

Ain't No Stopping Us Now! Forward as One!

USW Civil and Human Rights Conference
Minneapolis, MN
July 21-25, 2019

Sunday, July 21, 2019

Opening Session

5:00 p.m.

Blessings

Call to Order and Welcome
Greetings

Keith Ellison
"You Said You Wanted To"
Debrief
Tefere Gebre
Amanda Green-Hawkins

Elise Bryant

Mary Lyons, Ojibwe Great Grandmother
Emil Ramirez, Director District 11, USW
Tina Smith, US Senator, Minnesota
Bill McCarthy, President, MN AFL-CIO
Chelsie Glaubitz Gabiou, President, Minneapolis CLC
Attorney General of Minnesota
Charleeka Thompson, District 13, USW
Fred Redmond, International Vice-President, USW
Executive Vice-President, AFL-CIO
Director, Civil and Human Rights

7:30 p.m.

Director's Reception

All member are encouraged to attend

Monday, July 22

Past Victories and Current Campaigns

8:00 a.m.	<p>Opening and Blessing</p> <p>The Poor People’s Campaign</p> <p>We Shall Overcome: The Highlander and Change</p> <p>How Far We Have Come</p> <p>If Pawns Could Move Backwards: Poetry, Protest and Possibility</p> <p>So Many Workshops, So Little Time Greeting</p>	<p>Kim Smith, Staff District 9, USW</p> <p>Roz Pelles, Vice-President, Repairers of the Breach</p> <p>Robin Williams, International Vice-President and Director of Civil Rights and Community Action, UFCW (United Food and Commercial) Workers)</p> <p>Kyle (Guante) Tran Myhre</p> <p>Amanda Green-Hawkins, Moderator</p> <p>Leo Gerard, video</p>
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11:00 a.m. **Morning Workshops (Those with an asterisk will be offered twice)**

Topic	Lead Instructor	Location
LGBTQ+: Voices From Within*	LGBTQ+ Advisory Committee	Marquette 4
Me Too/Times Up: What Unions are Doing to Make a Change*	Elise Bryant, Charleeka Thompson	Marquette 3
Black Lives Matter and the Black Liberation Movement	Nakisha Lewis	Marquette 1/2
The Past, Present and Future of Immigration Policy in the United States	Guillermo Perez, Sabrina Liu	Marquette 9
Not One More (Canadian First Nations)	Delee Nikal	Marquette 5
Disability Rights and the ADA	Antonia Domingo	Marquette 6
Fighting for Workers’ Rights in the Global Economy	Facilitator: Ben Davis Susan Matthews, Rosana Sousa Fernandes, Almir Costa de Aguiar, Thiago Eizo Coutinho Maeda, Taj Salam, Patricia Davis, David Agbley	Marquette 7
Women Make a Difference	Andrea Hunter	Marquette 8

12:30 p.m. **Lunch on your own**

2:00 p.m. Afternoon Workshops

Topic	Facilitators	Location
LGBTQ+ Voices From Within *	LGBTQIA Advisory Council	Marquette 4
Me Too/Times Up: What Unions are Doing to Make a Change*	Elise Bryant, Charleeka Thompson	Marquette 3
Black Labor History Week	Ephrin E.J. Jenkins, Brigitte Womer	Marquette 9
Anti-discrimination Law	Amanda Green-Hawkins	Marquette 1/2
Environmental Justice	Lisa Jordan, Katherine Houston	Marquette 6
Getting Our Civil On	Kim Miller	Marquette 7
Women of Steel-Building a Different Union	Ann Flener	Marquette 5

3:30 p.m. Break

3:45 p.m. Immigration in the Spotlight

Immigration Issues Panel

Guillermo Perez, Moderator

Michelle Rivero, Director, Minneapolis Office of Immigrant and Refugee Affairs

Yanira Merino, President, Labor Council for Latin American Advancement

(LCLAA)

Carolina Ortiz, Director of Communications COPAL MN

Alfreda Daniels, Co-founder, Black Immigrant Collective

Ernesto Achoa, Member, USW Local 6787

Taking Action

Cathy Drummond, Guillermo Perez

5:00 p.m. Dinner on Your Own

6:30 p.m. Poster Making for Rally

Marquette 1/2

7:30 p.m. BlacKkKlansman

From visionary filmmaker Spike Lee comes the incredible true story of an American hero. It's the early 1970s, and Ron Stallworth is the first African-American detective to serve in the Colorado Springs Police Department. Stallworth bravely sets out on a dangerous mission: infiltrate and expose the Ku Klux Klan. The young detective soon recruits a more seasoned colleague, Flip Zimmerman into the undercover investigation of a lifetime.

Tuesday, July 23

Issues We Face

8:00 a.m. Opening
Tim Walz
A Voice from the Frontlines
This Moment: Fighting for Justice in the Black Community

This Moment: Our Struggle is Broad

Ken Neumann

Wendy Goldberg
Governor, Minnesota
Valerie Castile
Connie Mabin, Facilitator
The Honorable Marilyn Mosby
The Honorable Nick Mosby
Desmond Meade
Marsha Zakowski, Moderator
Marya Axner, Jewish Labor Committee
Jayalani Hussein, Council on American- Islamic Relations
Jessica Rios Viner and Luis Mendoza, USW
National Director for Canada, USW

10:15 a.m. Break

10:30 a.m. Workshops (Those with an asterisk will be offered twice.)

