

**Report of the  
National Committee on  
Civil Rights and Equity  
To the  
76<sup>th</sup> Convention**

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**CWA**

## Worker Autonomy

Worker autonomy is a relatively new style of management that allows workers to make some decisions about their job on their own. Worker autonomy can range from setting your own schedule, to electing to work from home, to designing your workspace, to deciding the manner in which you approach your work. Studies have found that having greater autonomy on the job is a more important contributing factor to worker happiness than pay. Greater autonomy leads to lower staff turnover, less work related stress, higher productivity, and higher job satisfaction. Micromanagement is the antithesis of worker autonomy and can lead to higher staff turnover, low employee morale, and lowered productivity. So worker autonomy is a win-win for workers and employers.

The worker autonomy style of management has been proven to not only increase productivity but also to reduce work related stress. Worker autonomy reduces workplace stress by allowing a worker to feel like they have partial control over their work situation. When a person feels they have control over a situation the stressors related with the situation are less troublesome. This is true even with stressors associated with the job that the worker has no direct or indirect control over, such as the amount of incoming calls. By fostering autonomy, workers feel like they have more control, leading to less work related stress.

Aside from reducing stress, worker autonomy allows the freedom to fit work into your schedule and even decide where that work takes place. The ability to create your own schedule and choose your worksite is a great tool in achieving work/life balance. An employee with a child in sports might elect to work early mornings so they can have afternoons to attend their child's games and practices. A night owl might elect to come in late and work late. The ability to work from home could allow a worker to take care of a family member in the home more easily. This schedule flexibility allows for more freedom and autonomy overall, leading to happier, more productive workers.

Worker autonomy reaches beyond a flexible work day and work site to the selection of projects and tasks. When a worker chooses their own projects, it creates a specific type of motivation called intrinsic motivation. Intrinsic motivation is the desire to do something for its own sake. When people are intrinsically motivated, they find greater enjoyment in what they are doing, they are more engaged with their work, and they have higher job satisfaction. They are also more persistent in the face of difficulty. In other words, they perform better and exercise their potential.

It is clear that worker autonomy has many benefits for both the employee and the employer. We, as a union, need to call upon our employers for more autonomy in the workplace for a better, more productive worksite. The time to embrace change is now!

CWA's bargaining agreements protect worker autonomy and promote autonomy in the workplace. CWA not only fights for these contracts, but educates members how to negotiate contracts as well. Strong contracts are essential to protecting and promoting worker autonomy and workers' rights.

## **Workers' Rights are Human Rights!**

What are workers' rights? Workers' rights are human rights that are associated with the workplace. Workers' rights include the right to fair compensation, access to benefits, safe working conditions, and the right to unionize. All workers have these rights, regardless of race, age, or occupation. Upholding and protecting these rights are paramount to the labor movement and must be a priority for CWA.

One of the most fundamental workers' rights is the right to fair compensation. Workers should be paid a fair, competitive, and livable wage for their work. Unfortunately, this is not the case for far too many workers. Many workers are paid low wages that leave them at or below the poverty line, unable to meet the costs of their basic necessities despite working full time hours. It is unacceptable that a person can work full time in this country and still have to rely on government assistance to get by. We should stand in solidarity with movements like Fight for 15 to ensure that all who work are paid a livable wage.

The lack of fair compensation doesn't end with low wages. Women, especially minority women, are not paid an equal wage compared to men for the same work in many fields. Women make on average 87 cents for every dollar a man earns. For minority women, the gap is even larger at only 67 cents on the dollar. These gaps don't just translate to a smaller paycheck; they also shrink retirement and Social Security benefits, since these benefits are based on earnings. Women should be compensated just as men are for the same work.

In addition to fair wages, all workers should have access to benefits, including paid sick days and paid maternity leave. In the private sector, only 12% of employers offer paid maternity leave. Paid maternity leave has been shown to have numerous benefits, including better health and wellbeing of both mother and child. When it comes to paid time off, the United States ranks last compared to other industrialized nations. A worker should not have to choose between their health or that of a loved one and their employment. Having access to the benefits allows workers to live a dignified, healthy life where they are productive members of society.

A safe workplace is another fundamental right of all workers. Workers should have a safe and healthful workplace that is free from serious, recognized hazards such as lead and asbestos. For example, healthcare workers should have measures in place so that they are safe from exposure to diseases and pathogens, and factory workers should have protections in place to prevent injuries and exposure to harmful substances. All workers have the right to be protected and safe in the workplace.

