



**I
CAN'T
BREATHE**

**AN URGENT CRY FOR
JUSTICE**

#SHOWUP4JUSTICE21



A Union of Professionals

**2021 BIENNIAL CIVIL, HUMAN AND WOMEN'S RIGHTS CONFERENCE
OCTOBER 22-23 WASHINGTON, D.C.**



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Fedrick C. Ingram
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Evelyn DeJesus
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Alissa Karl
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Cyndi Oberle-Dahm
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OF TEACHERS

Sheryl Pedone
BOSTON TEACHERS UNION

Debby Pope
CHICAGO TEACHERS UNION

Alexis Rean-Walker
HEALTH PROFESSIONALS
AND ALLIED EMPLOYEES

Luukia Smith
CFT—A UNION OF
EDUCATORS AND
CLASSIFIED PERSONNEL

Jennifer Wasson
MONTANA SCHOOL FOR
THE DEAF AND BLIND

AFT Civil and Human Rights Committee

J. Philippe Abraham
NEW YORK STATE
UNITED TEACHERS

Cordelia Anthony
FARMINGDALE FEDERATION
OF TEACHERS

Brenda Chaney
BOSTON TEACHERS UNION

Kathy Chavez
AFT NEW MEXICO

Eva Coleman
MICHIGAN ALLIANCE OF
CHARTER TEACHERS & STAFF

Patricia Crispino
UNITED FEDERATION
OF TEACHERS

Jacqueline Elliot
PROFESSIONAL STAFF
CONGRESS

Susan Goodwin
ROCHESTER TEACHERS
ASSOCIATION

David Gray
OKLAHOMA CITY
FEDERATION OF
CLASSIFIED EMPLOYEES

Veronica Hernandez
SOCORRO AFT

Susan Jacobson
WASHINGTON STATE
NURSES ASSOCIATION

Jerry Jordan, chair
PHILADELPHIA FEDERATION
OF TEACHERS

Tracy Lai
AFT SEATTLE
COMMUNITY COLLEGES

Darrell Lausche
CLEVELAND HEIGHTS
TEACHERS UNION

Maria Le
EDUCATION
MINNESOTA-ROSEVILLE

Sean Massey
UNITED UNIVERSITY
PROFESSIONS

Carla McCoy
BALTIMORE TEACHERS
UNION

Virginia Mancini
MAHTOMEDI EDUCATION
ASSOCIATION

Yolanda Montalvo
ROCHESTER TEACHERS
ASSOCIATION

Derryn Moten
ALABAMA STATE
UNIVERSITY FACULTY-STAFF
ALLIANCE

Sharon Persinger
PROFESSIONAL STAFF
CONGRESS

Eric Rader
HENRY FORD COMMUNITY
COLLEGE FEDERATION

Nandi Riley
FLORIDA EDUCATION
ASSOCIATION

Verdailia Turner
GEORGIA FEDERATION
OF TEACHERS

Christel Williams-Hayes
CHICAGO TEACHERS UNION

Darlene Williams
PUBLIC EMPLOYEES
FEDERATION

Our Mission

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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AFT Code of Conduct

Statement of Values

The AFT Executive Council has adopted the AFT Code of Conduct (www.aft.org/CodeofConduct) which prohibits discriminatory, harassing, or otherwise unacceptable behavior in the workplace and at any AFT activity, event or meeting, even if the conduct has not risen to a violation of law. There will be zero tolerance for harassment of any form including but not limited to the use of racial epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. This behavior will be called out. The AFT takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the AFT activity, event or meeting.

The AFT is a democratic organization that values open and vigorous discussion of the issues facing the AFT, our members, working people and the labor movement. The Code of Conduct is not intended to restrict free and open debate, but rather is intended to ensure a positive and respectful environment that is free of discrimination and harassment, regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic protected by law. We ask all meeting participant to conduct themselves consistent with the values of equity and equality.

The AFT encourages you to report any offending conduct as soon as possible; there will be no retaliation or adverse action taken against an individual who makes a complaint. Reports may be made to Gria Hernandez-Curtis, human resources director; Jessica Smith, chief of staff; David Strom, general counsel; the designated manager for the meeting; or any other supervisor or manager.

Gria Hernandez-Curtis Director of Human Resources	ghernandez@aft.org Office 202-434-4699 Mobile 667-229-7171
Jessica Smith Chief of Staff	jsmith@aft.org Office 202-879-4530 Mobile 202-255-1784
David Strom General Counsel	dstrom@aft.org Office 202-393-7472 Mobile 202-262-2438
Meeting name: Meeting date: Code of Conduct manager: Email address: Mobile phone:	AFT Civil, Human and Women’s Rights Conf. Oct 22-23, 2021 Regena Thomas, Co-Director, Human Rights & Comm Relations rthomas@aft.org 202-262-8292

COVID-19 Safety Protocols for AFT Meetings

Name of Meeting:	AFT Civil, Human and Women’s Rights Conference
Meeting Dates:	Oct. 21-23, 2021
AFT Meeting Host:	Delisa Saunders and Regena Thomas
AFT COVID-19 Protocol Contact:	Kitty Owens (301) 332-5543 and Alver Franklin (301) 357-2599

The American Federation of Teachers has a responsibility to provide a safe work/meeting environment that is free of known hazards. To this end, the AFT has established extensive protocols in this age of COVID-19 for a safe, in-person meeting environment, including vaccination, testing for our headquarters building and for our meeting spaces, masking and distancing. We also intentionally utilize sites that have good ventilation and cleaning protocols. We believe our collective responsibility to each other’s well-being, safety and health is best served by ensuring that everyone who attends AFT meetings are fully vaccinated against COVID-19 and will move to implement that practice by Nov. 1.

Below are our COVID-19 safety protocols for admittance to the AFT Civil, Human and Women’s Rights Conference:

Prior to your arrival at the meeting:

- ✓ At least three days prior to the meeting, upload proof of full vaccination using the secure portal (<https://go.aft.org/Proofofvaccination>)
- ✓ If you have not been vaccinated, you must submit proof of a negative result from a PCR test taken within 72 hours of your arrival (<https://go.aft.org/Proofofvaccination>).
- ✓ Within three hours of your arrival, you must complete the self-assessment (<https://go.aft.org/AFTEvents-DailyAssessment>). This assessment must be done each day of your meeting and results will indicate if you are able to participate.

ALL ATTENDEES—Upon your arrival to the meeting:

- ✓ On the first day of your meeting, please allow an additional 20 minutes upon arrival to the registration area to complete a self-administered rapid antigen test. **All attendees (vaccinated and unvaccinated) must complete the rapid antigen test.**
- ✓ You will be required to show a negative test result.

