2024 Civil and Human Rights Conference
12 pm – 5 pm

Registration (Ambassador Foyer)

Opening Session (Ambassador Ballroom)

5:00 pm

Welcome and Call to Order
Donnie Blatt, Director, District 1

Indigenous Blessing
Ron Whittenburg, Elder

Invocation
Rev. Charles Spivey, President, LU 8888

National Anthems

Drumming Rite
Bo-John Bravebull
Gary Lewis
Don Underwood
Brendan Orcutt

Land Acknowledgment
Tiffany McKee, D-1 Civil and Human Rights Coordinator

Harassment Policy Reading and Notice
Al Calhoun, D-1 Civil and Human Rights Coordinator

Remarks
John Shinn, International Secretary-Treasurer
Angela Whitfield Calloway, Councilmember, City of Detroit
Ron Bieber, President, Michigan AFL-CIO

Everyone’s Union
Kevin Mapp, International Vice President (Human Affairs)

Closing/Announcements
Amanda Green-Hawkins, Director, Civil and Human Rights Dept.

6:30 pm

Directors’ Reception (Ontario Room)
The fight for human dignity is the heart of the labor movement.
JUNE 10
Our Legacy for Next Generations: Working in the Union and Community for Broader Issues of Social and Political Change

7:00-9:00 am
Registration (Ambassador Foyer)

9:00 am
Plenary Session (Ambassador Ballroom)

Moment of Silence

Remarks
Emil Ramirez, International Vice President (Administration)
Jamon Jordan, Official Historian for the City of Detroit

Presentation
Roxanne Brown, International Vice President at Large

Announcements

10:15 am
Break

10:15 am
District Photos
District 5 Photo
District 4 Photo

10:30-Noon
Morning Workshops

Noon-1:30 pm
Lunch on your own

1:30-3:00 pm
Afternoon Workshops

3:00 pm
Break

3:15 pm
Plenary Session (Ambassador Ballroom)

Remarks
Maicon Vasconcelos Da Silva, Secretary of International Relations, National Confederation of Metalworkers

Organizing for Everyone! Union and Community Connection in Both our Nations
Moderator: Marsha Zakowski, Sr. Technician, Civil and Human Rights Dept.
Presenters: Leshonda Reeves, Organizer, Organizing Department
Mariana Padias, Assistant Dept. Head, Organizing Department
Nik Redman, Grievance Officer & Trustee, LU 1998
Kenneth Lewis, Vice President and Organizing Chair, LU 8888

This panel will focus on the union difference when organizing marginalized communities and people of color. Panelists will discuss the union’s organizing work and the importance of engaging these communities in the labor movement. Learn more about the way our union can work with community groups to improve worker’s ability to form a union, environmental justice, and workforce development.

Announcements

4:45 pm
District Photos
District 9 Photo (upon adjournment)

4:50 pm
District 6 Photo
Monday Morning Workshops

Civil and Human Rights Committees—How They Work and What They Do
Dave Rizzuto, Vince Clark
We’ll learn what a union’s duties are under the law, and how we can also work to uplift oppressed communities.

Lessons from Canada: Becoming Allies with Indigenous or Native American Members
Josh George, Julia McKay
For the past decade, our union in Canada has tried several ways to build trust with Indigenous (or Native American) Steelworkers and with Indigenous communities. Recently, we’ve launched an engagement guide, called “Building Trust, Becoming Allies,” to offer practical suggestions for local unions. In this workshop, we’ll focus on the guide and talk frankly about successes and setbacks.

Organizing for Racial Justice (U.S.)
Lesonda Reeves, Mariana Padias
This workshop will focus on organizing in the South, the strategies we’re using for success, and how higher union density in the South, particularly among workers of color, could affect the nation. (U.S. Content)

Rocking This Mutha$@%&
Ephrin Jenkins
Let’s chat about the difference between just showing up to things and actually being out there, making a change, in your Local Union and community.

Not On My Watch: 60th Anniversary of the Civil Rights Act
Andrea Hunter
Delegates in this course will evaluate the evolution of 60 years since the landmark Civil Rights Act of 1964 law was instituted and its significance today in their lives socially, economically, and politically.

Building Solidarity to Combat Anti-Asian Racism: Strategies for Fostering an Inclusive Workplace and Union
Sabrina Liu, Antonia Domingo
Join this conversation to unpack anti-Asian racism, find out what role the Union can take, and learn ways to make your workplace more equitable and inclusive.