Topic	Lead Instructor	Location
White Fragility*	Kai Lai	Marquette 3
Islamophobia*	Jayalani Hussein, CAIR	Marquette 5
The Crisis for Workers in Puerto Rico*	Jessica Rios Viner, Luis Mendoza	Marquette6
Mass Incarceration, Part 1	Doug Ward, Emily Jefferson	Marquette 1/2
How Workers Centers Work and Why We Need Them	Guillermo Perez	Marquette 4
Fighting Anti-Semitism	Marya Axner	Marquette 7
Preparing for 2020	Julie Green	Marquette 9
Workplace Violence	Tamara Lefcowitz, Kim Miller	Marquette 8

12:00 p.m. Lunch

1:30 p.m. Workshops (Those with an asterisk will be offered twice)

Topic	Facilitators	Location
White Fragility*	Kai Lai	Marquette 3
Islamophobia*	Jayalani Hussein, CAIR	Marquette 5
The Crisis for Workers in Puerto Rico*	Jessica Rios Viner, Luis Mendoza	Marquette 6
Mass Incarceration, Parts 2	Doug Ward, Emily Jefferson	Marquette 1/2
Voter Suppression	Julie Green	Marquette 4
How to Be a True LGBTQ+ Ally	LGBTQIA Advisory Council	Marquette 8
Implicit Bias	Elise Bryant	Marquette 7
Young, Person of Color and Union	Ephrin E.J. Jenkins	Marquette 9

3:00 p.m. Break

3:30 p.m. Taking Action

Briefing on action

Cathy Drummond and Guillermo Perez

4:00 p.m. Action

Stand up and fight back for immigrant families! Join us in a march for immigrant and worker rights.

5:30 p.m. Dinner on your own

The moment we choose to love we begin to move away from domination, oppression.

The moment we choose to love we begin to move toward freedom, to act in ways that

liberate ourselves and others

-bell hooks

Wednesday, July 24

Ain't No Stopping Us Now

8:00 a.m.

Opening and Blessing
Unions Change Everything
Tom Conway
The Challenge of Labor

Constituency Groups and allied organizations
CBTU
APRI
LCLAA
APALA
CLUW
PRIDE@Work
Jewish Labor Committee

LGBTQ+ Advisory

Kerner Commission: A Long Way to Go
Digital Action

Jayalani Hussein

Harry Bains, Minister of Labour, British Columbia
President, USW

Susan Matthews, Executive Council, National Black or
Asian Minority Seat, Unite the Union

Guillermo Perez, Moderator

Terry Melvin
Kermit Moore
Yanira Merino
Sabrina Liu
Janet Hill
Jerame Davis
Marya Axner

Fred Redmond, International Vice-President, USW

Alan Curtis, Eisenhower Foundation

10:30 a.m. **Break**

10:45 a.m. **Workshops (Those with an asterisk will be offered twice)**

Topic	Lead Instructor	Location
Lobbying Workshop*	Kim Miller	Marquette 8
Culture Change Curriculum (A Tool; Part 1)*	Kate Shaughnessy, Charleeka Thompson	Marquette 5
CARRY THE TORCH! Local union Civil and Human Rights Committees	Marsha Zakowski	Marquette 1/2
Building Labor/Community Coalitions	Guillermo Perez, Sabrina Liu, Antonia Domingo	Marquette 3
Using the Arts to Mobilize	Kyle (Guante) Tran Myhre	Marquette 9
The USW Fight on Legislative Issues that Change Our Lives	John Paul Smith, Emily Jefferson	Marquette 6
Digital Tools for Activists	Connie Mabin	Marquette 4
Mindfulness for Compassion	Patricia Enstad	Marquette 7

12:30 p.m. Lunch on your own

1:45 p.m. Afternoon Workshops (Those with an asterisk will be offered twice)

Topic	Facilitators	Location
Lobbying Workshop*	Kim Miller	Marquette 8
Culture Change Curriculum (A Tool: Part 2)*	Kate Shaughnessy, Charleeka Thompson	Marquette 5
Building Leadership Skills	Emily Jefferson, Lisa Jordan	Marquette 9
Strategic Planning for Civil and Human Rights Committees	Amanda Green-Hawkins, Marsh Zakowski	Marquette 1/2
Breaking the Glass Ceiling	Andrea Hunter	Marquette 6
Representing Immigrant Workers	Guillermo Perez, Antonia Domingo	Marquette 3
Building Community Engagement	Connie Mabin	Marquette 4
Lessons for Activism from an Ojibwe Great Grandmother	Mary Lyons	Marquette 7

3:15 p.m. Break

3:30 p.m.

Closing Plenary

Roxanne Brown
When you go home
Fred Redmond

International Vice-President, USW
Lisa Jordan, Facilitator
International Vice-President, USW

7:00 p.m.

Closing Banquet

Bill Lucy, Secretary-Treasurer, AFSCME, Retired

After dinner please join us for music, dancing, fellowship and cash bar

Civil Rights Conference Workshop Descriptions
July 21-25, 2019
Minneapolis, MN

Workshops July 22, 2019		
Topic	Description	Lead Facilitator
<i>Black Lives Matter and the Black Liberation Movement</i>	This workshop examines the radical resistance of the Black Lives Matter movement to state-sanctioned violence against black and brown communities. We will discuss the inception of the modern movement to present struggles for Black liberation. We will explore the intersectional nature of the movement, and how the movement is intentionally leaderful .	Nakisha Lewis, Director Civil, Human & Women's Rights AFL-CIO nlewis@aflcio.org
<i>The Past, Present and Future of Immigration Policy in the United States</i>	In this interactive workshop participants will share their own migration story and learn about the historic waves of mass migration that have shaped our nation and our labor movement. The workshop will also examine the United States' current broken system of immigration and what a functioning, compassionate immigration policy might look like.	Guillermo Perez, Education Department USW, LCLAA gperez@usw.org Sabrina Liu sliu@usw.org
<i>LGBTQ+ Voices From Within</i>	This workshop focuses on the history and significance of the Stonewall riots and the activists behind the explosive event that became a movement. It will also feature a panel of LGBTQ+ members who will speak about their experiences living at the intersection of work and identity.	LGBTQIA Advisory Council
<i>Me Too/Times Up: What Unions are and can do to change women's lives</i>	Sexual harassment is not new but women are speaking up like never before. Tarana Burke, a social activist and community organizer, began using the phrase " Me Too " as early as 2006; a phrase later popularized by actress Alyssa Milano on Twitter. Time's Up is a movement against sexual harassment and was founded on January 1, 2018, by Hollywood celebrities. In the first year, it raised more than \$22 million for its legal defense fund, and gathered nearly 800 volunteer lawyers. This class will look at what unions are doing to combat harassment in the workplace	Elise Bryant Retiree Labor College execdir@laborheritage.org Charleeka Thompson USW Local 13-434 cthompson@usw.org

