

The Communications Workers of America Human Rights Department

Profiles of Progress:

Building A Stronger Union Through Diversity



**A 2011 Report on CWA Local Union
Civil Rights and Equity Committees
And
Women's Committees**

CIVIL RIGHTS AND EQUITY COMMITTEE LOCAL PROFILE

Civil Rights and Equity Committee

CWA Local 4100

Gregg Wynn, President

Civil Rights and Equity Committee

Location: Detroit, MI, CWA District 4
313-896-0333

Web Address: <http://www.cwa4100.org/index.html>

Chair: Christine Shaw



Members:	Faith Robinson	Belinda Hill	Karen Smith
	James Dennis	Anthony Bean	Erick Adams
	Gregg Wynn	Laura Morris	Alicia Ozier

Meets: Monthly

Recruitment Methods: Word of mouth, as a result of reports on activities, and through the committee at membership meetings

Prominent Projects Over the Past Two Years:

- Partner w/Women's Committee to collect and distribute hygiene products to the homeless
- Partner with Legislative Committee to do 2010 political action every election (door knocking, leafleting etc. often with candidates)
- Visited Lower 9th Ward in Louisiana to video and talk with people returning to their homes after Katrina
- Organize and participate in rallies including the Avondale Rally in New Orleans during the Civil Rights and Equity Conference

Perceived Role of the Committee: Primarily to monitor and if necessary grieve disparate treatment cases in relation to union contracts. Committee conducts equity training for members. Meets with management to conduct investigations of civil rights allegations and if necessary escorts members to the EEOC office at the federal building. Has filed and won a number of cases resulting in fines as well as discipline for managers all on behalf of Local 4100 members.

CIVIL RIGHTS AND EQUITY COMMITTEE LOCAL PROFILE

Civil Rights and Equity Committee

CWA Local 7102

Don Dawson, President

Civil Rights and Equity Committee

Location: Des Moines, IA, CWA District 7
(515) 243-7102

Web Address: <http://cwa7102.org/news.html>

Chair: Rachelle Long

Members: Denise Hauptly Co-Chair COE
Kerry Bowen
Mark Rocha
Laurie Soroka



Meets: Quarterly (*April 6 June 1 September 7 November 2*)

Recruitment Methods: New member orientation and membership meetings

Motto: *Educate and Inform*

Prominent Projects Over the Past Two Years:

Year-long Bulletin Board Updates in the Local
Partner with Local Legislative Committee on 2010
Election Activities
Election Phone Banking and Door Knocking on 2010
Campaign
Supporting the Women's Committee

Perceived Role of the Committee: To *Educate and Inform* new and existing members about both the Women's Committee. The Committee saw it important to do face to face visits at CWA worksites and talk about the role of the Civil Rights and Equity Committee while enlisting membership. By Opening this door, direct interaction yielded results in volunteerism. Members of the Committee also did phenomenal work re-organizing worksite union bulletin boards adding timely, critical information about union meetings, the Committee, Thursday Solidarity Day, and the CWA Triangle.

WOMEN'S/CRE Combination COMMITTEE LOCAL PROFILE

Women's/Civil Rights & Equity Joint Committee

CWA Local 9000

T Santora, President

Women's & Civil Rights and Equity Committee

Location: Los Angeles, CA, CWA District 9 1-323-931-9000

Web Address: <http://www.cwa9000.org/>

Chair: Ozella Anderson

Members:	Marcia Betancourt	Climmie King-Johnson
	Myesha Glover	Sheila Milner
	Bob Henderson	T Santora
	Cheryl Johnson	Valerie Shaw



Meets: Monthly

Recruitment Methods: At membership meetings and while conducting workplace activities

Prominent Projects Over the Past Two Years:

- *Annual Women's Empowerment Celebration* – a signature event for the Local. The Local hosts a breakfast featuring exciting speakers on diverse topics of special interest to women. The purpose is to celebrate the progress of women in society as well as empowering CWA women to achieve their goals. The Annual Women's Empowerment Celebration is free but with limited space members must RSVP for a spot. The 3rd Annual Celebration is March 26, 2011. Call Chair Ozella Anderson at 323-931-9000 for information about this popular, fun event.
- *Honoring CWA Veterans* – As a vet herself, Chair Anderson has led the committee to not only acknowledge the sacrifice and service of our vets, but to reach out in meaningful and supportive ways to current military personnel, especially CWA members who are in the Reserves. Each Veteran's Day the Local publishes an Honor Roll of our veteran members and provides each one with a small token of our deep appreciation and pride.
- *One Warm Coat Project* – Homelessness has increased significantly with the current economic crisis. The One Warm Coat Project provides much needed winter clothing to homeless women and their children in our communities. This is a joint project of the CWA Southern California Council Women's Committee and Local 9000 is proud to play a role.

Things the Committee is most proud of:

- Its ability to raise funds for its projects
- Its growth in membership participation in events
- Its annual Women's Conference

Perceived Role of the Committee:

Educate the membership on issues of equity; celebrating our diversity, and leadership development

WOMEN'S COMMITTEE LOCAL PROFILE

Women's Committee

CWA Local 1040

Carolyn C. Wade, President

Women's Committee

Location: Trenton, N.J., CWA District 1 1-800-253-3289

Web Address: <http://www.cwalocal1040.org>

Chair: Ramona J. Russell



Members: Carolyn Farmer Kim Hunter Jacquetta Rawls
Vanessa Forst Peggy Johns Katherine F. Rouse
Pam Goff Patricia Lewis Patricia Smith
Joyce Hart Sallie Nash Angela Trohanowsky
Cecilia Hope Hana Oresky Mary Williams

Meets: Every other month (2011: January, March, May, July, September, November)

Recruitment Methods: Recruitment is through the Local's Branch Presidents, with approval from the Local President and Executive Board

Prominent Projects Over the Past Two Years:

- Clothing Drive Collection for the nationally known organization "Dress For Success"
- Sending care packages to military personnel
- Sponsoring youth activities
- Financial donations to a local nursing home
- Supporting the local chapter of a Girl Scout Troop

Things the Committee is most proud of:

- Annual Health & Wellness Women's Committee Conference
- Sponsoring youth activities
- Supporting military troops
- Sponsoring a walk in the 3-day marathon for Breast Cancer Awareness

Perceived Role of the Committee:

Continue to get the word out that CWA Local 1040 cares for its members and their families and improving efforts to inform the community and members that CWA Local 1040 is there for support.

HUMAN RIGHTS AND EQUITY COMMITTEE NATIONAL PROFILE

The Newspaper Guild-CWA Human Rights and Equity Committee Profile

Sector: The Newspaper Guild

Bernard Lunzer, President

Location: Washington, DC

202-434-7175



Web Address: <http://www.guildequity.org>

Chair: Carl Younger, New England District Council

Members: Vernon Clark, Mid-Atlantic District Council
Tiffany Heath, Southern District Council
Natalie Hill, Great Lakes District Council
Myron Medcalf, Midwest District Council
Greg Font, Western District Council
Ka Ya Ng, Canada East
Ing Wong Ward, Canada West

Meets: Monthly by conference call with at least one annual face to face meeting

Recruitment Methods: Through TNG-CWA regional councils in U.S and Canada

Prominent Projects Over the Past Two Years:

- Demographic survey of TNG locals on “Race and Gender Trends” at Guild represented newspapers
- Panel discussion held at TNG multi-District Council meeting: “Building Power Through Diversity: How locals can increase power by pulling in members from equity seeking groups”
- Training workshop for 2011 TNG Sector Conference conducted by NLC Professor Elise Bryant: “How to build and maintain an effective human rights program in Guild locals”
- Participation at the 2010 CWA Minority Caucus; Civil Rights and Equity conference; One Nation Rally and Pride at Work reception "Celebrating Solidarity"

Mission Statement of the Committee: “The goal of the TNG-CWA Human Rights Committee is to increase 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 of the District Council, Representative Councils and the Sector Conference. We will strive to achieve a diversity of leadership that reflects our communities.

