



REV. 09-21-2020

Diversity & Inclusion Committee

What Is Diversity and Inclusion?

Diversity is about recognizing, respecting, and valuing differences based on ethnicity, gender, color, age, race, religion, disability, national origin and sexual orientation. It also includes an infinite range of individual unique characteristics and experiences, such as communication style, career path, life experience, educational background, geographic location, income level, marital status, military experience, parental status and other variables that influence personal perspectives.* These life experiences and personal perspectives make us react and think differently, approach challenges and solve problems differently, make suggestions and decisions differently, and see different opportunities. Diversity, then, is also about diversity of thought. The thoughts one generates, which are based on differences, can support or not support diversity, depending on the actions taken. A clear definition of “Inclusion” is the action or state of including or of being included within a group or structure. Here at TWU Local 577 fully support inclusion and stand for providing an environment that is safe for **ALL** Flight Attendants.

WHAT is Discrimination and WHY is it important to keep it outside of the workplace?

Discrimination is the unjust or prejudicial treatment of difference categories of people or things. Primarily when referring to discrimination, one quickly narrows this act when faced on the grounds of race, age, and sex. The important thing to remember here is, discrimination is a feeling someone encounters when indeed they feel they are being treated with unjust or prejudicial treatment. Keep in mind, although these three (3) categories are the most common ones, we must acknowledge there are a list of categories that one may feel discriminated against.

For a company, organization, or Union to be successful, it must aim to be free from discrimination. When encountering differences in treatment in any group, the focus can easily be lost and the communication broken, which makes it difficult to finish any task. Breaking communication in the workplace is a dangerous path. This is one of many reasons why the company requires yearly training on important topics such as discrimination in the workplace. Remember, even though you may not feel or have the same intentions perceived by others, your words and actions may be crossing the line. Always be caution and make sure the line of communication is stays open.



D&I Committee Mission

The three (3) Pillars driving the Committee

- **Educate-** *To equip members with tools to bring understanding and awareness*
- **Empower-** *Helping individuals thrive by providing a platform*
- **Engage-** *Establish open communication, provide a safe environment and create a sense of belonging*

Committee Objectives

Within D&I Committee, the primary goal is education. The importance of education is to promote and provide a learning environment where Flight Attendants can come together to educate themselves on important issues related to diversity and inclusion. Education can have many outlets, such as,

- Open Forum(s)/Q&A's
- Committee Meetings
- Statistics
- Mentorship
- Events that bring awareness (such as holidays and annual celebrations)

Objectives

- Training program(s) collaboration (w/management and Inflight)
- Conflict Resolution
- Community Outreach – Identify other organizations, both locally and nationally.
- TWU International partnership

Committee Initiatives

TWU Local 577 is committed to being a catalyst for change and acceptance. For the Diversity & Inclusion Committee to be successful, members should consider some operational initiatives that can be evaluated for success. Aside from following through specific objectives and setting fort timeframes, planning and framework is a crucial component to the development process.

Planning a meeting and/or event and Setting a framework for a conversation

- Define diversity and inclusion so all committee members have a common understanding.
- Lay out potential initial goals. What is it you want to accomplish?
- What resources might be available within the committee members, company or business partners to support this initiative?
- Begin preliminary discussions with your union leadership on a budget. Your union has additional resources that may assist with meetings and/or events.
- Consider an initial meeting schedule for your committee leadership before including all members and participants. This may help define the roles of each committee leader during meetings and/or events. Meeting more frequently at the beginning, while you are learning, creating programming, and exchanging ideas is a great approach.
- Educate newly integrated members and participants about the committee and its goals

Key Factors in Achieving Success

*Diversity and inclusion is an evolving process that require efforts from members. These efforts are never-ending, evolve slowly and reflect the ever-changing culture of the D&I Committee. Key factors in reaching a successful outcome include, but not limited to;

- Encourage frequent, candid communication to correct misperceptions about programs under the D&I Committee.
- Create an atmosphere of sensitivity and inclusion, while cultivating an attitude of respect and dignity in the workplace.
- Continue to evaluate the performance and results achieved; require accountability from committee members and participants.
- Obtain commitment not only by all who participate, as evidenced in both words and actions, but at all levels of the committee.
- Reward and recognize diversity successes and achievements.

Additional References

Identifiers as describes by the EEOC

When promoting diversity and inclusion, we must first identify some important protected classes as defined by the US Equal Employment Opportunity Commission (EEOC).

****"Applicants, employees and former employees are protected from employment discrimination based on [race](#), [color](#), [religion](#), [sex](#) (including [pregnancy](#), [sexual orientation](#), or [gender identity](#)), [national origin](#), [age](#) (40 or older), [disability](#) and [genetic information](#) (including family medical history).*

Applicants, employees and former employees are also protected from [retaliation](#) (punishment) for filing a charge or complaint of discrimination, participating in a discrimination investigation or lawsuit, or opposing discrimination (for example, threatening to file a charge or complaint of discrimination)."

The Civil Rights Act of 1964

The Act signed on July 2nd, 1964 by US President Lyndon Johnson, prohibited discrimination in public places. It made employment discrimination illegal and provided for the integration of schools and other public facilities. To read the legal highlights from the Department of Labor (DOL), please visit:

***<https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-1964>