<p><i>Not One More</i></p>	<p>The Canadian Government was called upon to hold an inquiry for the epidemic of Missing & Murdered Indigenous Women & Girls in Canada. The final report called the epidemic a part of genocide of indigenous peoples in so-called “Canada”. This workshop will discuss the epidemic of Missing & Murdered Indigenous Women & Girls, and how it affects human rights issues at a larger scale.</p>	<p>Delee Nikal USW member</p>
<p><i>Disability Rights and the ADA</i></p>	<p>The Americans with Disabilities Act (ADA) prohibits discrimination against disabled employees who are otherwise qualified to work and requires the employer, employee and her/his union to engage in an interactive discussion regarding accommodations. The program will address issues such as what conditions will be considered disabilities and documentation requirements, i.e. what information your employer is entitled to, through a basic discussion of using the ADA to request an accommodation.</p>	<p>Antonia Domingo, Lawyer Legal Department, USW adomingo@usw.org</p>
<p><i>Fighting for Workers Rights in the Global Economy</i></p>	<p>The movement for racial equality and human rights is under attack by right wing forces everywhere. The Brexit referendum in the United Kingdom, the parliamentary coup against the Workers' Party government in Brazil, and the Trump campaign in the U.S. all appealed to racial hatred and violence, and all have threatened to roll back laws intended to guarantee racial equality. Join activists from USW, Unite in the U.K. and Brazilian metalworkers' union CNM/CUT to discuss the global assault on racial equality and how unions are fighting back.</p>	<p>Ben Davis, Director International Affairs, USW bdavis@usw.org</p>
<p><i>Women Make a Difference</i></p>	<p>Participants will discuss the contributions women have made throughout history in labor. This knowledge will inspire women and men alike to have the confidence and knowledge to make their own way in the future of labor.</p>	<p>Andrea A. Hunter USW Local 1299- President aahunter1299@gmail.com</p>
<p><i>Black Labor Week</i></p>	<p>This workshop will focus on: What is Black Labor Week? Why is this event significant? What is the history of Black Labor Week? What is the purpose of Black Labor Week?</p>	<p>Ephrin E.J. Jenkins USW Local 1014 nirhpe77@yahoo.com Brigitte Womer bwomer@usw.org</p>
<p><i>Anti-discrimination Law</i></p>	<p>We will discuss Title VII, and the alphabet soup of laws that prohibit discrimination against various protected classes (ADA, ADEA, GINA, etc.). We will also discuss how each one of us can be empowered to prevent discrimination and harassment in the workplace through bystander intervention.</p>	<p>Amanda Green-Hawkins, Director Civil and Human Rights, USW agreen@usw.org</p>

<p><i>Environmental Justice</i></p>	<p>This workshop will present an overview of how communities of color and poor neighborhoods are all too often subjected to environmental toxics and dangerous exposures, resulting in high rates of cancer, asthma and other preventable illnesses and how local union committees can work in the community to organize to fight back.</p>	<p>Lisa Jordan, Director Education Department, USW ljordan@usw.org</p>
<p>Getting Our Civic On: <i>Who is getting involved and what it means for our communities and country.</i></p>	<p>No matter where we live, we have challenges to address. In this workshop, we'll look at how people get involved in that process (a.k.a. civic engagement). Hear what other Steelworkers are doing. Consider what happens when some voices are louder than others and explore some trends, particularly following the 2018 elections, that are making an impact. Join in and learn how to get YOUR civic on!</p>	<p>Kim Miller Rapid Response, USW kmiller@usw.org</p>
<p><i>Women of Steel- Building a Different Union</i></p>	<p>This workshop will discuss major historical events that affected women's work in general, the progress union women have made, the impact of Women of Steel on our union, and where we go from here.</p>	<p>Ann Flener, Director USW Women of Steel</p>

There is always something to do. There are hungry people to feed, naked people to clothe, sick people to comfort and make well. And while I don't expect you to save the world, I do think it's not asking too much for you to love.

-Nikki Giovanni Jr (African American Writer and Educator)