Workers also have the right to unionize and the freedom of association. The right to unionize helps to protect and ensure all other workers' rights. Unionized workers have 20% higher wages, 26% more vacation time, less gender based wage inequality, and 14% more paid leave when compared with nonunionized workers.

Employers will not simply give these rights, they must be fought for. This is where CWA comes in. We must stand together to fight for all workers' rights! For when one is denied their rights, all our rights are called into question.

CWA has launched the Fight Forward in order to more effectively fight for workers' rights in the field. CWA also has National Civil Rights & Equity and Women's Committees dedicated to educating members about these issues, which is the first step to resolving them. CWA is committed to protecting and fighting for all workers' rights.

## Voter Suppression

One of the most underreported stories of the 2016 election was the purposeful and anti-democratic suppression of the right to vote – this was the first presidential election in 50 years without the full protections of the Voting Rights Act. In fact, not since the Civil Rights Era, culminating in passage of the 1965 Voting Rights Act, have there been such persistent efforts by states to undermine the right of all citizens to vote. Today the attacks are against not only African Americans, but all people of color, the disabled, youth, seniors, and other working Americans. voter suppression and intimidation are very much alive in America.

The original Voting Rights Act (VRA), enacted in 1965, was enormously successful at reducing the persistent and purposeful discrimination against voters of color through literacy tests, poll taxes, intimidation, threats, and violence. For millions of racial, ethnic, and language minority citizens, the VRA eliminated discriminatory practices and removed other barriers to political participation.

However, in a landmark reversal of decades of civil rights progress, in 2013 the Supreme Court handed down its decision in *Shelby County v. Holder*, striking at the heart of the Voting Rights Act, which required places with a record of racial discrimination to get approval from the Department of Justice before making changes in their voting systems. With this decision and others upholding restrictive voter ID laws the Court restricted the most fundamental of all our democratic rights. Effectively, the Court eviscerated the Voting Rights Act, opening the door for state legislators to reintroduce bills previously blocked as discriminatory. Texas and North Carolina, for example, reintroduced laws that would disenfranchise many voters the day after the Court handed down *Shelby County*.

In response to the Supreme Court's decision, legislators introduced hundreds of new voting restrictions in every state. These limits on voting were aimed at exclusion: keeping large numbers of voters who tend to favor pro-worker, pro-civil rights policies and a government that helps those in need away from the polls in order to maintain the power of wealthy special interests.

As of July 2015, 22 states had enacted new laws making it harder for Americans to vote. Current attacks—the worst since the Civil Rights Era—disproportionately impact people of color, youth, working people, and

senior citizens. For example, voters in battleground state of Wisconsin encountered confusing and overly restrictive voting laws for the first time this past November. Unsurprisingly, these unjust laws coincided with depressed turnout in communities of color.

It is clear that these laws have been created to specifically target and suppress the votes of communities of color. This past year courts in both Texas and North Carolina struck the suppressive voting laws in each state, finding that the laws were enacted with a discriminatory intent. CWA must keep a vigilant eye on state efforts to enact suppressive legislation, and join with our allies to prevent its passage. Moreover, we must push our members of Congress to fix the Voting Rights Act and preserve the franchise that is the crown jewel of our democratic process.

CWA partners with national groups, such as the NAACP, to combat voter suppression and to ensure all have an equal chance at the ballot box. CWA is committed to ending voter suppression for all Americans.

## The Foundation of the Electoral College

In 1787, the Founding Fathers created a system to elect "the highest office in the land", the office of the President of the United States. During this era, the Founding Fathers didn't trust the states to vote for the right candidate because they feared that state interests would trump national interests. To solve this dilemma, the founders argued for three options to determine the Presidency. The first option presented was the straightforward popular vote, where the people would vote and the candidate with the most votes won. The issue with this method was that the Founding Fathers "feared that there would be numerous candidates receiving votes." The second option was Congressional Appointment which would allow the Congress to decide the next President. James Madison argued that such a system "...would lead away from checks and balances." The third way to determine the President was the Electoral College. With this system the Founders would "create a separate institution" "comprised of some other group of individuals." This third idea forms the basis for our current system.

Since the United States operates on a two party system, the founders sought to protect and control the election. According to George Mason, "some founders wanted to direct the election" while others "mistrusted average voters." These beliefs lead the Founding Fathers to place the power of electing the President in the hands of a group of appointed electors which comprise the Electoral College.

