

Adopted by The NewsGuild-CWA 2025 Sector Conference

TNG Resolution on Creating Diverse, Equitable and Inclusive Workplaces and Unions

Diversity, equity and inclusion are fundamental values around which organizing, bargaining and leadership development must be centered. We cannot legitimately say we are fighting for economic and workplace justice, for a voice in our workplaces, for a seat at the table, when entire communities in the workforce are omitted from those fights and the gains that arise from them, either by their physical absence in our workplaces and in our leadership structures, or by their material losses in pay and compensation.

For the labor movement to succeed in building worker power and truly representing worker interests, we can not allow our most vulnerable populations to be systemically excluded from our ranks, leadership, and the workplaces we represent. Nor can we rely on the members from such historically underrepresented groups to carry the weight of addressing these inequities and injustices. We must collectively organize diverse, equitable and inclusive workplaces and unions.

The NewsGuild therefore strives to proactively transform our work environments and our union leadership to be diverse, integrated, and inclusive.

- ❖ We are dedicated to ensuring that our shops and our work truly reflect the diversity of the communities we cover.
- ❖ We know that inclusive, equitable, and integrated workplaces empower workers to do their best.
- ❖ We believe that the labor movement should represent the full diversity of our nation, and that integrated unions are necessary to building the strength and vitality of the labor movement.
- ❖ We seek to provide our locals and units with the tools to recruit and retain people from groups who have historically been discriminated against on the

basis of characteristics such as but not limited to race, ethnicity, gender, sexual orientation, religious affiliation or lack thereof, citizenship status, ability, national origin, socio-economic class and age as members of our union and our industry.

To accomplish these benchmarks we commit to:

- Recruit and retain historically excluded workers at every level, including positions of power;
- Recognize that such workers' diverse experiences are valuable to the organization, their work, and the communities they cover;
- Acknowledge the historical and current harm of discrimination in the workplace and labor movement on such workers and actively work to undo the resulting inequalities.
- Meet with local leadership to support meeting the below resolutions.

Toward these goals, The NewsGuild adopts the following resolutions:

- As of October 1, 2025, TNG will form a standing Diversity, Equity and Inclusion Committee to meet monthly. Each TNG-CWA Regional Vice President shall nominate one member from their region. The President of CWA Canada will nominate one person from Canada. The President shall appoint the committee for two years. TNG-CWA will pay committee members for lost time up to five hours of committee work a month.
- As of January 1, 2026, the committee will begin drafting suggested modifications in our model contract to incorporate proposals that dismantle white supremacy and address diversity, equity and inclusion in every aspect of our members' working lives, from wages to promotions to outside work to healthcare to editorial policies and standards.
- As of June 1, 2026, the committee will begin the process of developing innovative legal and political analyses that support and advance diversity, equity and inclusion in bargaining. For example, addressing how

anti-harassment contract language works hand-in-hand with the health and safety of our members; developing contract language to support expanded health care coverage for trans members; and/or ensuring ethnically, racially, generationally and economically diverse newsrooms.

- As of January 1, 2026, to earmark up to 10 percent of our international annual budget to developing diverse and inclusive leadership and staff in every level of our union.
- As of January 1, 2026, to reaffirm the commitment of every TNG-CWA local to:
 - Select a Human Rights Coordinator in accordance with TNG-CWA Constitution Article XI Section 20.
 - Form a local women's committee in accordance with the CWA Constitution Article XIII Section 9 (e).
 - Form a local equity committee in accordance with the CWA Constitution Article XIII Section 9 (e).
 - Best practices for fostering equity and inclusion in our workplaces, including model contract language and suggestions for hiring practices;
 - Investing in union leadership development that is centered on elevating underrepresented members into leadership positions;
 - Provide annual demographic census data of union membership to TNG-CWA through Aptify, including gender, race, ethnicity and LGBTQ+;
 - Provide resources for members including the Race and Labor workshop offered by Labor Notes, seminars, job posting locations, racial and cultural sensitivity and bias trainings, support groups for historically excluded employees, and mentorship best practices open to all members.

- Every six months the TNG Human Rights committee will conduct a comprehensive review of the efforts outlined in this resolution, as well as any additional efforts towards these aims, and present a report of progress and results to local officers.