Workshops Tuesday, July 23		
Topic	Description	Lead Facilitator
<i>White Fragility</i>	Since the last US election, race has been a key factor in dividing communities. This workshop focuses on the purpose and role of the union in rebuilding equality for racialized people along with understanding allyship from white people. The workshop outcome is to produce suggestions for the USW to use equality to build solidarity. The design of the workshop will encourage high personal interactivity amongst the participants.	Kai Lai Education and Civil Department Canadian National Office USW klai@usw.ca
<i>Islamophobia</i>	Islamophobia is on the rise in America. Reports of Islamophobic discrimination, intimidation, bullying and harassment, threats, and violence targeting American Muslims, or those perceived to be Muslim, and Islamic institutions have increased significantly as compared to any other period of time since the 9/11 terror attacks. What is Islamophobia? And how does it tie into the concept of “legislating fear?” This session will discuss the root of these issues and suggest ways of addressing them as individuals and as an organization.”	Jayalani Hussein, CAIR Council on American-Islamic Relations
<i>How Workers Centers Work and Why We Need Them</i>	The last thirty years has seen a marked decline in the percentage of workers belonging to labor unions here in the United States. Falling union density has led to widespread wage stagnation and dramatic increases in wealth and income inequality. One bright spot in this history has been the rise of alternative labor/community organizations. Often referred to as “worker centers,” these community-based organizations provide a range of services (from legal representation and worker rights education to English classes and job training) and also advocate for important protections for workers at the local, state, and federal level. In this bilingual workshop (English and Spanish) you’ll learn about the work of one of the leading worker centers, the Minneapolis-based Centro de Trabajadores Unidos en La Lucha (CTUL).	Guillermo Perez, Education Department USW, LCLAA gperez@usw.org

<p><i>Fighting Anti-Semitism</i></p>	<p>Why is anti-Semitism flaring up at this present moment? What can labor activists do to stop it? In this workshop we will look at the historical background of anti-Semitism and see how and when it ignites. We will reflect on anti-Semitic messages that permeate our society and explain how it operates on an interpersonal and political level. We will learn how anti-Semitism not only targets Jews, but also disrupts progressive movements. We will discuss how to recognize it, speak out against it, and explore how labor unions can have a leading role in stopping it.</p>	<p>Marya Axner Jewish Labor Committee (JLC) marya@jewishlabor.org</p>
<p><i>The Crisis for Workers in Puerto Rico</i></p>	<p>Are Puerto Rican workers immigrants? How has the United States government influenced the crisis for workers and what does Puerto Rico contribute to the United States? Though Puerto Rico is a US territory, few know what that actually means. This workshop hopes to shine light on the situation for workers in a battered island and the impact colonization has on them, from the response to natural disasters to an imposed government that has debilitated its labor laws.</p>	<p>Jessica Rios Viner Strategic Campaigns, USW jriosviner@usw.org</p> <p>Luis Mendoza Collective Bargaining, USW lmendoza@usw.org</p>
<p><i>Mass Incarceration, Parts 1 & 2</i></p>	<p>This workshop will: explain the history and growth of incarceration in the U.S. and its impact on communities of color and those that live in poverty; differentiate myths from facts; identify the forces that drive mass incarceration; describe how the current system hurts the economy and workers of the criminal justice system; and articulate the fundamental unfairness of our current criminal justice system.</p>	<p>Douglas C. Ward Education Department, USW dward@usw.org</p> <p>Emily Jefferson, Women of Steel/Civil and Human Rights, USW ejefferson@usw.org</p>
<p><i>Preparing for 2020</i></p>	<p>With only 5 months left until 2020, time is of the essence! The Preparing for 2020 workshop delves into the innovative strategic planning necessary to mobilize change from the ground up. Learn ways to effectively implement targeted outreach to your members while also developing a systematic plan to get the most out of phones, door-to-door, early and absentee voters, and Election Day operations that deliver successful results.</p>	<p>Julie Greene, Director Political, Issue and Electoral Mobilization Hub, AFL-CIO</p>

<i>Workplace Violence</i>	News coverage of mass shootings suggest that workplace violence is a recent phenomenon, but this is far from the truth. This interactive workshop explains the history of workplace violence and the different categories that the term encompasses. The majority of this session, however, is dedicated to strategies that local unions can use to prevent, respond to, and address workplace violence. Violence shouldn't be part of the job!	<p>Tamara Lefcowitz Organizing, USW tlefcowitz@usw.org Amber Miller Rapid Response, USW amiller@usw.org</p>
<i>Voter Suppression</i>	"Voting is not only our right—it is our power," -- Loung Ung In recent years, dozens of states have erected barriers to our right to vote, including forcing discriminatory voter ID and proof-of-citizenship restrictions on eligible voters, reducing polling place hours in communities of color and illegally purging voters from the rolls. This workshop dives deep into combating voter suppression through mobilization and voter education.	<p>Julie Greene, Director Political, Issue and Electoral Mobilization Hub, AFL-CIO</p>
<i>How to be a True LGBTQ+ Ally</i>	This workshop aims to educate members on current LGBTQ+ legislative protections, and how unions can ensure all workers have freedom and safety in the workplace. We will cover best practices and language as well as how to engage with the LGBTQ+ community. These tools can encourage authentic interactions and help with building power.	<p>LGBTQIA Advisory Council</p>
<i>Implicit Bias</i>	This workshop will help alert you to potential bias in your own thinking. Participants will be able to compare and contrast the political roots of racism, sexism and classism. We will also examine and identify personal biases that contribute to internal and external oppression. Participants will be able to practice intervention techniques and conflict resolution.	<p>Elise Bryant Labor Educator execdir@laborheritage.org</p>
<i>Young, Person of Color and Union</i>	Young people of color are a significant part of the workforce and labor movement -- but where are their voices? This workshop will provide a space for a discussion with young unionists about organizing, politics, social justice, and more!	<p>Ephrin E.J. Jenkins USW Local 1014 nirhpe77@yahoo.com</p>

