

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, gender identity, 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, RESOLVED: 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.

- As of January 1, 2026:
 - The committee will draft suggested modifications in our model contract to incorporate proposals that 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.
 - The committee will begin the process of developing innovative legal and political analyses that support and advance diversity, equity and inclusion in bargaining.
 - Develop a funding plan to develop diverse and inclusive leadership and staff in every level of our union.
 - Reaffirm the commitment of every TNG-CWA local to:
 - The constitutional requirements to have a human rights coordinator, women's committee and equity committee. Promote best practices for including model contract language and suggestions;
 - Invest in union leadership development to elevate underrepresented members into leadership positions;
 - Provide annual demographic census data of union membership to TNG-CWA;
 - Provide resources for members including seminars, job posting locations, racial and cultural sensitivity and bias trainings, support groups for excluded employees, and mentorship best practices.

- Every six months TNG's 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.