During the meeting:

- ✓ Masks must be worn at all times unless actively eating or drinking.
- ✓ Maintain physical distancing whenever possible.
- ✓ If at any time you begin to feel sick, please alert one of your meeting’s AFT COVID-19 protocol contacts immediately and leave the meeting (contact information above).

After the meeting:

- ✓ If you develop symptoms or test positive for COVID-19 within 14 days of the conclusion of your meeting, we ask that you notify one of your meeting’s COVID-19 protocol contacts so they can alert other meeting attendees. For your privacy, your name will not be released without your permission.

If you have any questions, please let us know.



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**2021 CIVIL, HUMAN AND
WOMEN'S RIGHTS CONFERENCE**

**OCTOBER 22-23
WASHINGTON HILTON HOTEL
WASHINGTON, D.C.**

Program

THURSDAY, OCT. 21

3 P.M. – 6 P.M.

REGISTRATION

Columbia West

6:30 P.M. – 8 P.M.

WELCOME RECEPTION

Music by Mike “Saxman305” Emanuel

Back Terrace

FRIDAY, OCT. 22

8 A.M. – 4 P.M.

REGISTRATION

Columbia West

8 A.M. – 10 A.M.

OPENING BREAKFAST PLENARY SESSION

All of Us

Continental Breakfast served from 8 a.m. to 9 a.m.

Columbia 5-8

Introduction of Speaker:

Fedrick Ingram, secretary-treasurer,
American Federation of Teachers

Speaker: Randi Weingarten, president,
American Federation of Teachers

Presiding: Kathy Chavez, executive vice president,
AFT New Mexico; Chair, executive
council committee on human rights
and community relations;
AFT vice president

10 A.M. – 10:30 A.M.

BREAK

Columbia West

10:30 A.M. – NOON

WORKSHOPS

You Will Not Replace Us:

White Supremacy Forever

Columbia 1-2

Speaker: Derryn Moten, co-president,
AFT Faculty-Staff Alliance at
Alabama State University

Exposed by a global pandemic, witnessed by the world as a man tragically cried out for his life, and shocked by blatant attempts to rig a presidential election, America has spoken. We can no longer dodge the shameful legacy of hate, bigotry and privilege. We must address the truth about the facts imbedded in the chant “You will not replace us, white supremacy forever” during the unrest in Charlottesville, Va., to keep Confederate statues from being removed. Join us for an informative, engaging and courageous session to unpack white supremacy, white grievance politics and the persistent determination to maintain a separate and unequal society.

We Are One:

**Race, Gender, Class and
LGBTQIA+ Intersectionality**

Columbia 3-4

Speakers: Pallavi Rudraraju,
manager, Youth Well-Being Program
Human Rights Campaign

Rev. Terence Mayo, Northwestern
University, Chicago Theological
Seminary

Moderator: Brendien Mitchell, senior associate,
AFT Human Rights and Community
Relations Department

Identifying the critical intersections between race, gender, class and LGBTQIA+ identity is a critical step in building an authentic movement of students, parents, workers and community for LGBTQIA+ equity and justice. During this roundtable-style workshop, participants will examine the experiences and struggles that connect both non-LGBTQIA+ and LGBTQIA+ identifying communities, across race, gender and class. Participants will learn and practice vocabulary, bystander intervention and communal dialogue, and will receive best practices to engage in organizing and community work that acknowledges intersectional identity and oppression, particularly facing LGBTQIA+ identified people.

Essential and Invisible: The Politics of Immigration

Columbia 9-10

Speakers: Greisa Martinez Rosas, executive director, United We Dream
Bridgette Gomez, national campaign director, We Are Home Campaign
Patrice Lawrence, co-director, UndocuBlack Network
Shannon Lederer, director of immigration policy, AFL-CIO

Moderator: César Moreno-Pérez, senior associate director, AFT Human Rights and Community Relations Department

Undocumented immigrants are a critical part of the fabric of our communities and our union. The global pandemic upended our lives, shifting the way we live and work, leading to a new awakening about the millions of invisible workers who work in hazardous, low-wage jobs deemed essential. Over 5 million undocumented workers risked their health and their families to keep sectors of our economy open during the worst of the pandemic. Essential workers kept the country fed, healthy and safe while most Americans worked from home. Join us for a candid conversation about the politics of immigration and the important role you and your union play in the struggle to win legislation with a pathway to citizenship for essential workers and beneficiaries of the Deferred Action for Childhood Arrivals, Temporary Protected Status and Deferred Enforced Departure programs.

Is This Education Justice? Lessons from Educator-Community Coalition Building

Columbia 11-12

Speakers: Jackie White Anderson, president, Houston Federation of Teachers
Jazmin Garcia, community organizer, Alliance of Californians for Community Empowerment
Juan Ramirez, vice president, United Teachers Los Angeles
Christel Williams-Hayes, recording secretary, Chicago Teachers Union; member, AFT Civil and Human Rights Committee

Moderator: Jonathan Rodrigues, senior associate, AFT Human Rights and Community Relations Department

AFT members have always known that our schools face huge inequities, even before this once-in-a-lifetime pandemic. The compounding crises faced in our country have only exacerbated these inequities. Working in coalition, how have educators, families and students united to fight to make sure our schools are safe and healthy, and to reframe education justice for the advocacy ahead. What lessons have been learned in how districts have responded during the pandemic? What wins did coalition building yield and what challenges remain?

NOON – 2 P.M.

LUNCHEON PLENARY SESSION

We're Better Together

Lunch served from noon to 12:45 p.m.

Columbia 5-8

Speaker: Dr. Juana Bordas, founder and president Mestiza Leadership International

Introduction of Speaker:

Evelyn DeJesus, executive vice president American Federation of Teachers

Presiding: Jerry Jordan, president, Philadelphia Federation of Teachers; Chair, AFT Civil and Human Rights Committee; AFT vice president

2 P.M. – 2:30 P.M.

BREAK

Columbia West

2:30 P.M. – 4 P.M.