Workshops Wednesday, July 24

<p><i>CARRY THE TORCH! Local Union Civil and Human Rights Committees</i></p>	<p>Local Committees play a major role in helping to create a more positive workplace culture. This workshop will focus on how important effective local committees are to the civil and human rights work of our Union – by building a united front within and beyond the workplace and carrying the messages of the conference back to the local to bring greater awareness to the issues that generate activism and promote unity.</p>	<p>Marsha Zakowski, Civil and Human Rights, USW mzakowski@usw.org</p>
<p><i>Building Labor/Community Coalitions</i></p>	<p>Participants in this interactive workshop will learn about what coalitions are, how they work, and why unions are actively seeking coalition-building opportunities with community-based organizations as a way of advancing social and economic justice for both our members and the larger community in which we live and work. We'll look at a specific example involving an effort by the Pittsburgh LCLAA chapter and other progressive organizations to establish and maintain a bail bond fund for immigrant families impacted by ICE arrests and detentions.</p>	<p>Guillermo Perez, Education Department USW, LCLAA gperez@usw.org Sabrina Liu Strategic Campaigns, APALA sliu@usw.org Antonia Domingo Legal Department adomingo@usw.org</p>
<p><i>Using the Arts to Mobilize</i></p>	<p>Many of the tactics that poets and other artists use are directly relatable to organizers and activists. This workshop is about drawing from the arts world to share some practical tips, tools, and tactics around storytelling and communication. How can we make our stories as powerful as possible? How can we craft campaign tools-- speeches, social media posts, slogans, signs, and other materials-- using an arts lens that can speak to the audiences we want to be building with? What's worked, and what hasn't worked? Let's build.</p>	<p>Kyle (Guante) Tran Myhre Poet, Educator, Activist</p>
<p><i>Culture Change: Addressing Unwanted Behaviors in our Movement (Part 1)*</i></p>	<p>Identifying our union values is the easy part, but practicing them in our daily lives can prove more difficult. In this workshop, we will examine our values and learn techniques to address one another when our behavior falls short. We will practice bystander intervention techniques that keep the dialogue between union siblings going in an effort to build a more compassionate, kind, and humane workplace and union.</p>	<p>Kate Shaughnessy, Leadership Development Coordinator, AFL-CIO kshaughnessy@aflcio.org Charleeka Thompson USW Local 13-434 chthompson@usw.org</p>

<p><i>The USW Fight on Legislative Issues that Change Our Lives</i></p>	<p>This interactive workshop will highlight the USW’s work on legislative issues and help to identify why workers’ rights are civil rights. Legislation to be discussed: The Protecting the Right to Organize (PRO) Act of 2019; the American Dream and Promise Act of 2019; and Workplace Violence Prevention for Health Care and Social Service Workers Act of 2019.</p>	<p>John Paul Smith Legislative, USW jpsmith@usw.org</p> <p>Emily Jefferson, Women of Steel/Civil and Human Rights, USW ejefferson@usw.org</p>
<p><i>Digital Tools for Activists</i></p>	<p>An update on the latest digital tools available to assist activists in their work and help us communicate more effectively. This session also will include tips on how to deal with difficult conversations online.</p>	<p>Connie Mabin, Director New Media, USW cmabin@usw.org</p>
<p><i>Mindfulness for Compassion</i></p>	<p>If you want to BE the change you want to see in the world, that starts with kindness for the one who cares. Unfortunately, our social conditioning is oriented toward either harsh self-criticism, or defensive denial - neither of which is very effective for change! Research has proven that we can learn self-compassion (different from building self-esteem which is oriented to competition), which opens us to being more resilient, more motivated to recognize and correct our human mistakes, more emotionally stable in the face of criticism, and more appropriately oriented to healthy self-care. Participants will gain tools they can use immediately to support a more friendly, effective and harmonious relationship with themselves.</p>	<p>Patricia Enstand</p>
<p><i>Connecting with Our Lawmakers: Where to Start and Why it Matters</i></p>	<p>Building relationships with the lawmakers who represent our members can pay big dividends, whether it’s for advancing our issues, boosting our connections in the community, or for having a place to turn when challenges occur. This workshop will share information on how to reach out, best practices for holding a meeting, and ideas for ongoing relationship-building.</p>	<p>Kim Miller Rapid Response kmiller@usw.org</p>
<p><i>Building Leadership Skills</i></p>	<p>Every leader has his or her strengths. Some thrive in conflict while others are good at making peace; some enjoy crunching numbers but others would rather speak in public. The real challenge for leaders is how they work with other leaders. Want to learn about your leadership style? Come to this interactive workshop to find out.</p>	<p>Emily Jefferson Women of Steel/Civil and Human Rights, USW ejefferson@usw.org</p> <p>Lisa Jordan, Director, Education lJordan@usw.org</p>

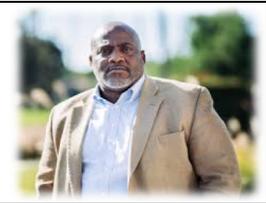
<p><i>Strategic Planning for Civil and Human Rights Committees</i></p>	<p>This workshop will help a newly convened or recently revived local Civil and Human Rights Committee use strategic planning tools to foster strengths, build community allies, and identify achievable goals. “When evil men plot, good men must plan.”— Dr. Martin Luther King, Jr.</p>	<p>Amanda Green-Hawkins, Director Civil and Human Rights, USW agreen@usw.org Marsha Zakowski, Civil and Human Rights, USW mzakowski@usw.org</p>
<p><i>Culture Change: Addressing Unwanted Behaviors in our Movement (Part 2)*</i></p>	<p>Identifying our union values is the easy part, but practicing them in our daily lives can prove more difficult. In this workshop, we will examine our values and learn techniques to address one another when our behavior falls short. We will practice bystander intervention techniques that keep the dialogue between union siblings going in an effort to build a more compassionate, kind, and humane workplace and union.</p>	<p>Kate Shaughnessy Leadership Development Coordinator, AFL-CIO kshaughnessy@aflcio.org Charleeka Thompson Local 13-434 chthompson@usw.org</p>
<p><i>Representing Immigrant Workers</i></p>	<p>In this interactive workshop participants will discuss how labor unions are developing strategies to deal with the increasingly complex issues involving the workplace and labor rights of unionized immigrant workers. Everything from I-9 audits and ICE workplace raids to Social Security no-match letters will be discussed, including the union’s duty of fair representation to address these issues.</p>	<p>Guillermo Perez, Education Department USW, LCLAA gperez@usw.org Antonia Domingo, Lawyer Legal Department, USW adomingo@usw.org</p>
<p><i>Lesson for Activism from an Ojibwe Great Grandmother</i></p>	<p>These teachings are for beginners to advance. What to bring is your openness to learn from an Indigenous perspective. You will have a better understanding of how you can approach a situation in a positive way, owning your space with dignity. We will have exercises of “how we react to negative confrontations or uncomfortable situations.” You will have a clearer understanding of how to use your energy and focus to make your point matter. We will explore critical issues effecting your lives and learn ways that you can better advocate for yourself and your community. The goal is to share ideas, brainstorm approaches for implementing change, having a voice without criticism.</p>	<p>Mary Lyon, Ojibwe Great Grandmother</p>