State-Level Elections and Their Importance to Our Civil Rights
Katrina Fitzgerald, Joe Shelley, Charteeka Thompson
Explore how our efforts to support pro-labor candidates can make a difference for workers. We’ll look at state-level issues impacting civil rights today and how they are playing out in positive and negative ways, including efforts to pass pro-worker policy and stop anti-union laws with racist roots like so-called “right to work,” actions to expand our right to vote and prevent voter suppression tactics, and work to support our LGBTQ+ members and protect their rights from attacks. Join activists from Michigan and other states with newly pro-worker majorities to learn how those we elect matter and how our members are engaging in a range of fights to advance or restore our rights.

Roots of Right to Work
Jeff Cech
Right to work is more than a set of laws, it’s a movement rooted in bigotry and white nationalism. We’ll explore the roots of Right to Work, analyze its resurgence in the 21st century, and discuss the tactic of sowing division among the working class as a means to disempower and exploit workers.

Monday Afternoon Workshops

Jews Will Not Replace Us: Hate Groups, Replacement Theory, and Why We Need to Know About It
Amanda Green-Hawkins
Hate groups vilify others because of their race, religion, ethnicity, sexual orientation, or gender identity/expression. Prejudices that strike at the heart of our democratic values and fracture society along its most fragile fault lines. We’ll discuss the increasing number of hate groups, and the global expansion of far-right extremist organizations increasing their influence on mainstream politics. We will also discuss the increase in anti-Jewish groups and the resurgence of swastikas and Nazi rhetoric.

Being in the Union: What Does It Mean to be a Young Person of Color in the Union?
Ephrin Jenkins, Doug Ward
In this facilitated conversation, we will discuss what it means to be a minority voice in your union. Through dialogue and mutual support, we can begin to build strategies for combatting isolation and exploring ways to step into power.

Breaking the Glass: Surpassing Gender Bias
Andrea Hunter
This course will teach participants techniques to surpass gender biases and antiquated organizational cultures. This course invites women, and their allies, to attend and learn how to advance opportunities for women to thrive in their local union and political careers.

Representing Immigrant Workers
Antonia Domingo, Sabrina Liu, Jessica Rios-Viner
In this interactive workshop, participants will discuss how to best represent and support our immigrant siblings. We will cover campaigns, model contract language, ICE raids, Social Security no-match letters, employers’ duty to bargain over immigration issues, and more. Please note that this workshop will focus on the U.S. immigration system and U.S. labor law, but we welcome the participation and perspective of our Canadian siblings and much of the information will be generally applicable.

Black Monday:
Local Union 8888 and Remembering the Aftermath
Ashley Seabrook, Kenneth Lewis
Everyone’s local has an origin. In this class, we aim to shed light on the untold journey of Local 8888, highlighting the hardships and victories that have shaped our union: By sharing our experiences of turmoil and triumph, we hope to inspire our fellow members to always remember the reasons why they joined the union and to draw strength from the past in our ongoing fight for workers’ rights. Remember to never forget!

Hazard Mapping
Diane Stein, Thomas Graham
It’s a sad and enraging fact: Black and Latino workers are more likely than white workers to die on the job. And those numbers are increasing. In order to prevent injuries, illnesses, and death, hazards must be identified and eliminated. The best way to identify hazards on the job is to include all workers who are affected by them. Hazard mapping is a fun, inclusive, and effective way to identify areas of concern at work. Workers in all industries can benefit from this hazard identification technique. Participants will learn how to develop a hazard map to identify and locate hazards in the workplace.

LGBTQ+ 101 and Understanding Pronouns
Shannon Devine
We’ll discuss the right of individuals and communities to name and define themselves and explore the use of pronouns.

No More Stolen Sisters: Union Action to Address the Epidemic of Missing and Murdered Indigenous Women and Girls
Julia McKay, Chelsea Olar
In both Canada and the United States, Indigenous or Native American Women, girls, and gender-diverse persons are at a much greater risk of being murdered or going missing than the rest of the population. This is a crisis that undermines women’s role in family, community, and the broader society. Discuss how this is a union issue and what we can do to make a difference.
We Can Make It Happen: Leadership, Advocacy and Change

JUNE 11

Plenary Session (Ambassador Ballroom)

Moment of Silence

Remarks
Luis Mendoza, International Vice-President
Susan Matthews, Black and Asian Ethnic Minority Executive Council Member, Unite the Union

We Are Indigenous – We Are Steelworkers
Moderator: Adriane Paavo, Director, Education and Equality, CNO
Presenters: Josh George, Indigenous Engagement Coordinator, D-6
Julia McKay, Indigenous Engagement Coordinator, D-3
Chelsea Olar, LU 2251
Frank Fatt, LU 12-477

When we say we want to be “Everybody’s Union”, what does that mean for workers who have always lived on this land? Hear about Indigenous rights work to date in Canada, as well as more recent initiatives in the U.S. What has worked, and what still needs to be done?