WORKSHOPS

Education, Not Deportation

Columbia 3-4

Speakers: Dr. Belinda C. Lum, chief negotiator and SCC union president, Los Rios College Federation of Teachers

Greisa Martinez Rosa, executive director, United We Dream

Sarah Kim Pak, staff attorney, National Immigration Law Center

Juan F. Soto, organizing director, Gamaliel Network

Moderator: César Moreno-Pérez, senior associate director, AFT Human Rights and Community Relations Department

Schools, college campuses and communities continue to be key places to ground the fight forward against the criminalization and deportation of immigrants. Educators and institutions play a critical role in helping to create thriving communities and healthy learning environments free from the threat of deportation, racism, bullying and hate. The fight forward includes creating a vibrant sanctuary movement and network of schools, campuses and communities. We don't have to wait for Congress to win immigrant-inclusive policies for our students, neighbors and community. We build power through organizing, advocacy and direct action. Learn about the state of play of Deferred Action for Childhood Arrivals and immigration policy, innovative tools and resources to support students in your school, and how to push for immigrant-inclusive policies at the local level.

Patriarchy and Power

Columbia 9-10

Speaker: Peggy McIntosh, Ph.D., Wellesley Centers for Women; founder, National SEED Project on Inclusive Curriculum (Seeking Educational Equity and Diversity)

Moderator: Jessica Sims, senior associate, AFT Human Rights and Community Relations Department

Patriarchy, the structure of power and privilege that shapes gender roles and defines hierarchies, permeates our lives. From pay differentials to the distribution of PPE during COVID-19 to the design of cars, we experience the far-reaching impact of a male-centered society every day. This interactive session will explore the role of patriarchy in education and how it has been internalized to a degree in most of us. It will provide information, self-knowledge and empowerment that will be useful as you and your union consider strategies to balance the playing field, address gender inequities and create working environments that respect, embrace and treat all workers equally.

Voter Suppression: White Supremacy in Disguise

Columbia 11-12

Speakers: Derryn Moten, co-president, AFT Faculty-Staff Alliance at Alabama State University

Fred David Gray, civil rights attorney and president, Tuskegee History Center

The July 2021 Supreme Court decision in *Brnovich v. Democratic National Committee* is the most recent blow to democracy that suppresses voter rights. Since the arrival of settlers to this country, colonialism has been used by white people as a way to maintain control over others, in particular those of African ancestry, Indigenous/Native peoples, Asian people, Latin Americans, Middle Eastern people and Jewish people. Join us for a deeper exploration of the role that voter suppression continues to play as a tool to sustain white supremacy, privilege and power. Learn more about what you can do to fight back and claim democracy for all.

4 P.M. – 4:30 P.M.

BREAK

T Street Entrance/Front Terrace

4:30 P.M.

**BUSES DEPART HOTEL TO
FREEDOM PLAZA**

T Street Entrance/Front Terrace

5 P.M. – 6:30 P.M.

**CIRCLE OF HOPE:
FREEDOM PLAZA**

Join us to reflect, embrace and share our thoughts about the power of hope. Together, let's announce our commitment to justice, equity and the freedom to thrive.

6:30 P.M.

DINNER ON YOUR OWN

(buses return to the hotel)

SATURDAY, OCT. 23

8 A.M. – 1 P.M.

REGISTRATION

Columbia West

8 A.M. – 9:30 A.M.

BREAKFAST PLENARY SESSION

We Got This

Breakfast served from 8 a.m. to 8:45 a.m.

Columbia 5-8

Greetings: Fred Redmond, Secretary-Treasurer, AFL-CIO

Speaker: Fedrick Ingram, AFT secretary-treasurer, American Federation of Teachers

Presiding: Marietta English, chair
AFT Women's Rights Committee;
Immediate past president, AFT
Maryland; AFT vice president

9:30 A.M. – 10 A.M.

BREAK

Columbia West

10 A.M. – 11:30 A.M.

WORKSHOPS

The Pink Tax:

The Cost of Being a Woman

Columbia 3-4

Speakers: Dora Leland, NYSUT board of directors, ED46

Melissa Tierney Servant, Wallkill Teachers' Association; director, NYSUT ED13

Moderator: Jessica Sims, senior associate, AFT Human Rights and Community Relations Department

Starting at birth, from baby toys to clothes, deodorant, car repair and medicine, products and services geared toward women cost more than those geared toward men. Join us for a courageous conversation about the pink tax. Learn about efforts being made to address this unacceptable practice. Share your thoughts, ideas and suggestions for ways that the union can address this hidden and shameful practice of taxing women for being women.

Freedom to Thrive: Combating Anti-Asian Hate

Columbia 9-10

Speakers: Alvina Yeh, executive director, Asian Pacific American Labor Alliance

Tracy Lai, vice president for human rights, AFT Washington; national executive board member, Asian Pacific American Labor Alliance

Arlene Inouye, secretary, United Teachers Los Angeles; member, AFT Asian American and Pacific Islander Task Force

Kate Lee, Asian American Education Project

Moderator: Kent Wong, director, UCLA Labor Center; vice president, California Federation of Teachers

Anti-Asian hate isn't something new in American history, but incidents have risen due to the association of the COVID-19 coronavirus with Asians. We've seen incidents of hate manifest in different ways, from verbal harassment to physical attacks. The session will address the alarming rise in anti-Asian violence, feature tools and resources, and discuss the role educators and unions play in addressing anti-Asian hate within their schools and communities. #StopAsianHate

Building Power for Equity and Justice: 10 Steps to Building a Community-Union Coalition

Columbia 11-12

Speakers: Jonathan Rodrigues, senior associate, AFT Human Rights and Community Relations Department

Rafael Morataya, senior associate, AFT Human Rights and Community Relations Department

Join us for a practical 10-step guide and toolkit for building a community-union coalition. From building the organizing and joint vision necessary to power mapping and communications, this workshop covers the phases of organizing a coalition and provides the supporting resources to build a long-lasting partnership that wins for our members and communities.

11:30 A.M. – NOON

BREAK

Columbia West

NOON – 1 P.M.

CLOSING PLENARY SESSION

Righteous Resistance

Columbia 5-8

Welcome: Fedrick Ingram, AFT secretary-treasurer,
American Federation of Teachers

Introduction of Speaker:
Randi Weingarten, president,
American Federation of Teachers

Speaker: Rev. Dr. William J. Barber II,
President and senior lecturer, Repairers
of the Breach; Co-Chair, Poor People's
Campaign: A National Call for Moral
Revival

Presiding: Marietta English, chair,
AFT Women's Rights Committee;
Immediate past president, AFT
Maryland; AFT vice president

1 P.M.

CONFERENCE ENDS

Columbia West

(Box lunches available to grab-and-go)

Speaker Bios



JACKIE ANDERSON

was elected as president of the Houston Federation of Teachers in 2020. Prior to her election she served as HFT building co-steward, HFT secondary vice president and HFT secretary-treasurer. In her leadership roles, Anderson led the development of HFT's Leadership Development Program and served

as HFT representative on the Houston ISD Special Education Ad Hoc Committee for former superintendent Richard Carranza. She has also served on the District Advisory Committee. In 2017, Anderson co-founded Houston United for Strong Public Schools to advocate for students and elect champions for public education in Houston. She also serves as president of the Harris County Labor Assembly. A lifelong resident of Houston, Anderson worked as a middle school special education teacher for 33 years in her teaching career.