Speaker Bios

	<p>Marya Axner has worked for the Jewish Labor Committee (JLC) for 12 years. The JLC enables the Jewish community and the trade union movement to work together on important issues of shared interest and concern, in pursuit of our common commitment to economic and social justice. Until recently Ms. Axner was the Regional Director of the New England Chapter of the JLC where she mobilized the Jewish community in support of hotel workers, constructions workers, teachers, airport workers, fast food workers and others. Currently, Ms. Axner is a consultant to the JLC, leading workshops on anti-Semitism for labor unions and social justice organizations</p>
	<p>Harry Bains Minister of Labour for Surrey-Newton, BC (May 2005, 2009, 2013 and 2017). Harry has been active in the Surrey community for many years. He was an elected officer of Steelworkers-IWA Canada Local 2171 for over 15 years. He served most recently as vice-president of his local, where he led negotiations and engaged in bargaining for better working conditions for working people.</p>
	<p>Roxanne Brown is the USW’s new International Vice President at Large. For the past 20 years, she has served the USW membership from the union’s Legislative Office in Washington, D.C., most recently as Legislative Director. In her new role, Brown will continue to oversee the development of the union’s public policy and legislative agenda as well as its political work. Throughout her career, Brown has helped lead and advocate for policies on Capitol Hill and within federal and state agencies on behalf of USW members. She has extensive regulatory, legislative and technical experience, including in defense procurement policy, environmental regulation, energy, nuclear, cement, specialty metals and biomass carbon neutrality. She played a significant role in advancing legislation to strengthen U.S. defense procurement laws. These laws ensure that the vehicles, planes and ships used by our men and women in uniform – and built by USW members in Newport News, Va. (Local 8888) and York, Pa. (Local 7687) – are made with the steel, aluminum, glass, rubber and other materials made by USW members.</p>
	<p>Elise Bryant has been a labor educator since 1984. A long-time member of the Industrial Workers of the World, Elise organized Michigan’s first Latino Workers Leadership Institute and coordinated the Michigan Summer School for Women Workers as well as the Black Men in Unions Institute. Elise is a lifetime member of the Wobblies (Industrial Workers of the World), a member of the Writers Guild (UAW Local 1981) as well as CWA/Newspaper Guild Local 32035. After working 35 years as a labor educator, Elise retired from her professorship at the National Labor College to start her own consulting service, the E.L.I.S.E. Consortium.</p>
	<p>Valerie Castile mother of Philando Castile. Philando was killed by St. Anthony police officer Jeronimo Yanez in July of 2016 during a traffic stop in Falcon Heights, Minn. A jury acquitted Yanez of second-degree manslaughter and felony weapons charges. Since her son's death, Valerie has been an advocate for police and criminal justice reform and founded the Philando Castile Relief Foundation, which provides financial assistance to victims of gun and police violence. She has also worked with the Institute for Innovation in Prosecution, helping craft a toolkit to prevent and address officer-involved fatalities. Valerie Castile raised more than \$130,000 to pay off the lunch debts for every school in the St. Paul school district in honor of her son.</p>

	<p>Tom Conway USW President, was the International Vice President for Administration since 2005. Starting as a millwright at Bethlehem Steel in 1978, Conway rose to be a staff representative and eventually secretary of the union’s Basic Steel Conference. He chaired major sector bargaining in steel, mining, aluminum, tires, rubber, oil, and other manufacturing. He was also a big part of USW’s trade enforcement and manufacturing revitalization campaigns.</p>
	<p>Alan Curtis is Founding President and CEO of the Milton S. Eisenhower Foundation in Washington, DC. Created in 1981, the Foundation is the private sector continuation of the 1967-1968 National Advisory Commission on Civil Disorders (the Kerner Riot Commission, after the protests in Detroit, Newark, Los Angeles and many other cities) and the 1968-1969 National Commission on the Causes and Prevention of Violence (the National Violence Commission, after the assassinations of Dr. Martin Luther King and Senator Robert F. Kennedy). An appointee in the administrations of President Jimmy Carter and President Lyndon Johnson, Curtis is a social scientist, public policy advisor, evaluator, designer of inner city ventures that develop human capital, advocate, author and speaker.</p>
	<p>Jerame Davis is from Southern Indiana, Davis became acquainted with Pride at Work in Bloomington, IN after the local chapter got involved in a wrongful termination case he and his partner were battling. He has served as vice president of the Indiana Pride at Work chapter, on the boards of Indiana Equality and the Indiana Stonewall Democrats, and founded Indiana’s first LGBT direct action group. In 2010 he joined the staff at National Stonewall Democrats in Washington, DC and in 2011 became their Executive Director. Davis led the organization through the 2012 election cycle. He then joined the legislative team at Communications Workers of America before stepping into his role at Pride at Work</p>
	<p>Keith Ellison serves as the 30th Attorney General of Minnesota. Ellison was the U.S. Representative for Minnesota's 5th congressional district from 2007 to 2019. He also served as the Deputy Chair of the Democratic National Committee from 2017 to 2018. In Congress Ellison was a vice-chair of the Congressional Progressive Caucus and a Chief Deputy Whip. He also sat on the House Committee on Financial Services. Ellison was the first Muslim to be elected to Congress and the first African American representative from Minnesota.</p>
	<p>Chelsie Glaubitz Gabiou was elected president of the Minneapolis Regional Labor Federation, AFL-CIO, in 2015. Earlier, Glaubitz Gabiou worked for the Southeast Area Labor Council, AFL-CIO, where she was a field organizer. She started in the labor movement as a rank-and-file grocery store clerk at Cub Foods and then worked on several political campaigns, including Senator Al Franken’s inaugural Senate race.</p>