The Electoral College ensures Americans have limited power when it comes to determining the outcome of Presidential elections. It has been argued that the Electoral College was created because citizens wouldn't be able to manipulate it. But is this true? Are the Electors above manipulation, bribes and coercion? We can't effectively answer this question because there aren't any checks and balances within the system. The Electors are free to make decisions about the future of our country without any real monitoring or accountability.

In the 18th century, when the Electoral College was formed, America was a very different country. Our country was divided into 13 colonies instead of 50 states. Our structure has changed monumentally since that time. While our world has changed significantly in the past 200 plus years, we continue to follow the laws that governed our nation as it existed many years ago. The Electoral College must be reformed to ensure the electors' choices are based solely the nation's needs and desires. We cannot continue to



uphold the Founder's opinion that Americans can't be trusted with deciding the leader of country. This is the premise of what it truly means to be an American.

Since our world has changed so drastically due to technology and social media, we are aware of the misdeeds of political candidates as well as their successes. This election has forever changed politics because for the first time since our Presidential system was created, we had a candidate who consistently used social media as a platform to drive his campaign messages. The average American has access to far more information than citizens of the 18th century, and they are therefore better equipped to decide who should run our country.

I call on my fellow citizens to realize that this outdated system needs to be changed. We must put in place safeguards against the Electoral College to prevent electors from going against the will of the people. The current system diminishes our democracy as it doesn't grant us the power to elect a leader based on the popular will. The Electoral College was created as a means of protecting our laws and our people, but our country has outgrown the need for such a safeguard. Instead, we need to implement a new law that addresses our modern era. We the people need to examine the political system because we deserve to have our voices heard.

In order for Americans to initiate change, we need to understand that there is power in numbers. The constitution can be amended if we band together and force the system to change. Since the Electoral College is enshrined in the 12th Amendment to the Constitution, a new constitutional amendment must be proposed by a two-thirds majority vote by both the House of Representatives and the Senate, and ratified by a three-fourths vote of the States. The federal government's archive website states: "over the past 200 years, over 700 proposals have been introduced in Congress to reform or eliminate the Electoral College." Of those 700, none have significantly changed this outdated system. We have a responsibility as Americans to argue for a better system that allows our voices to be heard. CWA must stand together and demand a change to the Constitution and an end to the Electoral College.

## **School Vouchers/ Unequal Education**

The voucher system for public schools is a system whereby a student can elect to receive funding in the form of a voucher to attend a private school rather than attend an underperforming public school. On the surface, this seems like a great solution for getting kids into better schools. But in reality it does little justice to the students or the schools. Unfortunately, studies have shown that students who receive vouchers perform at the same level or worse than the students who do not receive vouchers. Additionally, vouchers siphon money from an already underfunded public education system.

The history of the voucher system has its roots in segregation. When schools in the South were forced to integrate, the idea of the voucher was born. Families who didn't want their children attending integrated schools could opt for a voucher to send their children to private schools, which were not forced to integrate.

This system evolved into the piecemeal voucher system some states and cities still use today. The idea of choice often makes vouchers appealing to parents looking to improve the quality of their children's education. School vouchers are monetary credits that parents can use to pay for schools outside of their designated public schools. These vouchers can be used to attend charter schools, private schools, or religious schools. However, the choice of which school to attend is often being made with insufficient information and often leads to substandard results for both the student and the school. Parents are often funneled towards for-profit charter schools that are presented as high performing, but that have no real data to support the claims.

Proponents of the voucher system say that a free market approach will allow schools, and thus students, to succeed. The idea is that competition among educational institutions is similar to competition among supermarkets. What is overlooked is the fact that groceries are goods purchased by adults who can easily judge each item according to taste, nutritional value and cost. Supermarkets can also be easily judged according to service, atmosphere and convenience. This in no way holds true for schools. Education is complex and the immediate consumer is a student who can know only so much about how a subject should be taught or how a school should be run. Those more able to judge quality and appropriateness of a given school are at a distance and do not experience the educational setting as the students do.

Additionally, vouchers should be valued based upon the student's needs, not a "one size fits all" mentality. Students who need more support should have an equal opportunity to take advantage of the "choice" being presented, but in reality they are not. The schools are often selective with their admissions and tend to shy away from students who need special education or other supportive services.