JUANA BORDAS

is a highly celebrated and widely applauded Nicaraguan American community activist for her vision, leadership and work to prepare leaders for success in a dynamically diverse world. In her high-demand training programs, she weaves leadership, diversity and community building into a

multicolored tapestry that moves people into action. Bordas is a founder of several national organizations promoting Latinx leadership, served as an adviser to Harvard's *Journal of Hispanic Policy* and the Kellogg Fellows Leadership Alliance, and was the first Latina faculty member at the Center for Creative Leadership. A Colorado Women's Hall of Fame inductee, she is the author of *Salsa, Soul and Spirit: Leadership for a Multicultural Age* and *The Power of Latino Leadership*. Bordas is the founder and current president of Mestiza Leadership International.



THE REV. DR. WILLIAM J. BARBER II

is the president and senior lecturer of Repairers of the Breach, and co-chair of the Poor People's Campaign: A National Call for Moral Revival. An author of four books, he is also the architect of the Moral Movement, which began

with weekly Moral Monday protests at the North Carolina General Assembly in 2013 and recently relaunched online in August 2020 under the banner of the Poor People's Campaign that was begun by the Rev. Dr. Martin Luther King Jr. The protests call for a moral agenda and a moral budget to address injustices of systemic racism, systemic poverty, the war economy and militarism, ecological devastation and the false moral narrative of Christian nationalism. A highly sought after speaker, his keynotes include the 2016 Democratic National Convention, the Vatican City, the 5th Uni Global Union World Congress, national unions, fraternities and sororities, motorcycle organizations, drug dealer redemption conferences, women's groups, economic policy groups, voting rights advocates, LGBTQ equality and justice groups, environmental and criminal justice groups, organizing committees of domestic workers, fast food workers and national faith gatherings. Barber is regularly featured in media outlets such as MSNBC, CNN, the *New York Times* and the *Washington Post*, and is the recipient of numerous prestigious awards, including the 2018 MacArthur Foundation Genius Award.



KATHY CHAVEZ

is an AFT vice president, president of the Albuquerque Educational Assistants Association (AEAA) and executive vice president of AFT New Mexico. Chavez began her career as a bus driver, followed by becoming an educational assistant where she worked with medically fragile children and children with

severe cognitive and physical disabilities. After joining AEAA, she served as a building representative, became the vice president and then became the president. By 1995, Chavez's union leadership resulted in her election as the executive vice president of AFT New Mexico. Since 2004, she has served as an AFT vice president. Among Chavez's many accomplishments is the passage of New Mexico House Bill 304 in 2004. Chavez lobbied for the measure, which established a minimum pay plan for educational assistants. Chavez is a recipient of the 2004 Albert Shanker PSRP Pioneer Award. Currently, she serves on the AFT PSRP program and policy council, is a member of the AFT organizing committee, and is a member of the board of trustees of the New Mexico Federation of Labor, AFL-CIO.



EVELYN DEJESUS

Since 2019, Evelyn DeJesus has been the executive vice president of the 1.7-million-member American Federation of Teachers, the first Latinx officer in the union’s 103-year history. A longtime early childhood educator, reading specialist and union activist,

DeJesus is a forceful advocate for justice—undaunted and unafraid to speak truth to power. In 2021, she joined the executive boards of the AFL-CIO and the Solidarity Center, and became secretary-treasurer of the Labor Council for Latin American Advancement. At the AFT, she chairs the Latino Issues Task Force and serves as presiding officer for the Asian American and Pacific Islander Task Force. A native Puertorriquena who grew up on New York City’s Lower East Side, she is proud to be the mother of two daughters and *abuela* to five grandchildren.



MICHAEL EMANUEL

is a devout Christian, educator and mentor. Also known as Saxman305, he is on a mission to uplift, empower and inspire. Emanuel looks forward to the opportunity to serve others through his gifts of music, ministry and mentorship. Residing in the tri-ethnic community of Miami, he records and

collaborates on musical projects that are designed to promote continued social awareness as well as the importance of music. Pursuing a career in teaching, he has earned a bachelor’s degree in education with a concentration in music and minor in English, as well as a master’s degree in education from St. Thomas University. Multi-talented, an accomplished saxophonist, studio musician and music teacher, he is capable of delivering great performances. With his company Triumphant Music Group and Productions LLC, he has travelled nationally and internationally with his band The Triumphant Music Group.



MARIETTA ENGLISH

served as president of the Baltimore Teachers Union for 21 years, where she fought for fair wages and improved working conditions for public school teachers, paraprofessionals and school-related personnel. English actively represented Baltimore teachers, paraprofessionals and school-related

personnel in the state Capitol and at Baltimore school headquarters and worked for change and fairness in the classroom. She supported the BTU Professional Development Center, where members engaged in career development seminars and workshops. As BTU president, English negotiated the

most innovative contract for teachers in the United States that allowed teachers to move up the salary scale at their own pace, which made them the highest paid teachers in the state at that time. English’s career includes being a classroom teacher, a special education teacher, a consulting teacher and a teacher mentor. English also served 13 years as president of AFT-Maryland. English is a member of several civic, social and cultural organizations, which included being the only teacher who has served as president of the National Alliance of Black School Educators. English is a life member of the NAACP, where she serves on the local board, and is the chairperson of the Branch Afro-American, Cultural, Technological and Scientific Olympics program. English continues to serve on several civic and social boards. She is a lifetime member of Delta Sigma Theta Sorority Inc. and a graduate of Morgan State University.



JAZMIN GARCIA

started her organizing journey in the mid-2010s as a parent of an elementary school child and an educational activist with Eastside Padres Contra La Privatizacion in East Los Angeles, fighting against the privatization of public education. Her journey then led her and other parent leaders in Eastside

Padres to Reclaim Our Schools LA, where she became a prominent parent leader in the build up to the Los Angeles teachers strike in 2019 and in the development of common good demands for that strike. Garcia is now a full-time community organizer with ACCE (the Alliance of Californians for Community Empowerment), which is an anchor organization within Reclaim Our Schools LA, and she devotes much of her time to Reclaim. Every day, Garcia is honored to be part of ACCE and Reclaim, working with parents, students, educators and community in Los Angeles, building toward a police-free, racially just education driven by a transformative community schools model representative of and rooted in our communities.



