

Proposal to Increase Executive Board Diversity Questions and Answers

1. Will the four at-large diversity board members be Vice Presidents?

No. The at-large diversity board members will not be Vice Presidents. At-large diversity board members will not be full-time. They will be paid for expenses and lost wages for attending Board meetings and performing other Executive Board responsibilities.

2. Can someone run for more than one at-large diversity seat?

No, a member can only be nominated and run for one at-large diversity seat. In addition, they can only run in the geographic region in which they hold their membership.

3. Will at-large diversity board members be elected?

Yes, the proposal calls for elections at the 2008 Convention.

4. Will convention delegates get to vote for the four at-large diversity candidates?

Yes, each convention delegate will vote for one candidate from each geographic region or four, total. There are four geographic regions.

5. Who can run for the at-large diversity seats?

The proposal recommends that of the four at-large diversity board members, at least three should be persons of color and at least two should be women. Full time permanent non-elected employees of the union are not eligible for the at-large positions due to potential conflict of interest. Clearly, the intent is to have local women and persons of color in these seats, thus increasing the diversity on the Board. However, the LMRDA requires that members in good standing be eligible to run for union offices. Therefore, members in good standing are eligible to run for these positions.

6. *How will you guarantee that women and persons of color get elected to these at-large diversity board seats?*

The National union cannot guarantee the results of any election. It is hoped that in adopting this proposal, the delegates understand the intent of the at-large diversity board positions and will elect women and persons of color.

7. *Will there be appointments prior to the 2008 elections?*

Yes. The proposal would require the Executive Board to appoint one at-large diversity board member from each geographic region following the 2007 Convention from nominations submitted by the National Committee on Equity, the National Women's Committee, and the Minority Caucus. Nominations must be submitted by September 1, 2007. The Executive Board is required to act on the nominations at its first scheduled Board meeting following the convention. Elections for the at-large diversity board members will be held at the 2008 Convention.

8. *How were the four geographic regions determined?*

The geographic regions were constructed so that they would represent approximately the same number of members. The northeast region has 154,000; southeast region 120,000; central region 147,000; and the western region 115,000.

9. *What will be the role of the at-large diversity board members?*

They will attend all Executive Board meetings and serve on Executive Board Committees. They will have a voice and a vote at Executive Board meetings. They will participate in Board deliberations and discussions.

10. *The at-large diversity board members will not have the same responsibilities as the Vice Presidents, correct.*

Correct. The at-large diversity board members are not Vice Presidents and will not have the responsibilities that come with the full-time position of Vice President.

11. *Why should we add at-large diversity seats to the CWA Executive Board?*

The AFL-CIO resolution "A Diverse Movement Calls for a Diverse Leadership" adopted at the AFL-CIO Constitutional Convention July 2005 perhaps says it best "Despite decades of progress, the union movement acknowledges we have not met our goals: that unions must reflect the diversity of our communities and union movement leadership must reflect the diversity of our members. In too many cases, women and people of color still are underrepresented among union leadership. We must go beyond acknowledging where we fall short and move into full and committed action. We cannot ask more of broader society than we are willing and able to do ourselves." The AFL-CIO resolution goes on to ask each affiliate union to report annually on the representation of women and people of color at staff and elected leadership positions.

12. *How many women and persons of color are currently on the CWA Executive Board?*

The CWA Executive Board is composed of 3 principal officers and 16 vice presidents, for a total of 19. Of the 19, four are women and one is a person of color. Said another way, 21% are women and 5% are persons of color. Our best data on membership demographics comes from a 2004 random membership survey conducted by a professional survey group. This survey reported our membership to be 43% female, 57% male, 76% White, 11% Black, 8% Hispanic, 1% Native American, and 1% Asian. Although we believe these numbers could be off by several points, they offer the best snapshot we have.

13. *The Ready for the Future resolution refers to the right sizing of the Board by 2011. How does adding four at-large diversity board members square with that?*

The Ready for the Future resolution refers to full-time elected vice presidents who have specific responsibilities and structures which include assistants, support staff, staff and offices. The at-large diversity board members will not be full-time elected vice presidents and do not present the cost and structural issues being addressed in the Ready for the Future resolution.

14. *Do the convention delegates have to adopt the proposal in order for it to be implemented?*

Yes, the proposals require changes to the CWA Constitution and convention delegates must adopt those changes.