The quality and retention of teachers is another major factor when evaluating the quality of the education being provided. Rather than compensating teachers based on student performance, which frequently leads to "teaching to the test", teachers should be paid competitive salaries to provide the students with a well-rounded education. Periodic student evaluation is always necessary, but it should be in relation to true student progress, not unrealistic criteria. Improving teacher quality will improve the quality of all schools in a given area – democratizing access to a good education.

Since the 2016 Presidential election, education, among many other important issues, has been under attack. The most obvious example is the appointment of Betsy DeVos as Secretary of Education. She is an infamous supporter of charter schools and the voucher system, believing that a business model is the key to improving elementary and secondary schooling. But this approach has only led to failure in the past, as evidenced by the underperforming charter school system in her home state of Michigan.

The way to make school vouchers successful is to provide all parties with accurate information, adequate funding and a simple, efficient way to act on their choices. This has to be done on a national basis to level the playing field for everyone. This will happen when we hold Secretary DeVos accountable to the children of the United States. We must be diligent in our efforts to monitor the legislation proposed by Congress and the rules and regulations proposed by Secretary DeVos. The CWA Human Rights department will be the watchdog, but when action is needed, all of us must call on our Representatives and Senators to make sure they all support what is in the best interest of our children.

## The Business of Prisons

The history of slavery in the prison system dates back to just after the Civil War. Prison slavery was perpetuated through the enactment and enforcement of Jim Crow laws and legalized racial segregation. One may believe that with the ratification of the 13<sup>th</sup> amendment to the U.S. Constitution in December 1865 that slavery was completely abolished in the United States; unfortunately this is not the case. Prison slave labor continues to bring in big profits for big businesses to this day.

After the conclusion of the Civil War, there was a need for cheap labor after the abolishment of slavery. Since slavery was no longer legal, business owners turned to hiring out prisoners as cheap and profitable labor. Prisoners could be "contracted" out to work in mines, pick cotton or build railroads. There was an immediate demand for this type of slave labor. People were needed for "contracted" work and as a result freed slaves would be brought up on dubious charges such as failing to carry out their sharecropping commitments or petty thievery. Today, prisoners are not building railroads; instead they are working for negligible wages providing labor for some of the largest companies in America.

You might ask, "But slavery was abolished by the 13<sup>th</sup> amendment wasn't it?" The answer to that question in this reality is no. "Neither slavery nor involuntary servitude, except as punishment for crime where of the party shall have been duly convicted, shall exist within the United States, or anyplace subject to their jurisdiction". There it is codified in our nation's laws - you can be used as a slave if you have been convicted of a crime. Legal precedent was set in 1871 when Virginia Supreme Court declared prisoners slaves of the state. Again in 1977 the Supreme Court in the state of North Carolina upheld a warden's ban on prisoners forming a union.

There are many laws to make certain that there will never be a shortage of slave labor. The drug war initiated by the Clinton administration in the 90s has been the impetus for much of this aggressive incarceration and the laws were written to punish certain crimes committed by majority minority perpetrators more harshly. For example, if an individual is found in possession of 5 grams of crack cocaine or 3.5 oz. of heroine you will serve 5 years with no parole; 500 grams of cocaine will land you the same sentence. Cocaine is typically used by middle class white people, while crack cocaine is typically used by poor, urban minorities. It becomes obvious that some groups of people are targeted more than others, mostly the disenfranchised individuals of neglected minority neighborhoods. Thirteen states currently have

"three strikes" laws that carry a mandatory life sentence of 20 years for persons convicted of three felony charges. In addition, there are the "Rockefeller" drug laws which impose a mandatory prison sentence of 15 years to life for possession of any illegal narcotics in the amount of or exceeding 4 oz.

The United States prison population is approximately 2 million, composed primarily of black and Hispanic males. This number includes state, federal and private prisons. The U.S. currently holds 25% of the world's prison population while the country itself only accounts for 5% of the world's total population. The United States has more people imprisoned than any other country, with half a million people more than China - a nation with a population five times greater than in the U.S.

Currently there are 37 states that have legalized contracting out prison labor through private corporations. Prisoner slaves receive compensation from 12 cents to \$1.15 per hour. For comparison, the minimum wage in Haiti was sixty four cents per hour as of 2015. At Attica prison in New York a prisoner can make twenty five cents an hour as a clerk. In Wyoming prisons, a prisoner can make \$8.00 a week shoveling snow, doing garbage removal or similar tasks. In Gowanda Correctional Facility in the state of New York, a prisoner can make \$15.00 a week working in the kitchen.