BRIDGETTE GOMEZ

serves as the national campaign director for the We Are Home Campaign, a nationwide campaign to fight for immigrant communities on three fronts: prioritizing and demanding a pathway to citizenship for the 11 million undocumented immigrants in America, a moratorium and overhaul of

interior enforcement, and broad affirmative relief from deportation. Gomez is a daughter of Colombian immigrants and the first generation in her family to attend college. She started her career as a math teacher and began community organizing in Arizona when SB1070, an anti-immigrant bill, passed in the state. For more than a decade, she has helped serve and empow-

er the Latinx community as a teacher, organizer, community engagement manager and director. Before joining the We Are Home Campaign, she served as the director of Latinx outreach and engagement for the Planned Parenthood Federation of America and the Latino engagement director for the Democratic National Committee.



FRED D. GRAY

once described by Dr. Martin Luther King Jr. as “the brilliant young Negro who later became the chief counsel for the protest movement,” is a living civil rights legend. He played an instrumental role in dismantling segregation in numerous cases, which include the freedom to protest safely and

peacefully, the right to a truly equal education from K-12 to college, the right to vote, the right to sit anywhere on a public bus and the right to participate on juries. In addition to legally representing King and Rosa Parks, his role in the Tuskegee Syphilis Study lawsuit resulted in a sizeable settlement for living individuals, their spouses and infected children, which led to the 1979 Belmont Report and Congress passing federal laws for the protection of human research subjects. Gray’s career also includes being a minister and serving as one of the first African Americans in the Alabama Legislature since Reconstruction. A recipient of numerous awards, he is the founder of the Tuskegee Human and Civil Rights Multicultural Center and continues to educate the public on contributions made by Native Americans, African Americans and others. A native of Montgomery, Ala., he is a senior partner of the firm Gray, Langford, Sapp, McGowan, Gray, Gray & Nathanson P.C. He lives with his wife, the former Carol Porter, in Tuskegee.



FEDRICK C. INGRAM

was elected in 2020 as the secretary-treasurer of the American Federation of Teachers, serving 1.7 million members. He is a seasoned educator, musician, union leader and motivational activist. Grounded by his experiences growing up in inner-city Miami, he has worked tirelessly to fight for worker rights,

equity and justice. One of his top priorities is to address the urgent need for more educators of color and to support HBCUs, which prepare the majority of America’s Black teachers. In 2006, he was named the 2006 Miami-Dade County Teacher of the Year and one of five finalists for the Florida State Teacher of the Year. In addition to his bachelor’s degree from Bethune-Cookman University, Ingram earned a master’s degree in educational leadership from Barry University. He also holds an honorary doctorate of humane letters awarded by Florida Memorial University and is the author of *Cadence of Life: 8 Traits for Winning In & Out of the Classroom*, published in 2018.



ARLENE INOUYE

is a United Teachers Los Angeles officer and was the bargaining chair during the 2019 UTLA strike and through the unprecedented global pandemic. As part of a progressive union leadership team, she has transformed UTLA to be a fighting union for the schools Los Angeles students deserve, which

includes community schools. Inouye’s background includes over 40 years of community activism in Los Angeles and 20 years as a speech therapist with UTLA. She has been a member of the executive board of the Asian Pacific American Labor Alliance and participates on the AFT Asian American and Pacific Islander Task Force to raise the visibility and urgency of AAPI issues within the union and nationally. Inouye is developing a network of AAPI mentors in UTLA to support training and curriculum in the Los Angeles Unified School District for the Asian American Education Project (www.asianamericanedu.org). Inouye is a third-generation Japanese American whose family was incarcerated during World War II.



JERRY JORDAN

is the president of the Philadelphia Federation of Teachers. He comes from a family of public school teachers that include his grandparents, an uncle, aunts and cousins. Educated in Philadelphia public schools, he received his degree in education and Spanish from Temple University and taught high school

Spanish and English as a second language in the Philadelphia school district. Moved by the pre-collective bargaining, pre-civil rights era of his youth when teachers were not treated as professionals and African American teachers were barred from teaching in white schools, teaching in high schools or becoming principals, he became active in the PFT. He was elected as a PFT building representative before going on to serve in numerous other roles, including an elected legislative representative, an elected general vice president, director of the PFT staff and then PFT president. Jordan also is a vice president on the AFT executive council, chair of the AFT standing committee on civil and human rights, and a member of the AFT constitutional amendments and convention committee. He is assistant treasurer of AFT Pennsylvania and a vice president of the Philadelphia Central Labor Council and the Pennsylvania AFL-CIO. Jordan is known for his effective coalition building with parents, education advocates and civic leaders to transform Philadelphia’s high schools, improve graduation rates and expand educational opportunities for all of Philadelphia’s children.



SARAH KIM PAK

is a staff attorney at the National Immigration Law Center, where she works to advance the rights of low-income immigrants through administrative and policy advocacy, impact litigation and community education. Her work focuses on immigration enforcement, data privacy and education issues, as

well as advocating for safe, full and equitable access to schools and civic life for immigrants and immigrant communities.



TRACY LAI

is a tenured historian at Seattle Central College and is the vice president for human rights for AFT Washington. She is a member of the AFT's standing committee on civil and human rights, as well as the AFT's newly formed Asian American and Pacific Islander Task Force. She served as national

secretary for the Asian Pacific American Labor Alliance from 2011 to 2021 and as vice president of the Seattle chapter of APALA, and continues serving on APALA's national executive board. During the pandemic, she collaborated with a team led by Kent Wong, UCLA Labor Center director, to write *Asian American Workers Rising: APALA's Struggle to Transform the Labor Movement* (July 2021). She co-authored *The Snake Dance of Asian American Activism: Community, Vision, and Power* and several articles for *AAPINexus Journal: Asian Americans and Pacific Islanders Policy, Practice and Community*.



PATRICE LAWRENCE

is the co-director for the UndocuBlack Network, which is a multigenerational community of currently and formerly undocumented Black people fighting to not only survive, but thrive. She previously served as UndocuBlack's national policy and advocacy director, leading the network's

advocacy efforts on immigrants' rights and racial justice. Lawrence leads the work of those who are Black and currently or formerly undocumented and are steadily leading the charge on what they need by making their demands clear on a local and national level. UndocuBlack has ushered in victories for TPS and Liberian DED communities; fought for DACA, public health and mental wellness; and spearheaded powerful media narratives centering Black undocumented people while fighting criminalization of our lives. There is no power like people power, and the might of the UndocuBlack Network is a testament to that. Originally from Jamaica, Lawrence is a graduate of Hollins University and firmly believes that the sum of one's experiences makes them whole regardless of their immigration status.



