd-rom will be greatly appreciated.**)

The Boston Newspaper Guild local 31245 has donated matching funds for video equipment and space once a month in their conference room at

47 Willard Street, Quincy MA. Tel. 617-265-2666

Please forward this information to all equity seeking members of your local

For questions please call Carl Younger BNG 617-929-2034.