

Dear 705 Members,

You spoke and we listened. We are here to get it right, not be right.

After the Town Hall meeting, the Executive Board worked with the newly formed Diversity Committee, as well as many member suggestions, to put forward the following action items:

1. The Executive Board has approved the funds to hire Terence Taylor to teach two different classes via zoom for the local:

Unconscious/Implicit Bias: Defining what it is, examples/scenarios in society, how it affects the workplace, action plans moving forward (1-2 hours)

Diversity: Brief history, exploration of the benefits and challenges to diversity in the workplace, action plans moving forward (1-2 hours)

2. The Executive Board is working with the newly created Diversity Committee chaired by Brittny Chapman and Lynn Ollie to work on the following action items recommended by that committee:

SUPPORT FOR MEMBERS OF DIVERSE GROUPS

The Mentor Committee will be rebooted to help connect mentors from diverse groups with mentees of similar backgrounds, if desired. This should also be made available to any member who is looking for guidance, not just newly sworn in members.

Diversity Spotlight to showcase on 705 Social Platforms. A picture and short bio. This can be an open call - members are encouraged to submit themselves and their stories, any special talents or interests, why they joined 705, and what gets them out of bed every day to work as a Costumer. We want to make sure to spotlight Costumers from less seen areas; live tv, custom made, commercials, and costume houses.

CREATING A SAFE SPACE AT WORK AND WITHIN 705

Unconscious Bias Classes for all union members will be presented by the Diversity Committee and the Young Workers Committee as a team.

Facilitate a safe space to help union members create dialogue between themselves and the local to voice questions and concerns.

We are looking for inclusive avenues outside of the suggestion box for members who aren't able to file anonymous concerns, so they may submit their questions and concerns.

PROMOTING CULTURAL AWARENESS AND KNOWLEDGE THROUGH EVENTS AND COMMUNITY INTERACTION

Outreach to groups such as Homeboys, Suit Up, Lifeworks, and Dress For Success.

Quarterly field trips to cultural spaces such as CAAM, JANM and events like 626 Night Market, Black Rodeo, etc. These field trips will be included in "The Thread" and promoted as an educational experience (in-person study of the cultures and communities around our city) as well as an opportunity for costume research. These can be diverse and educational art experiences for our members.

ALLYSHIP

Share allyship information and ways members can donate, petition or otherwise be involved in the current movement. This can include reading lists, social media links, and contact information for organizations involved in politics or social activism.

PARTNERING WITH OTHER 705 COMMITTEES TO PROMOTE DIVERSITY IN THEIR PROGRAMS

Work with the PACT Initiative Committee to broaden their search for participants outside of their recent perimeters and to reach out to colleges that have diverse student bodies.

Champion training in conjunction with the Young Workers Committee and Education Committee.

Consult with Workplace Empowerment and advocate for diverse groups with initiatives such as the Workplace Aggression amendment.

Assist the Heritage Project Committee in documenting the experiences of Costumers from these groups.

CREATE AN ELECTED DIVERSITY REPRESENTATIVE

We are asking the Constitution & By-Laws Committee to draft the language for a constitutional amendment to create an elected position of a Diversity

Representative on the Executive Board. This elected official would represent the voice of the more marginalized groups in our membership.

Since this will take some time, we would like to recommend that a member of the Diversity Committee attend Executive Board meetings when the Board is dealing with diversity issues to help facilitate the conversation. The Executive Board supports this procedure.

3. Three bids have been provided by the Young Workers Committee to hire a Diversity Consultant to guide the local going forward. These bids will be vetted by the Executive Board and voted on at the next Executive Board meeting.

4. The Education Committee will be adding the tools to the Supervisor Bootcamp class for Supervisors to handle racism issues in the Costume Department.

5. Reintroduction of the Workplace Aggression Amendment (formerly known as the Bullying Amendment) to our constitution at the recommendation of Brittny Chapman and Annalisa Adams on behalf of our Black members.- We would like to update the amendment that was voted down at the April 13, 2019 General Membership Meeting so that members can vote on a revised version.

The Diversity Committee and the Workplace Empowerment Committee will work together to ensure that the language of this amendment reflects the discrimination that our members have been facing for decades, and the Executive Board agrees.

6. The local is committed to working with committees on a voluntary anonymous survey that would give us a better understanding of our racial demographics.

Thank you to all the members who came forward and contributed to this discussion on how 705 can address discrimination within the Local and the workplace. We would like to encourage this dialogue to continue.

In Solidarity,

The Local 705 Executive Board