SHANNON LEDERER

is the director of immigration policy for the AFL-CIO. In this role, Lederer works with unions and allies in all sectors of the U.S. labor movement to develop and advance inclusive policies that promote workers' rights and shared prosperity. She supports activities that range from legislative and

regulatory advocacy to citizenship clinics, organizing drives and contract negotiations. Her 20-plus years in the labor movement started at the American Federation of Teachers, where she fought for and with union members who had been exploited in temporary guestworker visa programs. Since then, she has recognized that we cannot expect to lift labor standards in our country until *all* working people are ensured fundamental rights and protections. She has also worked closely with the global unions to develop strategies to more effectively represent and defend workers in a migratory labor context.



KATE LEE

is the program manager for the Asian American Education Project. An advocate for inclusive curriculum in K-12 schools, Lee co-founded the Make Us Visible coalition to include AAPI studies in the K-8 model curriculum for the state of Connecticut. After successfully passing legislation in Connecticut

earlier this year, Make Us Visible has since expanded to several other states, such as New Jersey, Pennsylvania, Florida and Georgia. In addition to 10 years of teaching experience, Lee was a curriculum editor for the PBS *Asian Americans* docuseries. She also serves on the board of directors for the Immigrant History Initiative. Lee holds a master's degree from Middlebury College and a bachelor's degree in Chinese and economics from the University of California, Davis.



DORA LELAND

has taught middle school history for 31 years in Horseheads, N.Y. She is a lifelong union member. Leland sits on the board of directors and executive board of the New York State United Teachers. She has worked to bring women's rights issues to the forefront as a member of NYSUT's Women's Committee. As

the President of the Chemung-Schuyler Central Labor Council, Leland has worked with other union leaders to promote equality in the workplace. Leland is a graduate of both the NYSUT and AFL-CIO leadership programs. She co-founded the grass-roots organization Citizens for a Better Southern Tier, advocating for various social justice issues, such as reproductive rights and LGBTQ protections, and giving a voice to the people of the Southern Tier. Social justice is an integral part of Leland's life work.



DR. BELINDA LUM

is a professor of sociology at Sacramento City College in the Los Rios Community College District. She currently serves as the chief negotiator and SCC union president for the Los Rios College Federation of Teachers. During her time on LRCFT's executive board, she co-created the district's

UndocuAlly Program with Sandra Guzman and helped negotiate the initial MOU and the subsequent contract protections for undocumented faculty in her district.



PEGGY MCINTOSH

is a senior research associate of the Wellesley Centers for Women at Wellesley College. She is the founder of the National SEED (Seeking Educational Equity and Diversity) Project on inclusive curriculum. She is the author of *White Privilege: Unpacking the Invisible Knapsack* (1989) and a

book of 16 essays titled *On Privilege, Fraudulence, and Teaching As Learning* (2020).



GREISA MARTINEZ ROSAS

is the executive director of United We Dream, the largest immigrant youth-led network in the country with more than 800,000 members. She has been a key architect in United We Dream's strategy, implementing its vision as the

organization continues to build power throughout the country. Martinez Rosas has been instrumental in bringing movements together to advocate for the rights of immigrants and people of color. She serves in the leadership of the Rising Majority and the board of directors for ImmSchools. Originally from Hidalgo, Mexico, Martinez Rosas came to the United States with her parents and sisters at a young age and grew up in Oak Cliff in Dallas. She began her organizing journey by leading a student walk-out from her high school to demand justice for undocumented people.



BRENDIEN MITCHELL

is a social justice and community engagement organizer in the Human Rights and Community Relations Department for the American Federation of Teachers. In this role, he helps to strengthen the union's engagement with community partners and allies. Prior to joining the AFT, he served as a

communications fellow for the co-chairs of the Congressional Progressive Caucus, Reps. Mark Pocan (D-Wis.) and Raul Grijalva (D-Ariz.), and communications director for Rep. Alma Adams (D-N.C.). He received an early introduction into the social justice movement at age 10 when he helped reactivate his local NAACP youth council, and since has served in various leadership roles within the historic organization, including as a member of the national board of directors, vice chair of the National Education Committee and vice chair of the NAACP Image Awards. Mitchell is a proud Howard University alumnus, where he served as president of the Howard University Student Association.



THE REV. TERENCE MAYO

is a Black queer scholar-activist passionate about the work of equity, justice and human/community development. He holds degrees in business, religion and public policy, education and public humanities. Mayo is currently

pursuing a doctorate at Chicago Theological Seminary, where his research sits at the intersections of religion, race and sexuality. His research interests include Black queer activism, identity development, public theology, theories and theologies of liberation, Black cultural production, critical studies and Black masculinity. Mayo has spoken locally and nationally on issues of the Black queer religious experience in America, reimagining healthy communities, social and economic justice, and the intersections of religion and politics. He currently serves as a higher education administrator at Northwestern University and a community leader with S.O.U.L. (Southsiders Organized for Unity and Liberation). Mayo is a proud lifetime member of Alpha Phi Alpha Fraternity Inc., an avid traveler and a lover of learning new cultures.



RAFAEL MORATAYA

is an immigrant of El Salvador and has been in the labor movement for 16 years, when he became a staff member of his local SEIU in Minneapolis as an organizer/business representative playing different roles with the goal to empower members and community partners and allies. Moving to the United

States and leaving his family behind was a big step in his life, but the racism and discrimination he faced, not just for the color of his skin but for his accent, was a cultural shock. His ambition for justice prompted him to navigate through jobs in San Antonio, Denver, Iowa City and now Oregon, as a community coordinator on the West Coast. He has always understood that listening to the community is key for their development and empowerment, as well as for workers in all industries.



CÉSAR MORENO-PÉREZ

is a senior associate director in the Human Rights and Community Relations Department at the American Federation of Teachers. Moreno-Pérez is an effective and nationally recognized community organizer in the issues that disproportionately impact immigrant youth, emerging bilinguals and

other similarly disenfranchised groups. He has spent much of his professional career working at the intersection of education and human rights and has become an outspoken advocate for immigrant youth, unaccompanied children, and the dignity and respect of all workers. Moreno-Pérez has led several national and statewide campaigns on social and economic justice issues. Prior to joining the AFT national staff, Moreno-Pérez was the co-executive director for the United States Hispanic Leadership Institute and the deputy executive director for the Labor Council for Latin American Advancement (LCLAA). He has been on several delegations investigating civil rights violations in South Africa, South and Central America, Europe, Cuba and Mexico. He is a native of the Central Valley of California and graduate from the University of California, Berkeley, with honors. He serves on the LCLAA national executive board, serves on the advisory board of the National Hispanic Caucus of State Legislators, and was the U.S. representative and immediate past president of the Youth Committee of the Trade Union Confederation of the Americas, the regional body of the International Trade Union Confederation.



