

MINUTES OF THE TNG-CWA Human Rights and Equity Committee

September 27, 2008

PRESENT: Michael D'Souza, Chair; Yoko Kuramoto-Eidsmoe; Randye Gilliam; Vernon Clark
Melissa Nelson, TNG-CWA Sector Rep.; Lucy Witeck;
Sheila Lindsay, Chair SEC HRE Committee; Arnold Amber;

ABSENT: Olivia James; Fareed Mohammed; Sherri Borden Colley; Joe Lapi; Carl Younger; Natalie Hill; Matthew Olson;

MINUTES PREPARED BY MICHAEL D'SOUZA.

Checked by Yoko Kuramoto-Eidsmoe

The committee received a report on the TNG-CWA Executive Council meeting.

TNG-CWA Executive Council Meeting:

Michael D'Souza read the e-mail sent by Bernie Lunzer (attached) and received about an hour before the committee meeting started. Sheila Lindsay and Arnold elaborated on the report.

Sheila reported that the executive council was looking for a strategic plan from the committee and was concerned that the standing committee's budget plan didn't reflect actual programs. She added that the Executive Committee on HRE, which she chairs, will look for funding sources to pay for the standing committee's work (sources including the Anti-Discrimination Fund and work with the CWA Committee on Equity). She said the executive found the three-year budget projection creative.

The executive committee agreed that the standing committee would attend the conference planned for early January at the University of Maryland in Baltimore and will be there for an extra day to complete its own face-to-face talks. The conference itself is a consultation of the TNG, NABET and PPMWS on the communications industry.

Arnold Amber informed the committee that the executive committee was committed to the work of the standing committee and said that it should proceed with that work

The committee adjourned at 13:18 Eastern.

----- Original Message -----

From: [Bernie Lunzer](#)

To: [MelissMNelson@aol.com](#) ; [Joseph Lapi](#) ; [Arnold Amber](#) ; [Carol Rothman](#) ; [Carl Younger](#) ; [Yoko Kuramoto-Eidsmoe](#) ; [Arnold Amber](#) ; [Matthew Olson](#) ; [Randy Gilliam](#) ; [Vernon Clark](#) ; [Natalie Hill](#) ; [Randy Gilliam](#) ; [Michael D'Souza](#) ; [Joe Lapi](#) ; [Natalie Naomi Hill](#)

Sent: Saturday, September 27, 2008 11:53 AM

Subject: Report from the Guild's Executive Council

Folks - I've attached the report of the Guild Executive Council's HREC below, as passed unanimously by the EC. We had a full discussion, and I believe we properly addressed the issues necessary to continue your important work. I regret that I am unable to be on the call today because of some urgent Guild concerns, and Carol will be traveling. I'm certain Sheila will communicate our discussions in full at the EC. We can also setup another call prior to your next scheduled if that would be helpful.

The EC meeting was very productive, and I think we have started the important work of positioning our union for a key role in the future of our industry. We talked about how important diversity will be as a key consideration in adopting strategy in January, aimed at bargaining, organizing, ownership and training. I would add that we all should be proud that our current EC is the most diverse in my time on the board in 13 years. When you include Arnold (who is a non-voting member) the composition is 25 percent from equity-seeking groups, and 66 percent female to male. Below is the report:

Human Rights and Equity Committee – Recap

9/24/08

Committee Members: Michael Cabanatuan, Lillian Covarrubias, Arnold Amber and Sheila Lindsay (Chair)

Designation of a chair for the committee, Lindsay volunteered. During the meeting, Arnold Amber provided the committee with historical information on the formation of the Human Rights and Equity Committee which came to birth during the 2006 Las Vegas conference, wherein Michael D'Souza of the CMG was nominated chair of the committee.

At its 2006 workshop the committee members created their mission statement, "The goal of the TNG-CWA Human Rights Committee is to increase participation of the 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 Council, Representative Council and the Sector Conference. We will strive to achieve a diversity of leadership that reflects our communities." The committee also developed goals for the committee.

The committee, meets regularly every month by teleconference discussing goals for the committee, has developed activities based on those goals from establishing a library, which provides historical union information, including designing a website, www.TNG_Equity.org. The largest undertaking thus far was the hosting of a conference prior to the start of the TNG Convention in Las Vegas, earlier this year. During the last conference call of the committee, a three-year budget plan was drafted for submission to the SEC so that the committee can move forward in its continued activities of promoting awareness for equity-seeking members within TNG.

During the SEC meeting on Thursday, the council members discussed the need for the committee to provide a three-year plan that aligns with the financial requests that they are seeking to continue their body of work. The council wanted to ensure that the committee members understood that they were committed to supporting the work of the committee and encourages them to continue bringing forth ideas and activities based on the goals set forth by the committee.

The chair of the TNG-HREC makes a motion to request that the SEC put forth a resolution that would:

- 1) Establish the SEC-HREC as the liaison to the Human Rights and Equity Committee to allow it to promote its projects and work.
- 2) TNG-SEC thanks the committee for their work that they have done throughout the past two years in moving forward on the issues of diversity throughout the TNG membership.
- 3) That the SEC reaffirms its commitment to the HREC and to further its aims and will work to ensure that the committee has the funds necessary to achieve its goals.