



## **AFT Connecticut Executive Committee Statement on Commitment to Fight for Economic Civil Rights for All**

WHEREAS, AFT Connecticut's affiliated unions and their members have a long history of supporting the American Civil Rights movement, demonstrated by participation in the original "March on Washington for Jobs and Freedom" in 1963 and 50th anniversary commemoration events this year; and

WHEREAS, AFT Connecticut is the largest representative of acute care nurses in the state and its affiliated unions represent thousands of healthcare workers in major hospitals, neighborhood care clinics, visiting nurse associations; and local public schools; and

WHEREAS, the NAACP Connecticut Chapter has released the Economic Reciprocity Initiative Healthcare Survey on the representation of people of color in procurement of private contracts, hiring and advancement practices, and top executive appointments in the state's major hospitals; and

WHEREAS, the NAACP's survey has identified inequities in contracts for minority-owned businesses and for employees of color in positions ranging from service and maintenance on up to membership on boards of directors in many of the state's major hospitals; and

WHEREAS, the NAACP's survey has found disproportionately greater inequity for employees of color in hospitals where the workforce lacks union representation and where employers engaged in tactics that seek to silence their employees' voices and suppress their rights on the job.

BE IT RESOLVED that AFT Connecticut's Executive Committee commits to join in common cause with the NAACP Connecticut Chapter and work to reverse the inequities identified in their survey in order to rid our state's healthcare institutions of racially discriminatory hiring, advancement, and procurement practices; and

BE IT RESOLVED that AFT Connecticut's Executive Committee commits to propose and bargain for contract language that would ensure the hospitals where our members work reflect the demographics of the communities they serve; and

AFT Connecticut  
AFT, AFL-CIO

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BE IT RESOLVED that AFT Connecticut's Executive Committee commits to remain true to our union's activist roots and further cement the link between the Labor and Civil Rights Movements by educating our members and the public on the issues of contract procurement and hiring inequities in our state's hospitals and organizing labor and community alliances to pressure hospitals guilty of perpetuating these injustices to change their practices.

Passed, September 12, 2013