

AFT Washington Resolution 2020-04

Becoming an Anti-racist, Inclusive, and Unified Union

- WHEREAS:** since the killing of George Floyd in Minnesota there have been protests in over 350 cities across the U.S. led by young people; and
- WHEREAS:** militarization and escalation of policing has exacerbated racism within policing and caused devastating harm to Black and Brown people; and
- WHEREAS:** the militarization of policing has resulted in aggressive and escalation of crowd control during Black Lives Matter protests; and
- WHEREAS:** police failure to take seriously COVID-19 related assaults against people of Asian Pacific-Islander heritage and the intentional racializing of COVID-19 by calling it the “China Virus” increases the threat to people of Asian Pacific-Islander descent and creates a climate of fear and stress for people of Asian Pacific-Islander descent; now, therefore be it
- RESOLVED:** that AFT Washington stands in solidarity with the protests calling for justice for George Floyd, Manuel Ellis, Breonna Taylor, and other victims of police violence; and, be it further
- RESOLVED:** that AFT Washington commits to building an anti-racist, unified, and inclusive labor movement that protects the rights of all working people, including undocumented and unorganized workers; and, be it further
- RESOLVED:** that AFT Washington build on past work, and more consciously, seek and center the voices of members from Black, Indigenous, Latinx, Asian Pacific-American, and other marginalized communities to build an anti-racist, unified, and inclusive union; and, be it further
- RESOLVED:** that AFT Washington will develop Best Practices for Anti-Racist Unions and work with affiliates to assess current practices and strategize to implement the Best Practices; and, be it further
- RESOLVED:** that AFT Washington encourage locals to engage in their communities and within their schools and colleges to end racist practices, such as related to the presence of security personnel, disciplinary practices, and other policies that have a racially disparate impact on students and employees; and, be it further
- RESOLVED:** that AFT Washington follow the lead of leaders in Black, Indigenous, Latinx, Asian Pacific-American and other marginalized communities and contribute to efforts to dismantle systemic racism within policing, including such strategies as:
- reducing and redirecting police funding;
 - investing in Black, Indigenous, People of Color (BIPOC) Communities in ways defined by communities of color designed to address longstanding, system inequities and achieve equality, health, and well-being;
 - demilitarizing the police;
 - implementing practices of restorative justice;
 - establishing a national data base to track police officers who have been disciplined for unnecessary or inappropriate use of force;
 - utilization of an independent review board and rigorous and consistently applied conduct investigations with discipline commensurate to the offense; and, be it finally
- RESOLVED:** that AFT Washington call for the Washington State Labor Council and the AFT to seek robust action on the part of the AFL-CIO to address racism within policing specifically and organized labor generally.