CIVIL RIGHTS AND EQUITY COMMITTEE LOCAL COMMITTEE PROFILE

Civil Rights and Equity Committee Local Profile

CWA Local 4123

Mike Handley, President

Civil Rights and Equity Committee

Location: Wayne, MI, CWA District 4
(734) 722-4017

Web Address: <http://www.cwa4123.org/index.php>

Chair: Gloria Llamas



Members: Gloria Llamas- Chair
Annette Fox
Fred Brooks

Meets: Quarterly

Recruitment Methods: New member orientation and membership meetings, One on One meetings in the workplace

Motto:

Three Prominent Projects: 2010 Gubernatorial Campaign in Michigan
Partnered with Local political committee on 2008
Presidential and Senate Campaigns
Pride at Work Coalition Building
Joint 2010 Diversity Training with Local 4100

Perceived Role of the Committee: To be supportive of the membership by giving resources and help to members feeling discrimination in the workplace, raising awareness at membership meetings and providing training. The Committee has set new goals that coincide with CWA National Committee on Civil Rights and Equity objectives. The committee will soon update it's website and provide a link that will allow members to be more pro-active in Local Civil Rights and Equity activities.

CIVIL RIGHTS AND EQUITY COMMITTEE LOCAL PROFILE

Civil Rights and Equity Committee

CWA Local 1298

William Henderson, President
Civil Rights and Equity Committee



Location: Hamden, CT, CWA District 1
203-288-5271

Web Address: <http://www.cwa1298.org/printable/node/1703>

Chair: Miriam Rivera DiNicholas

Members:	Tonya Hodges	Daisy Pringle	Esther Almodavar
	Earl McCoy	Carmen Febles	Sharon Brooks
	Pamela Jaynes	Dave Voyak	John Vaitkus
	Rene McCord	Fred Thompson	Joan Howell
	Katie Montalbano		

Meets: Monthly

Recruitment Methods: Voicemails, newspaper, volunteers, Word of mouth

Three Prominent Projects: Website information to inform members
Coat and toy drive for inner city neighborhoods
Diversity training seminar for stewards and chief stewards

What is the Committee Most Proud of: The Committee member's ability to get people to participate on their [spare] time and get excited about the work of the committee.

Perceived Role of the Committee: To help our members work out experiences amongst ourselves. To make sure members are educated about civil rights and diversity in the workplace environment and foster a better understanding of one another. We do this by follow our major goal to fully integrate civil rights issues with core work of the union, increase grass roots activity on civil rights issues, increase community visibility of CWA Civil Rights and Equity program, by improving communications between CWA Civil Rights Office and locals and activists and by aggressively seeking CWA representation in grassroots civil rights organizations that share the union's common goals.*

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From Local 1298 website

CIVIL RIGHTS AND EQUITY COMMITTEE LOCAL PROFILE

Civil Rights and Equity Committee

CWA Local 2222

Jim Hilleary, President

Civil Rights and Equity Committee



Location: Annandale, VA, CWA District 2
703-256-2200

Web Address: <http://www.cwa2222.org/>

Chair: Joe Cooper

Members: Corey Himes Emanuel Hill Dimitri Alexander
Cheryl Edwards Glen Fitzgerald William Steele (Advisor)

Meets: Quarterly

Recruitment Methods: One on one discussion with members during membership meetings and other union function.

Prominent Projects Over the Past Two Years:

- Local provided discrimination intervention at company on behalf of CWA employee
- Provided Civil Rights and Equity presentation at 2010 District meeting in Williamsburg, VA
- Recruited participation in the 2010 Civil Rights and Equity conference in New Orleans, LA

Perceived Role of the Committee: The Committee primarily provides grievance intervention between members and management and member to member grievances. In 2010, Committee traveled to a CWA worksite and did interviews of employees regarding discriminatory language used by a company supervisor. After realizing the gravity of the intervention, company management subsequently intervened and disciplined the employee. The supervisor was removed by the company, averting a serious discrimination claim by the aggrieved CWA member and the Local Committee on Equity.