	<p>Tefere Gebre is the Executive Vice President of the AFL-CIO, and in 2013 became the first immigrant, political refugee, black man and local labor council leader elected as a national officer of the AFL-CIO. Born in Gondar Ethiopia, Gebre fled state-sanctioned violence and made his way to a refugee camp in the Sudan as a teenager. From 1997 to 1999, Tefere was Director of Governmental Relation for Laborers Local 270. After serving as Political Director of the Orange County Labor Federation from 2006 to 2008, his great success and leadership earned him the role as Executive Director for the labor federation in 2008.</p>
	<p>Leo Gerard served the USW for more than 50 years. He began his career at age 18 in the mining industry in northern Ontario, and has since held a series of positions in the union, guiding it to what it is today. He spent his whole life fighting for working families and labor rights across the globe, and his impact as a labor leader in North America is immeasurable. Gerard worked as union staff and ultimately became a District Director, the National Director of Canada, Secretary-Treasurer and finally in 2001 the USW's International President.</p>
	<p>Julie Greene is a dynamic results-driven leader with a proven track record of promoting positive social change. As an experienced executor with 15+ years of experience in political campaigning, labor, management and civic engagement, Julie currently serves as the Political, Issue and Electoral Mobilization Hub director at the AFL-CIO. In this capacity, she is responsible for helping to activate unions, their workers and allies in fights for higher wages, decent benefits and a voice at work so all working people can enjoy a better life.</p>
	<p>JAYLANI HUSSEIN is the executive director of the Minnesota chapter of the Council on American-Islamic Relations (CAIR-MN). Hussein worked as the Community Liaison Officer at Metro State University and as a Planner for the Minnesota Department of Agriculture. In 2013, he created Zeila Consultants to develop and offer cross-cultural training workshops on East African cultures. He specializes in the areas of urban planning, community development, youth development, and legal and civil rights.</p>
	<p>Lisa Jordan is director of education and membership development for the United Steelworkers of America. She and her staff create and coordinate the union's education program throughout North America and in the United Kingdom. Jordan is engaged in a range of applied economic research. Her primary areas of interest are labor economics, industrial relations, and race and gender economics. She currently serves as an adviser to the AFL-CIO's Commission on Race and is a past board member of the Labor and Employment Relations Association. Jordan graduated from the University of Notre Dame with a Ph.D. in labor economics. She served as a labor educator and assistant professor at the University of Illinois and at the University of Minnesota before becoming the director of the School of Business at Brevard College.</p>
	<p>Mary Lyon, Ojibwe Great Grandmother an Ojibwe Elder, Niizh-Nibi-Ikwe "Second Water Woman", Elder of Mitigwakk-Daywaygus-Giwstashskad "Water Drum Circle", Sr. Member of the "Top Hat Medicine Dress/Long Skirt Society", Spiritual Advisor, Storyteller and Wisdom Teacher. A spiritual advisor, storyteller and wisdom keeper, she travels and teaches internationally, with a focus on healing children, families and communities from the negative effects of alcohol and drug addiction.</p>

	<p>Susan Matthews is an Executive Council Member of Unite the Union representing Black and Asian Ethnic Minority (BAEM) members. A devoted and active union member for nearly two decades, she has been instrumental in UNITE in bringing about changes for Women, BAEM, Disability, LGBTQ+, Youth, Community members and Retired members. Also the implementation of BAME (Black, and Asian Minority Ethnic) Engagement Strategy that delivers and engages, motivates and mobilizes BAME throughout the wider community. As a campaigner, she has supported various campaigns and demonstrations including fighting against racism and fascism.</p>
	<p>Bill McCarthy is a Minneapolis native, a Vietnam War veteran, and a University of Minnesota graduate with a Bachelor of Science in Urban Studies. He joined Hotel Employees & Restaurant Employees Local 17 in 1985. In 2002, Bill was elected President of the Minneapolis Regional Labor Federation. After serving as Minneapolis RLF President for more than 13 years, Bill McCarthy was elected President of the Minnesota AFL-CIO in 2015.</p>
	<p>Desmond Meade is a voting rights activist and Executive Director of the Florida Rights Restoration Coalition. As chair of Floridians for a Fair Democracy, Meade led the successful effort to pass Florida Amendment 4, a 2018 state initiative that restored voting rights to over 1.4 million Floridians with previous felony convictions. In April 2019, Time magazine named Meade as one of the 100 most influential people in the world. Meade is a graduate of Florida International University College of Law.</p>
	<p>Terry Melvin is president of the Coalition of Black Trade Unionists (CBTU). He succeeds William (Bill) Lucy, the iconic labor leader who had held the position since he co-founded CBTU in 1972. Melvin began his union career in 1980 as a member of CSEA Local 427 in Western New York. CBTU, which is dedicated to addressing the unique concerns of black workers and their communities, has 50 chapters in major U.S. cities and one in Ontario, Canada. Melvin, is also the secretary-treasurer of the New York State AFL-CIO.</p>
	<p>Yanira Merino is President of the Labor Council for Latin American Advancement (LCLAA). She is the first woman and first immigrant to serve as President of LCLAA. In 2000 she began her work as the National Immigration Coordinator for the Laborer's (LiUNA). Yanira was born in El Salvador, she immigrated to the U.S. in the 1990s at the time of an ongoing war. She joined the U.S. labor movement when she and co-workers organized a union to confront poverty wages, wage theft, discrimination, and unsafe conditions at a shrimp factory in Los Angeles.</p>
	<p>Marilyn Mosby serves as the State's Attorney for Baltimore, Maryland. She is the youngest chief prosecutor of any major American city. Mosby was sworn into office on January 8, 2015. Soon after her first term in office begun, Mosby announced the restructuring of her office. Mosby reestablished community liaison positions, which her predecessor had eliminated, to inform residents of developments in cases relevant to their neighborhood. She created the Policy and Legislative Affairs Unit to advocate for legislation to help keep residents safe and prosecute cases efficiently.</p>

