

## **Minnesota AFL-CIO Action Plan: Commitments to Racial and Economic Justice**

Create a Committee on Racial and Economic Justice of union leaders or their designees to review concrete actions unions can take to implement the “Resolution on Racial and Economic Justice” that passed the General Board on June 16, 2020.

Items that the Committee should consider, but not be limited to, include those outlined below.

- Support a new vision for public safety at all levels of organizing and policy making throughout our State and Nation.
  - Acknowledge and address the systemic harm that has been done to our Black communities.
  - Support efforts to ensure accountability and reform of the Minneapolis Police Department.
  - Support the State Legislative POCI Caucus’ Police Accountability Agenda.
    - The Reclaiming Community Oversight Act.
    - The Reforming Accountability Act.
    - The Re-imagining Public Safety Act.
- Direct the Minnesota AFL-CIO Executive Officers to conduct a full review of constitution and by-laws and make recommended updates.
- Expand our commitment to Youth Voices and examine their role in our organization in future strategic planning.
  - Young people in our unions are taking to the streets in support of black lives, in support of our unions and in support of justice. Young people are living the trauma of this moment and are the future of our movement.
- Refer a constitutional amendment to the General Board to be approved at the next Constitutional Convention for recommendation:
  - Insert the addition of Article XX, Section X: No individual shall be eligible to serve as an Officer, member of the executive board or committee, or other governing body, or any committee of, or as a delegate from, or as a representative, agent, or employee of this body who is a member of any fascist or white supremacist organization. Or who consistently pursues policies and/or activities directed toward the purposes of any fascist or otherwise white supremacist ideology.
- Continue efforts to adapt political, policy and organizing efforts to reflect our commitment to racial justice.
  - Reexamine electoral program tactics to address the current environment and future racial equity organizing.
  - Raise the bar for accountability with elected officials.
  - Continued board and delegate discussions and workshops.
  - Support the ongoing work of Commission on Racial and Economic Justice .
  - Share with each Affiliate the [Talking About Racial and Economic Justice toolkit](#), which was part of the [Labor Commission on Racial and Economic Justice report](#).
  - Continue to invest in diverse leadership and leadership from underrepresented voices in our Labor Movement, specifically through a commitment to support Constituency Groups in the Minnesota AFL-CIO.