DR. DERRYN MOTEN

is co-president of the AFT Faculty-Staff Alliance at Alabama State University, Local 4866, and co-chair of the AFT Higher Education program and policy council. He is also a southern region vice president for the Alabama AFL-CIO. He received his bachelor's degree in English from Howard

University, a master's degree in library and information science from the Catholic University of America, and a master's degree and Ph.D. in American studies from the University of Iowa. His dissertation, "A Gruesome Warning to Black Girls: The August 16, 1912, Execution of Virginia Christian," examines the racial tumult over the last juvenile female to be executed in the United States. Moten worked to bring out of obscurity the book *Crusader Without Violence*, the first biography of Dr. Martin Luther King Jr., and wrote the forward to the 60th anniversary edition in 2018. Moten has also published on such topics as capital punishment, lynching, the Civil War, World War I and civil rights.



JUAN RAMIREZ

is a vice president of United Teachers Los Angeles and a vice president of the American Federation of Teachers. He has 24 years of teaching experience in kindergarten and grades second through fourth. He also taught adult education at the Wilson Lincoln Adult School for nine years. As an elementary school vice

president, he worked with teachers, parents and community members standing up for teachers harassed by administrators and the district. As part of his commitment to working with the community, he also hosted a Spanish radio show and wrote for a Spanish language newspaper.



JONATHAN RODRIGUES

is a senior associate organizer in the AFT's Human Rights and Community Relations Department working to support labor and community coalitions throughout the Northeast region. His work specializes in supporting training, tactics and implementation of organizing for education and

worker justice campaigns from issues addressing racial justice in schools, funding and fighting back privatization. Prior to joining the AFT in 2019, he worked as an organizer for the Boston Teachers Union in its community organizing efforts, helping strengthen coalitions like the Boston Education Justice Alliance and Massachusetts Education Justice Alliance. He lives in Boston with his wife and dog, Nutella.



PALLAVI RUDRARAJU

is the manager of the Human Rights Campaign's Youth Well-Being Program, where they advocate for LGBTQ+ youth and their families through educational, leadership and outreach programming. They manage the HRC's Youth Ambassador Program, the Parents for Transgender Equality National

Council, the Time to THRIVE annual conference for youth-serving professionals, and the Project THRIVE coalition of youth-serving professional associations. In their time as a youth-serving professional, Rudraraju has created extensive middle school mental health awareness initiatives; published resources for parents of transgender, nonbinary and gender-expansive youth; and provided professional development on Asian American mental health, LGBTQ 101s and serving LGBTQ youth. Rudraraju possesses certification in Advanced Youth Development and is additionally trained in conflict resolution, supporting LGBTQ youth, arts facilitation and solidarity practice, and is an alum of the inaugural class of the Solidarity School. Rudraraju holds degrees in Asian & Pacific Islander American Studies and World Performing Arts and Cultures from the College of William & Mary.



JESSICA SIMS

is a social justice and community engagement organizer in the AFT's Human Rights and Community Relations Department. Sims manages community relations throughout the Great Lakes region, leads the AFT's national women's rights work and holds the childhood hunger and nutrition

portfolio. Previously, she served in the PSRP Department of the AFT, where she created various resources and tools for locals. She also created and facilitated extensive professional development trainings for paraprofessionals and school support staff. Sims began her career in television news at the NBC news bureau in Washington, D.C., and at Channel 4, the local NBC affiliate. There, she worked on pre- and post-production of "Hardball with Chris Matthews," "NBC Nightly News," "The Today Show" and MSNBC dayside programming. Sims was also a management consultant for the federal government specializing in strategic communications. Some of her clients included the U.S. Department of State, the Federal Emergency Management Agency and the Department of Homeland Security. Sims is passionate about Black women and health disparities, and in her free time, she is a practicing birth doula for mothers and families in the D.C. area.



JUAN SOTO

is the organizing director of the Gamaliel Network, as well as the director of Gamaliel of Metro Chicago. As organizing director, he trains and invests in the development of first-year organizers in the network and has developed the Gamaliel Organizers Guild. Soto believes in carrying one's faith and

values into the public arena and views his work as a ministry rather than a job. As an immigrant from Durango, Mexico, who came to Chicago as a 5-year-old with his parents, he has experienced injustice firsthand, which is why he is determined to address racial and economic injustices and to lift others to claim a powerful life for themselves. He is a graduate of the University of Illinois at Chicago, with a bachelor's degree in business marketing, and a graduate of Catholic Theological Union, with a master's degree in pastoral studies/certificate in Hispanic theology and ministry.



MELISSA TIERNEY SERVANT

is in her 24th year of teaching as a high school math teacher in the Hudson Valley, N.Y. Her union career began as a building rep for the Walkkill Teachers' Association, and she has been the vice

president of labor relations for the association for the last nine years. She was the Dutchess County PAC for New York State United Teachers for over 10 years and was elected to the NYSUT board two years ago. She is an implicit bias trainer with the National Education Association and NYSUT, and she is a member of the NYSUT Women's Steering Committee and the Human Rights Steering Committee. She is a mom, facilitates the Gay Straight Alliance and the Diversity club at Walkkill Senior High School, and sits on the Gardiner Democratic Committee and the executive council for Move Forward NY, CD19, a local Indivisible Group. She is thankful for this opportunity with the AFT.