	<p>Nick Mosby has served as a member of the Maryland House of Delegates from the 40th District since January 2017. Previously he served as a member of the Baltimore City Council. Mosby is a 1997 graduate of the Baltimore Polytechnic Institute and has a bachelor of science in electrical engineering from Tuskegee University</p>
	<p>Kyle "Guante" Tran Myhre is an MC, two-time National Poetry Slam champion, activist and educator based in Minneapolis. His work explores the relationships between identity, power, and resistance, and has been featured on Upworthy, Welcome to Night Vale, Everyday Feminism, the Huffington Post, and beyond. Garnering over ten million views online, Guante has also performed live at the United Nations, given a TEDx Talk, and presented at countless colleges, universities, and conferences. Find his work at www.guante.info, or on Twitter: @elguante</p>
	<p>Ken Neumann is the USW National Director for Canada. Born and raised in rural Saskatchewan, Neumann was a teenager when he first joined the USW, at Local 5890 in Regina, Saskatchewan, Canada. Later, Neumann's activism and leadership flourished within USW Local 4728 in Regina, where he began as a steward and eventually was elected president of the local. He was an instructor, organizer and then president of the USW Regina Area Council before being hired as a United Steelworkers staff representative in 1977. Neumann was elected USW District 3 Director in 1989 and won every subsequent district election until his appointment as Canadian Director in 2004.</p>
	<p>Carolina Ortiz was born in Zacatecas, Mexico and brought into the United States by her mother in 1994. She is a 2011 graduate of Richfield High School. Carolina is a DACA recipient who is currently studying business part-time at Normandale Community College while working full-time as a GED Advisor at Pearson VUE and the Communications Director for COPAL, a statewide Latinxs grassroots organization. In addition to her recent founding of the Mírame LOOK.AT.ME project, Carolina is a community activist who has contributed her time and talents to organizations such as Youth Frontiers, Youth Link, Sharing and Caring Hands, the Archdiocese of Saint Paul and Minneapolis and Saint Johns University since she was a teenager.</p>
	<p>Roz Pelles a national organizer with the Poor People's Campaign; Retired Director of the Civil, Human and Women's Rights Department, (AFL-CIO), Washington DC; Advisor to the Forward Together Moral Monday movement, Raleigh, North Carolina.</p>

	<p>Emil Ramirez is the USW Director of District 11; he was elected in November of 2013. Ramirez began his union career as a Pipefitter B in 1986 with United Steelworkers Local 15162 at KPL/Gas Service’s Topeka, Kan., facility. As a member of Local 15162, he served in the capacity of shop steward, vice president and president.</p>
	<p>Fred Redmond was elected by acclamation in 2005 and took office as the USW’s International Vice President (Human Affairs) on March 1, 2006. Redmond joined the Steelworkers union when he went to work at Reynolds Metals Co. in McCook, Ill. in 1973. He became an active member of Local 3911 almost immediately, serving as shop steward, grievance committee member and chairman and vice-president. He served three terms as president of the local. In addition to his regular union duties, Redmond serves as chairman of the USW Container Industry Conference and coordinates bargaining for the USW Healthcare, Pharmaceuticals and Public Employees sectors.</p>
	<p>Tim Walz is the 41st governor of Minnesota. A member of the Democratic Farmer-Labor-Party, he served as the U.S. Representative for Minnesota’s 1st congressional district from 2007 to 2019. He served on the Agriculture Committee, Armed Services Committee and Veterans’ Affairs Committee. In March 2017, Walz announced that he would not run for reelection to Congress and instead run for Governor of Minnesota. On November 6, 2018, Walz was elected to the governorship.</p>
	<p>Robin Williams worked as a food and office clerk at the Georgetown Safeway in Washington, D.C. for 13 years with UFCW Local 400. In 1986, she began her union activism as a safety coordinator and shop steward. In 1997, Robin became a full-time organizer and union representative with UFCW. She was appointed Community Affairs Coordinator at the Strategic Affairs Department of Local 400 in 2004. In July 2005, Robin became the Associate Director of the Civil Rights and Community Action Department and was elected International Vice President in February 2015. She serves as an Executive Vice President of the UFCW Minority Coalition and is a trustee on the board of the Coalition of Black Trade Unionists. Robin is also a board member of the National Association for the Advancement of Colored People (NAACP), A. Philip Randolph Institute (APRI), and the Samuel DeWitt Proctor Conference (SDP).</p>