Announcements

10:15 am
Break

District Photos
District 8 Photo
District 12 Photo

10:30-Noon
Morning Workshops

District Photos
District 11 Photo

Noon-Noon-1:30 pm
Lunch on your own

1:30 -3:00 pm
Afternoon workshops

3:00 pm
Break

District Photos
District 3 Photo

4:00 pm
IT’S 2024—IT’S TIME TO MOVE! RALLY
Transcending Arch Monument
199 W Jefferson Ave
Detroit, MI 48226
Tuesday Morning Workshops

**Founding Principles in Today’s Movement**
Charleeka Thompson, Brittani Murray, Doug Ward
Participants will review the founding principles of the Steelworkers Organizing Committee and the labor movement’s involvement with legislation today.

**Organizing to Win in the 2024 Election**
Katrina Fitzgerald, Joe Shelley
In 2024, union voters will be among the millions of Americans who turn out on Election Day to select the next president, while also deciding the direction of Congress and many state legislatures. In this workshop, we will explore our union’s longstanding commitment to building workers’ political power, discuss the potential impact of the 2024 election on our civil rights, and highlight how USW members can be a part of the USW’s efforts to elect pro-worker lawmakers in local, state and federal government.

**Raising the Bar on Women’s Health and Safety**
Randie Pearson
No bathrooms, badly-fitting equipment, no understanding of what it’s like to be pregnant or in menopause: these are just some of the ways that workplaces fail to adapt to women workers. In this workshop you’ll learn about the USW’s campaign to raise the Bar on Women’s Health and Safety. We will explore the health and safety disparities that exist between men and women; and, how these disparities are particularly harmful to women in equity seeking groups, such as women of color, LGBTQIA+ women, Native women, and older women, just to name a few. Participants will take home tools and materials to help push for women’s equity in their facility and beyond.

**LGBTQ+ 101 and Understanding Pronouns**
Shannon Devine
We’ll discuss the right of individuals and communities to name and define themselves and explore the use of pronouns.

**You Fight Like a Woman:**
Organizing for Power in Our Workplaces
Beth Ussery
It’s no secret that many of our workplaces seem to be tailored exclusively to men. Everything from the standard PPE sizes provided, to the equipment we use (and how we are expected to use it), to the location and number of our restrooms shows that employers often don’t consider the unique needs of women in the workplace. As a union, we have the tools to address these problems – but only if we come together and fight back! This course is designed to teach women and local union allies the basics of internal organizing. Topics will include power-mapping your workplace, identifying key issues that are widely held and deeply felt, and creating a plan to win.

**We’re Able! Accommodating Our Members in the Workplace and ADA, FMLA and Related Protections**
Marsha Zakowski
Visible and invisible disabilities challenge us to think of what people can do, instead of what they can’t. Armed with a little information, we can often negotiate accommodations so that our members are able to work. Here, we will address the interplay of the Americans with Disabilities Act (ADA), the Family Medical Leave Act (FMLA), and related protections for pregnant workers under the Fairness for Pregnant Workers Act (FPWA).

**Representing Immigrant Workers**
Antonia Domingo, Sabrina Liu, Jessica Rias-Viner
In this interactive workshop, participants will discuss how to best represent and support our immigrant siblings. We will cover campaigns, model contract language, ICE raids, Social Security no-match letters, employers’ duty to bargain over immigration issues, and more. Please note that this workshop will focus on the U.S. immigration system and U.S. labor law, but we welcome the participation and perspective of our Canadian siblings and much of the information will be generally applicable.

**Roots of Right to Work**
Jeff Cech
Right to work is more than a set of laws, it’s a movement rooted in bigotry and white nationalism. We’ll explore the roots of Right to Work, analyze its resurgence in the 21st century, and discuss the tactic of sewing division among the working class as a means to disempower and exploit workers.

Tuesday Afternoon Workshops

**Jews Will Not Replace Us: Hate Groups, Replacement Theory, and Why We Need to Know About It**
Amanda Green-Hawkins
Hate groups vilify others because of their race, religion, ethnicity, sexual orientation, or gender identity/expression. Prejudices that strike at the heart of our democratic values and fracture society along its most fragile fault lines. We’ll discuss the increasing number of hate groups, and the global expansion of far-right extremist organizations increasing their influence on mainstream politics. We will also discuss the increase in anti-Jewish groups and the resurgence of swastikas and Nazi rhetoric.

