

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

September 12, 2009

PRESENT: Carl Younger, Chair; Yoko Kuramoto-Eidsmoe; Natalie Hill; Vincent Proteau; Vernon Clark.

Melissa Nelson, TNG-CWA Director of Collective Bargaining; Carol Rothman, Secretary-Treasurer, TNG-CWA; Arnold Amber, Director CWA/SCA Canada; Sheila Lindsay, SEC Region 2 VP

ABSENT: Ka Yan Ng; Matthew Olson; Tiffany Heath; Bernie Lunzer

- Carl: 1) Question re: website updates – upcoming meeting & events. Vincent & Vernon – minority journalist groups schedules.  
2) Demographic survey questions: work on? Nothing yet. Need survey? Request of Locals to get management to supply ethnic breakdown. Find out how bad things are.  
3) AAJA convention in Boston: ASNE keeps numbers on minorities in newsroom. Need a broader census to cover Guild needs. Use Guild's HR survey (Melissa).  
4) HR&E mission statement: get to students on relevancy of unions.
- Vernon: Local programs not in place – put something together.
- Carl: Second objective (of HR&E mission statement) – establish mentoring programs – get Locals to set up programs by initiating outreach to community. (Add to survey).
- Yoko: Not on same survey. Not bog down in package. Not overwhelm.  
Separate effort easier to deal with.  
Initial survey may show problem areas that can be targeted with different programs.
- Carl: Petition Locals to push for contract language on diversity hiring.
- HR&E third goal: create literature on relevancy of unions. Later initiative as part of HR program at Local levels.  
HR&E 4<sup>th</sup> goal: translate literature to Spanish & French. Make minorities feel welcome. Partner with other ethnic organizations.  
Read through goals of & objectives of HR&E committee.
- Vernon: Get something/program to put union label on.
- Carl: Example: Boston Guild outreach to local schools.  
Problem of motivating members at Local level. Use District Councils & Canadian rep Council as avenue for programs.
- Yoko: Union activism in workplace – mentorship internally. Attainable. Clearly define goals – bring activists from bottom up.
- Carl: Gear towards member activism – what unions are doing internally & externally. Relevance in today's world.
- Yoko: Check with minority groups. Partner up.
- Carol: District Councils making up agendas for fall meetings. Make report from HR&E part of the slate. Reach out to Locals prior to meetings. Start conversation on activities.  
What would motivate participation? Look at own Locals & compare notes.
- Yoko: Pro-union/pro-labor in minority communities. Trouble at leadership level to get involved.
- Vernon: Workplaces with minority participation get respect of larger group. Issue: How to prod into activism?
- Carl: Get ahead of the curve on minority situation in the U.S. Embody the democratic process. How to address issues in Canada?
- Arnold: 1) Hire minority to do community & local outreach.  
2) Changing National bylaws – includes member from an equity group on Board.  
3) CMG: 2-3 programs for outreach on involvement levels. Comprehensive program within CMG to work on various equity issues.

Melissa: Will look for initiatives or programs used in the past by TNG Human Rights dept. ie: sexual harassment for template going forward.  
Round up HR&E survey used for collective bargaining – share with committee. Can add to it/edit.  
Carol: NLOS – setting up next year’s program – subsidies for minority candidates. Recruit.  
Carl: Letter to District Councils on initiatives. Report.

Next meeting: 10/17/09 1pm. Yoko not available.

Adjourn 2:05pm Eastern