Not all of the "jobs" prisoners do are related to prisons or municipal work. They are also contacted out to major corporations. Some of the corporations that use prison slave labor might surprise you. Among them are IBM, Boeing, Motorola, Microsoft, Revlon, Dell, Texas Instruments, Compaq, Honeywell, Hewlett-Packard, TWA, UNICOR, Target, Macy's, Intel, and Nordstrom's.

Our prison system needs to be reformed so that we can help people become functional members of society. To treat people as slaves in this day and age is despicable. We need to fix the 13<sup>th</sup> amendment as well as boycott businesses that use slave labor. Prisoners' rights are Human rights and as a free and forward thinking society we should demand nothing less.

## Police: Body Cameras & Policy Changes

It has been two years since the death of Freddie Grey. His mistreatment at the hands of Baltimore law enforcement helped ignite a movement that swept the country. This movement sparked investigations by the Department of Justice into police departments across the country and the Department found a need for reforms.

Reform needs to be an inside job, with police working with experts and the Department of Justice to implement new safety measures, protocols, and standards of response. One of the most needed reforms is the addition of body cameras on all police officers. These cameras can act as both a deterrent for bad behavior and as a record that serves both the police and the public.

Studies show the use of body cameras causes an overall positive change in behavior between the two parties. The Huffington Post reported that from March 2014 to February 2015 officers that wore a body camera saw a 53% decline in use-of-force incidents compared to those who did not wear a camera. Additionally, the study found complaints from civilians went down by 65%. Officers that wore a body camera reported that it assisted them with evidence collection and in recounting events. It is clear that the use of body cameras has positive effects on both police officers and the citizens they protect and serve.

While body cameras have positive effects for both police officers and civilians, there are still issues to be resolved in regards to their use. Three of the main concerns associated with the implementation of body cameras are privacy rights, media storage, and the ability of an officer to turn on and off the unit at will. Some citizens object to being filmed without their consent whether they're a bystander, being detained, or are eventually arrested. There is also the issue of filming in residences, where privacy is the expectation. The privacy of victims of crime, especially children, is also something that needs to be considered.

The end of "ticky-tacky" policing must also be included in any reforms. "Ticky-tacky" policing is arresting or charging people for minor offenses, such as selling CDs or loose cigarettes. These arrests are disproportionately focused on people of color. Deterring people from committing such minor offenses should be a community-based response, not a police response. Allowing communities to take care of small nuisances themselves, rather than involving the police both allows a community to shape itself and frees police up to attend to more serious matters in the community.

In addition, we must enact policy changes and require the education of police officers in such topics as racial discrimination, inherent bias, and other psychological factors that influence all people so that police can learn how to be aware of and account for these biases. Training in de-escalation techniques and how to subdue someone with minimum force should also be mandatory for police officers across the country.

We, as CWA members, understand that policing is a very difficult and noble profession. Police officers risk their lives every day to protect all of us. By and large, police officers as a rule are good and serve the public with honor and dignity. In order for these women and men to truly protect and serve the people safely and effectively, CWA calls for the aforementioned changes to be implemented in police departments nationwide. Together we can create a just system that serves and protects all Americans.

CWA has partnered with the AFL-CIO and fellow unions that represent law enforcement, to undertake comprehensive criminal justice reform training. The aim of this training is to create a justice system that is humane and just for both those incarcerated and the men and women who serve in these institutions.

## **LGBTQ Homeless Youth**

Homelessness among American youth is a serious problem, particularly for young people who identify as LGBTQ. Approximately 1.7 million youth run away from home and/or experience homelessness each year in the United States. As much as 20 percent of the runaway and homeless youth population identifies as lesbian, gay, bisexual, transgender, or questioning (LGBTQ). Some of the challenges that lead to homelessness for LGBTQ youth are the same as for other youth: family conflict, physical violence, sexual abuse, chronic neglect, abandonment, and poverty. Many LGBTQ youth leave or are kicked out of their homes in part because their families do not accept their sexual orientation. Once LGBTQ youth leave the home they are at increased risk for being sexually exploited by others.

In addition to being at a greater risk than their straight counterparts, LGBTQ youth have a difficult time finding welcoming environments when attempting to access services. Many LGBTQ youth have experienced trauma, rejection, and abuse related to their sexual orientation or gender identity and most of the programs that provide services for them fail to adequately address these issues. As a result LGBTQ youth may spend more time on the streets and exposed to violence.