**Civil and Human Rights Committees—How They Work and What They Do**
Tiffany McKee, Leroy Atwater
We’ll learn what a union’s duties are under the law, and how we can also work to uplift oppressed communities.

**No Care Here: How Gender Affirming Care Impacts Workers**
Jerame Davis PAW, Brittani Murray PAW
What is Gender Affirming Care, where did it come from, and why does it seem to be all politicians can focus on in 2024? In this workshop, we will discuss the history of Gender Affirming Care, who uses it, and why bans seen across the nation negatively impact everyone.

**Hazard Mapping**
Diane Stein, Thomas Graham
It’s a sad and enraged fact: Black and Latino workers are more likely than white workers to die on the job. And these numbers are increasing. In order to prevent injuries, illnesses, and death, hazards must be identified and eliminated. The best way to identify hazards on the job is to include all workers who are affected by them. Hazard mapping is a fun, inclusive, and effective way to identify areas of concern at work. Workers in all industries can benefit from this hazard identification technique. Participants will learn how to develop a hazard map to identify and locate hazards in the workplace.

**A Rock and a Hard Place!**
Member to Member Harassment and Complaints in the Workplace
Marsha Zakowski, Bob Clark
When members allegedly harass and infringe on the rights of other members in the workplace, it presents a difficult circumstance for union representatives who have the duty to fairly represent all members. Participants will learn what discriminatory harassment behavior is and isn’t; and how it threatens a positive workplace culture. We’ll discuss tips on how the union handles such complaints internally; the rights of members; and how an effective civil and human rights committee can assist in an investigation. We’ll also talk about what happens in those times when management may become involved; discipline and arbitration grievances.

**Raising the Bar on Women’s Health and Safety**
Randie Pearson (See description in first column)

**Bargaining for Inclusion**
Jeff Cech
At its core, our union is about enshirning a set of values into our collective bargaining contracts. But, if those contracts are to lift all of us up, we all need to be included, to have our voices heard, and to see our issues reflected in bargaining. In this class we will walk through a set of core questions we should address as we approach bargaining, and current suggested contract language to broaden inclusion.

**Building Solidarity to Combat Anti-Asian Racism: Strategies for Fostering an Inclusive Workplace and Union**
Sabrina Liu, Antonia Domingo
Join this conversation to unpack anti-Asian racism, find out what role the Union can take, and learn ways to make your workplace more equitable and inclusive.
JUNE 12
A Movement for Humanity: Advancing the Rights of the Visible and Invisible

9:00 am
Plenary Session (Ambassador Ballroom)

Moment of Silence

Remarks
Christina Olivier, Assistant General Secretary, IndustriALL Global Union
Jerame Davis, Executive Director, Pride At Work
Shannon Devine, National Steel Pride Working Group (Canada)

Our Mutual Destiny – Constituency Groups and Their Shared Challenges
Moderator: Brittani Murray, Co-President, Pride At Work
Presenters: Chelsey Engel, Co-President, Pride At Work, Pennsylvania
Sabrina Liu, President, Asian Pacific American Labor Alliance, Pittsburgh Chapter
Jessica Rios-Viner, President, Labor Council for Latin American Advancement
Andrea Hunter, President, Detroit/Downriver Chapter of A. Philip Randolph Institute
Janet Hill, Corresponding Secretary, Coalition of Labor Union Women
Reah Arora, LU 2009 & National Anti-Racism Committee, D-3
Earl Samuel, Unit Chair, LU 2784-06 Coalition of Black Trade Unionists

A panel of AFL constituency group leaders, along with our Canadian National Anti-Racism Committee, will meet to discuss their shared challenges on the road to equity and equality. Panelists will discuss the impact of legislation, advocacy surrounding their issues, how the unions can show up for its members, and how members can get involved.

Announcements

10:15 am
Break

10:15 am
District Photos
District 13 Photo
District 10 Photo

10:30-Noon
Morning Workshops

Noon-1:30 pm
Lunch on your own

1:30-3:00 pm
Afternoon workshops

3:00 pm
Break

3:15 pm
Closing Plenary: Everybody’s Union – You’ve Got the Movement in You!

Address
Dave McCall, International President

Remarks and Send Off – Final Comments from the Delegates
Kevin Mapp, International Vice President, Human Affairs
Amanda Green-Hawkins, Director, Civil and Human Rights Dept.