RANDI WEINGARTEN

is the president of the American Federation of Teachers, a union of 1.7 million teachers; paraprofessionals and school-related personnel; higher education faculty and staff; nurses and other healthcare professionals; local, state and federal government employees;

and early childhood educators. The AFT is dedicated to the belief that every person in America deserves the freedom to thrive, fueled by opportunity, justice and a voice in our democracy. Prior to her election as AFT president in 2008, Weingarten served for 11 years as president of the United Federation of Teachers, AFT Local 2, representing approximately 200,000 educators in the New York City public school system, as well as home child care providers and other workers in health, law and education. Weingarten taught history at Clara Barton High School in Brooklyn's Crown Heights neighborhood from 1991 to 1997, and helped her students win several state and national awards debating constitutional issues. Weingarten was included in the *Washingtonian* magazine's 2021 Washington's Most Influential People, and in 2013 the *New York Observer* named Weingarten one of the most influential New Yorkers of the past 25 years. Weingarten holds degrees from Cornell University's School of Industrial and Labor Relations and the Cardozo School of Law. She worked as a lawyer for the Wall Street firm of Stroock & Stroock & Lavan from 1983 to 1986. She is an active member of the Democratic National Committee and numerous professional, civic, religious and philanthropic organizations. Born in 1957 and raised in Rockland County, N.Y., Weingarten now resides in the Inwood neighborhood of New York City.



CHRISTEL WILLIAMS-HAYES

is a 25-year veteran of Chicago Public Schools, serving as a PSRP delegate, district supervisor, functional vice president and American Federation of Teachers-Illinois Federation of Teachers convention

delegate in that time. She was a Chicago Teachers Union organizer during the 2012 strike, as well as the three-day march in 2013 and CTU Summer Organizing Institute, prior to becoming a union representative in 2017. She is an IFT executive board vice president, is a member of the IFT Scholarship Committee, and has served as co-chair of the IFT PSRP Constituency Committee and organizer of its biannual PSRP Constituency Conference. At the national level, Williams-Hayes has worked on the PSRP Professional Problems Committee for the AFT and was a member of its Summer Organizing Institute in Houston. A native of Chicago's West Side, she was raised by a single mother who retired as a school clerk. She graduated from John Marshall High School and proudly serves on the school's alumni committee. Williams-Hayes, her husband and her three daughters are all graduates of CPS, with her middle daughter starring for a Marshall Lady Commandos state championship team under legendary coach Dorothy Gaters.



KENT WONG

is the director of the UCLA Labor Center, where he teaches labor studies and ethnic studies. He is a vice president of the California Federation of Teachers. Wong served as the founding president of the Asian Pacific American Labor Alliance and was the first president of the United Association

for Labor Education. He previously worked as a staff attorney for the Service Employees International Union, representing Los Angeles public sector workers, and was also the first staff attorney for the Asian Americans Advancing Justice, Los Angeles. He has been actively developing international labor solidarity programs in the Pacific Rim with China, Japan, Vietnam and Korea. He has published more than a dozen books on the labor movement, the Asian American community, immigrant workers and students, and nonviolence. His most recent publications are *Asian American Workers Rising* and *Mike Garcia and the Justice for Janitors Movement*.



ALVINA YEH

(she/her/hers) serves as the executive director of the Asian Pacific American Labor Alliance and the Institute for Asian Pacific American Leadership & Advancement. Originally from Colorado, Yeh comes from a Chinese family who fled from the war in Vietnam. She is a lifelong community organizer

with experience in electoral and issue-based campaigns, and she is deeply passionate about building a movement where everyone has a fair shot in a thriving society. Yeh previously served as the director of state capacity building with State Voices, working with state-based coalitions on program management, strategic planning and organizational development. Her prior experiences include work on several campaigns at the congressional and presidential level and serving as program director at Asian Pacific Islander American Vote. Yeh currently serves as the co-chair of the National Council of Asian Pacific Americans and serves the following organizations: the Congressional Progressive Caucus Center (advisory board), the National Korean American Service & Education Consortium (action fund board) and the Solidarity Center (board of trustees). She lives in Washington, D.C., with her partner, Jeff, and child, Mazie. In her free time, you can find her risking friendships over a competitive board game, crafting, trying new food or just trying to take a nap.

WORKSHOPS AT A GLANCE

FRIDAY, OCT. 22

🕒 10:30 A.M. – NOON

Workshops

- ⚙️ **You Will Not Replace Us:**
White Supremacy Forever
Columbia 1-2
- ⚙️ **We Are One:**
Race, Gender, Class and
LGBTQIA+ Intersectionality
Columbia 3-4
- ⚙️ **Essential and Invisible:**
The Politics of Immigration
Columbia 9-10
- ⚙️ **Is This Education Justice?**
Lessons from Educator-Community
Coalition Building
Columbia 11-12

🕒 2:30 P.M. – 4 P.M.

Workshops

- ⚙️ **Education, Not Deportation**
Columbia 3-4
- ⚙️ **Patriarchy and Power**
Columbia 9-10
- ⚙️ **Voter Suppression:**
White Supremacy in Disguise
Columbia 11-12

SATURDAY, OCT. 23

🕒 10 A.M. – 11:30 A.M.

Workshops

- ⚙️ **The Pink Tax:**
The Cost of Being a Woman
Columbia 3-4
- ⚙️ **Freedom to Thrive:**
Combating Anti-Asian Hate
Columbia 9-10
- ⚙️ **Building Power for Equity and Justice:**
Ten Steps to Building
a Community-Union Coalition
Columbia 11-12

CONFERENCE SCHEDULE AT A GLANCE



Scan Here

Get the conference schedule on your mobile device

On your phone or tablet, open the built-in camera app. Point the camera at the QR code. Tap the banner that appears on your phone or tablet.

THURSDAY, OCT. 21

🕒 3 P.M. – 6 P.M.

Conference Registration

Columbia West

🕒 6:30 P.M. – 8 P.M.

Welcome Reception

Back Terrace

FRIDAY, OCT. 22

🕒 8 A.M. – 4 P.M.

Registration

Columbia West

🕒 8 A.M. – 10 A.M.

Breakfast Plenary: All of Us

Columbia 5-8

🕒 10:30 A.M. – NOON

Workshops (Full list on inside of back cover)

🕒 NOON – 2 P.M.

**Luncheon Plenary:
We're Better Together**

Columbia 5-8

🕒 2:30 P.M. – 4 P.M.

Workshops (Full list on inside of back cover)

🕒 4:30 P.M.

**Buses depart the hotel
for Freedom Plaza**

T Street Entrance/Front Terrace

🕒 5 P.M. – 6:30 P.M.

Freedom Plaza Circle of Hope

🕒 6:30 P.M.

**Dinner on your own
(buses return to the hotel)**

SATURDAY, OCT. 23

🕒 8 A.M. – 9:30 A.M.

Breakfast Plenary: We've Got This!

Columbia 5-8

🕒 10 A.M. – 11:30 A.M.

Workshops (Full list on inside of back cover)

🕒 NOON – 1 P.M.

Closing Plenary: Righteous Resistance

Columbia 5-8

🕒 1 P.M.

Conference Ends

Columbia West

(Boxed lunches to go)



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