Even when LGBTQ youth access some of these programs, many still experience discrimination and harassment by staff not trained in LGBTQ issues. In particular, transgender youth face greater difficulties in programs where providers are not adequately educated and trained. Transgender youth are placed in shelters without regard to their gender identity, leading to isolating and unsafe situations. This discouraging treatment frequently leads transgender youths to not seek help, leaving them at risk on the streets.

These challenges are large, but they are not insurmountable. Ending homelessness for LGBTQ youth will require policies to address the particular issues facing this community. Practices such as promoting a competent approach to service delivery and care, ensuring nondiscriminatory access to housing resources, and supporting family interventions that address conflict over sexual orientation and gender identity will go a long way in alleviating the dangers and difficulties of young LGBTQ individuals.

Many of the federally funded interventions that are effective for preventing and ending youth homelessness, such as targeting and outreach, family intervention services, housing, and supportive services are the same for LGBTQ youth. Small adjustments related to a youth's sexual orientation and gender identity are necessary to address the challenges above and ensure that homeless LGBTQ youth have a real, meaningful opportunity to leave homelessness in the past. CWA must call on our lawmakers to enact these



policy changes and promote the inclusive treatment of LGBTQ youth. Together we can end LGBTQ youth homelessness!

CWA is provides national leadership on this issue, partnering with Pride @ Work, and other national organizations, to both educate union members but also provide to solidarity to our LGBTQ brothers and sisters and fight for legislation that will ensure equality for all workers, especially LGBTQ workers.

## Implicit Bias

We all have conversations with our children to prepare them for a “world full of opportunities”. But have you had to have conversations with them about the implications the color of their skin may have in this “world full of opportunities”? Imagine explaining to your child why they must second guess wearing a hoodie, avoid getting lost in certain neighborhoods, avoid speaking their native language, or holding hands with their partner in public. All too often these conversations are being held by parents of children who are black, homosexual, or Muslim simply because they are inherently feared by others because of their appearance or choice of partner. Most of us know that it is not right to judge others based solely on their appearance nor is it socially acceptable to criticize any other person who does not look like ourselves. Surprisingly, this bias in judgment and behavior towards others is not merely rooted in racism or bigotry; unfortunately, it is also rooted in our subconscious, making it a much larger obstacle to overcome because our actions are not always intentional.

Implicit bias is the bias present in judgment and/or behavior that results from subconscious cognitive processes based on attitudes and stereotypes that often operate at a level below awareness and without intentional control. In other words, implicit bias is an unconscious prejudice that can seep into our everyday lives in insidious ways, affecting our actions in ways we do not realize. In fact, we are so unaware of this bias that we become vulnerable to its influence more often than we know. For example, as a child growing up, how often were you exposed to positive examples of black characters on television or in school? Now, think about how often you were exposed to negative examples of black characters? Which one outweighs the other? Even our textbooks in school created biases we were not immediately aware of. Textbooks deliberately omit information about the contributions and stories of Black figures in history. Negative or positive associations to a person's color, sex, gender, or nationality are all derived from our life experiences. Children and adults alike develop and learn attitudes and preconceptions based on their exposure to the depictions of groups of people in popular culture. Unfortunately, this lack of information and exposure is what leads to the opinions and attitudes we form. And now, we've elected a President who teaches our kids that all Muslims are terrorists, all black people live in dangerous neighborhoods, and all Mexicans are rapists.

We are taught to classify others by dividing them into social groups that create a bias towards each group. We have created a system of mass incarceration based on race and socio-economic status. As a result, we

incarcerate more individuals than any other nation. Implicit bias is a problem for everyone that should be nationally known, addressed, and rectified. We need to learn how to recognize when we are being biased and make an effort to change this way of thinking. Ask yourself questions to clarify if you are being biased towards someone. Where did the bias come from? Is the bias justified? Is the bias based on facts or opinions? A crucial step in overcoming bias is making an effort to engage and spend time with people that are different from you. The more time you spend enjoying the company of other racial groups, the sooner you realize that your biases seem to dissipate. We are in fact, one nation, under God, providing justice, equality, and liberty for all.

CWA has launched the Fight Forward program in order to combat implicit bias and other forms of discrimination both in the workplace and in our communities. Through outreach, education, and activist work, CWA is working to combat discrimination wherever it is found.

Respectfully Submitted,

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