District Photos
District 1 Photo (upon adjournment)
District 7 Photo

4:00 pm
Banquet
After dinner please join us for music, dancing, fellowship and cash bar
**Wednesday Morning Workshops**

**Transitioning the Workplace: A Guidance on Supporting Trans, Non-Binary, and Gender Non-Conforming Members**

Brittani Murray PAW, Jamie Martinez

In this workshop, participants will be given information on the work-related issues that may arise as Transgender and Gender Non-Conforming (TGNC) Members become more prominent in the workplace. The workshop will provide guidance on the Union’s responsibility in advocating, effectively representing, and protecting TGNC members’ rights. Participants will also receive information on recently negotiated contract language that aims to expand benefits for TGNC members.

**A Rock and a Hard Place! Member to Member Harassment and Complaints in the Workplace**

Marsha Zakowski, Bob Clark

When members allegedly harass and infringe on the rights of other members in the workplace, it presents a difficult circumstance for union representatives who have the duty to fairly represent all members. Participants will learn what discriminatory harassment behavior is and isn’t, and how it threatens a positive workplace culture. We’ll discuss tips on how the union handles such complaints internally, the rights of members, and how an effective civil and human rights committee can assist in an investigation. We’ll also talk about what happens in those instances when management may become involved, discipline and arbitration grievances.

**From Dr. Sims to Repro Justice: The Legacy of Racism and Discrimination in Women’s Reproductive Healthcare**

Janet Hill

Dr. J Marion Sims is considered to be the father of gynecology, but few know that he garnered this reputation by conducting experiments on live and unanesthetized enslaved Black Women. We will consider this history as we discuss bias in our workplace. As a union, we have the tools to address these problems— but only if we come together and fight back! This course is designed to teach women and local union allies the basics of internal organizing. Topics will include power-mapping your workplace, identifying key issues that are widely held and deeply felt, and creating a plan to win.

**Civil and Human Rights Committees—How They Work and What They Do**

Mike Fisher, Irvin Calliste

We’ll learn what a union’s duties are under the law, and how we can also work to uplift oppressed communities.

**Our Election Rules Matter (U.S.)**

Charleeka Thompson, Doug Ward

The Electoral College. The Voting Rights Act. Redistricting laws. State election rules. Each of these foundations of American elections serves to either encourage people to vote or keep them from the ballot box. Learn more about how we run our elections and how the rules matter for the outcomes. (U.S. content)

**Breaking the Glass: Surpassing Gender Bias**

Andrea Hunter

This course will teach participants techniques to surpass gender biases and antiquated organizational cultures. This course invites women, and their allies, to attend and learn how to advance opportunities for women to thrive in their local union and political careers.


Tamara Lefcowitz, Julie Daw

Access to women’s reproductive healthcare was restricted by the Supreme Court of the United States in 2022 with the Dobbs decision. This workshop will examine the reverberating impact to our collective bargaining agreements, share a toolkit of strategies for protecting access to hard fought for benefits and explore areas of our contracts where we can bargain expanded benefits and protections for our members and their families. (U.S. content)

**Wednesday Afternoon Workshops**

**LGBTQ+ 101 and Understanding Pronouns**

Shannon Devine

We’ll discuss the right of individuals and communities to name and define themselves and explore the use of pronouns.

**Bargaining for Inclusion**

Jeff Cech

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Ephrin Jenkins, Doug Ward

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**Transitioning the Workplace: A Guidance on Supporting Trans, Non-Binary, and Gender Non-Conforming Members**

Brittani Murray PAW, Jamie Martinez

(See description in first column)

**From Dr. Sims to Repro Justice: The Legacy of Racism and Discrimination in Women’s Reproductive Healthcare**

Janet Hill

(See description in first column)

**Your Voice, Your Vote, They Matter**

Amanda Green-Hawkins

How do we fight voter suppression? Gerrymandering and changes in voting laws affect what happens in the communities where we live, work and play—perhaps, more than who we vote for. Let’s talk about this administration’s efforts, how they help people in BIPOC (Black, Indigenous, People of Color) communities, and how voter suppression can disconnect people from the benefits of what comes out of Washington, DC. We’ll also discuss how we fight voter suppression with voter expansion to empower people in these communities.


Tamara Lefcowitz, Julie Daw

(See description in second column)

**Not On My Watch: 60th Anniversary of the Civil Rights Act**

Andrea Hunter

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Detroit Marriott at the Renaissance Center
Renaissance Center, 400 Renaissance Dr W, Detroit, MI 48243

1. Head northwest on Renaissance Dr W toward E Jefferson Ave

2. Sharp left onto E Jefferson Ave

Transcending Arch Monument
199 W Jefferson Ave, Detroit, MI 48226
“YOU HAVE TO JOIN EVERY OTHER MOVEMENT FOR THE FREEDOM OF PEOPLE.”

—BAYARD RUSTIN
I've got the movement in me!

Get the app.
Event info, news alerts, digital union card access, photos and more.