

**HUMAN RIGHTS AND INTERNATIONAL RELATIONS COMMITTEE**

Committee Co-Chairs: LaBrina Hopkins, AFT-Maryland;

Peter Goodman, United Federation of Teachers, Local 2

Committee Secretary: Brant Duncan, Lynn Teachers Union, Local 1037

**32. SOLIDARITY WITH UKRAINE**

**Committee recommends concurrence.**

1 WHEREAS, the Ukrainian people have a long history of fighting for  
2 their sovereignty, including, since World War II, voting for  
3 independence from the former Soviet Union in 1991, and pushing out  
4 Russian puppet control in 2014. Ukrainians see themselves as part of  
5 Europe and have repeatedly sought entry, like others from the former  
6 Soviet sphere, into the European Union and NATO. On the morning of  
7 Feb. 24, 2022, Russian forces launched an unprovoked invasion of  
8 Ukraine, threatening its sovereignty, democracy, and creating a terrible  
9 humanitarian and refugee crisis; and

10 WHEREAS, this invasion has turned into a horrific and brutal war, in  
11 which the civilian population has suffered horribly, amounting to crimes  
12 of war; Russia’s invasion, has leveled cities, killed tens of thousands of  
13 Ukrainians—and Russians—and forced millions from their homes; and

14 WHEREAS, according to the United Nations Educational, Scientific  
15 and Cultural Organization (UNESCO), more than 1,500 schools across  
16 Ukraine have been destroyed, damaged or forced to close, displacing  
17 thousands of students and teachers; in addition, hospitals and clinics,  
18 religious and cultural sites, and public institutions have been  
19 deliberately targeted by heavy artillery, explosives and air strikes; and

20 WHEREAS, this invasion is an assault not just on Ukraine, but also  
21 on international order, which is based upon the mutual understanding  
22 that conflicts among nations can be resolved by peaceful and  
23 diplomatic means; as educators—teachers of government, civics and  
24 world history—we have not forgotten the costs paid over many  
25 decades in creating that order; and

26 WHEREAS, the plight of refugees is heart-rending. More than 5  
27 million refugees are estimated to have fled to neighboring countries,  
28 and more than 7 million are estimated to be internally displaced—  
29 remaining in Ukraine, but having lost homes, jobs, families and  
30 community. We note that:

- 31 • Nearly all of those fleeing Ukraine have been welcomed into  
32 neighboring countries, although some minorities of color or  
33 religion, from Africa and Asia, have met with wrongful  
34 discrimination at the border; and  
35 • The flood of refugees has highlighted the special plight of women,  
36 children, the elderly, and other vulnerable groups now facing new  
37 risks of gender-based violence or trafficking; and

38 WHEREAS, the cost of Russian aggression in Ukraine is not only  
39 impacting the people of Ukraine and their neighbors in Europe, it's also  
40 impacting America's working families by triggering higher energy costs,  
41 higher food costs and, eventually, increased taxes due to a higher  
42 defense budget; and

43 WHEREAS, Ukraine has always been one of the world's top grain  
44 and vegetable-oil suppliers, but the war is now disrupting its harvests  
45 and exports, contributing to a global food crisis, and risking a new wave  
46 of hunger in the world's most vulnerable countries; and

47 WHEREAS, the Biden administration has thus far shown leadership  
48 in guiding a coordinated response among a significant number of allies  
49 to support Ukraine while preventing direct U.S. military involvement;  
50 and

51 WHEREAS, the humanitarian task ahead is daunting; but the  
52 outpouring of rescue assistance from relief workers, international  
53 agencies, faith-based organizations and individual volunteers has been  
54 enormous, both within Ukraine and in neighboring countries; and

55 WHEREAS, Human Rights Watch has documented several cases  
56 of Russian military forces committing law-of-war violations against  
57 civilians in occupied areas; these include sexual assault and rape,  
58 summary execution, rioting and other cases of unlawful violence; those  
59 who carried out these abuses, says Human Rights Watch, are  
60 responsible for war crimes:

61 **RESOLVED, the American Federation of Teachers condemns**  
62 **without reservation the unprovoked and unjustified Russian**  
63 **invasion of Ukraine, and affirms the fundamental principle that**  
64 **aggression should not be the answer to conflict among nations.**  
65 **We assert, as we have for more than 100 years since our union's**  
66 **founding, that the pursuit of peace and democracy is a**  
67 **fundamental value of the labor union movement, and an essential**  
68 **tenet in securing social justice, worker rights, and human rights;**  
69 **and**

70 **RESOLVED, that the AFT expresses solidarity with the people,**  
71 **workers and labor unions of Ukraine; we highlight the Ukrainian**  
72 **unions of teachers, healthcare professionals, emergency workers**  
73 **and public employees who continue their heroic work even while**  
74 **under fire; and we extend that solidarity to Russian independent**  
75 **unions and activists who bravely oppose the war from within**  
76 **Russia; and**

77 **RESOLVED, that the AFT will continue to support the needs of**  
78 **students, educators and teachers unions who remain in Ukraine,**  
79 **where education continues, even under the most difficult**  
80 **conditions; and**

81 **RESOLVED, that the AFT joins with those in the international**  
82 **community calling for an immediate end to hostilities in Ukraine;**

83 the retreat of Russian forces; restoration of Ukraine’s sovereign  
84 borders; and negotiations for a peace process that respects  
85 democracy, human rights and international law; and

86 **RESOLVED**, that the AFT will continue to support political and  
87 economic measures aligned with ending the war. As examples:

- 88 • We will continue to support the administration’s financial  
89 and political sanctions that specifically target the interests  
90 and assets of the Russian leadership and oligarchs; and
- 91 • In the interest of our communities, we will back efforts to  
92 shield America’s food and energy supplies from the  
93 economic backlash of the war; and
- 94 • We will renew our call for the prudent divestment of public  
95 school teachers’ pension fund assets from investments with  
96 ties to Russia; and

97 **RESOLVED**, that the AFT supports efforts by the United States  
98 and the world community to provide humanitarian aid to the  
99 Ukrainian people, including both refugees and internally  
100 displaced people; we urge countries that are receiving refugees  
101 to welcome them regardless of their color, religion, ethnicity or  
102 nationality, and to work for their integration without  
103 discrimination; and

104 **RESOLVED**, that the AFT will continue our own direct outreach  
105 and support of teachers and their unions in refugee-receiving  
106 countries, including Poland, Germany and across Europe, where  
107 local schools are integrating refugee children into education  
108 systems and resettling them in their communities; and

109 **RESOLVED**, that the AFT will continue to support other union-  
110 based efforts, such as those by Education International and  
111 Public Services International, to channel humanitarian aid to the  
112 region; and we recognize the generosity of thousands of  
113 individual AFT members who have so far participated in an  
114 unprecedented humanitarian fundraising effort; and

115 **RESOLVED**, that the AFT will ally with international human  
116 rights organizations in reaffirming that the laws of war prohibit  
117 murder, sexual violence, torture, and inhumane treatment of  
118 captured combatants and civilians; those who order or commit  
119 such acts are responsible for war crimes, and must be held  
120 accountable; and

121 **RESOLVED**, that the AFT recognizes the cost of this war to our  
122 members, their families and their communities, and the sacrifices  
123 that will be made in the fight for defending democracy.

Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_

## 15. STOP ASIAN HATE

**Committee recommends concurrence.**

- 1       WHEREAS, the American Federation of Teachers is strongly  
2 opposed to crimes of racial bias and discrimination; and  
3       WHEREAS, the COVID-19 pandemic, begun in 2020, has created  
4 a climate of fear and insecurity; and  
5       WHEREAS, nearly 11,000 hate crimes targeting those of Asian and  
6 Pacific Island descent across America were reported to Stop AAPI  
7 Hate, an advocacy organization, and the *New York Times* from March  
8 2020 through December 2021; and  
9       WHEREAS, these incidents include reports of people being spat  
10 on, blocked from public transportation, victimized by workplace  
11 discrimination, beaten, stabbed and assaulted while being called  
12 transmitters of the virus; and  
13       WHEREAS, on March 16, 2021, eight individuals were killed, six of  
14 whom were AAPI women in Atlanta; and  
15       WHEREAS, there has been a surge of assaults on Asian Americans  
16 in New York City's Chinatown, in Boston Common, as well as in many  
17 other communities across our country and that during these assaults,  
18 attackers have claimed that Asians had caused the coronavirus; and  
19       WHEREAS, racially motivated violence has increased to alarming  
20 levels since the outbreak of the virus, increasing 77 percent between  
21 2019 and 2020, and approximately 340 percent between 2020 and  
22 2021; and  
23       WHEREAS, we must invest in long-term solutions that address the  
24 root causes of violence and hate in our communities. And we must  
25 recognize that violence against Asian American communities is part of  
26 a larger system of violence and racism against all communities of color,  
27 including Black, Hispanic, Indigenous and immigrant communities; and  
28       WHEREAS, in this time of crisis, we must come together and build  
29 strong communities of trust, where we all feel safe, where all workers  
30 are treated with dignity and respect, where all children feel comfortable  
31 going to school, and where all our loved ones have the freedom to  
32 thrive; and  
33       WHEREAS, Illinois and New Jersey were the first two states that  
34 passed legislation requiring teaching of Asian American history in  
35 public schools, and efforts are being made to have it taught in many  
36 other states, including New York:
- 37       **RESOLVED, that the American Federation of Teachers**  
38 **supports state efforts to pass legislation to develop and**  
39 **implement an expanded curriculum that is inclusive of Asian**  
40 **American history and contributions to the United States; and**

41 **RESOLVED, that the AFT will support federal legislation,**  
42 **Teaching Asian Pacific American History Act (H.R. 2283)**  
43 **sponsored by U.S. Rep. Grace Meng (D-N.Y.) to promote the**  
44 **teaching and learning of Asian Pacific American history in**  
45 **schools across the United States; and**

46 **RESOLVED, that the AFT advocates for teaching ethnic and**  
47 **Indigenous studies as foundational knowledge for respectful**  
48 **cross-cultural understanding and uplifting BIPOC (Black,**  
49 **Indigenous and people of color) voices and communities; and**

50 **RESOLVED, that the AFT repudiates all racially motivated**  
51 **crimes against Asians and Asian Americans and encourages that**  
52 **they are identified as bias/hate crimes; and**

53 **RESOLVED, that the AFT expresses its position on social**  
54 **media and in public forums, that the union stands in solidarity**  
55 **with Asians and Asian American students and educators; and**

56 **RESOLVED, that the AFT extends/reaffirms its commitment to**  
57 **policies, initiatives and movements that promote respect for and**  
58 **inclusion of Asians and Asian Americans; and**

59 **RESOLVED, that the AFT will continue its advocacy on behalf**  
60 **of our students and communities to ensure that they are not**  
61 **discriminated against, targeted or profiled.**

Adopted             Adopted as Amended             Defeated             Tabled  
 Precluded by \_\_\_\_\_             Referred to \_\_\_\_\_

## **16. ADDRESSING THE NEEDS OF AAPI UNION MEMBERS AND COMMUNITY**

**Committee recommends concurrence.**

1        WHEREAS, The Asian American and Pacific Islander (AAPI)  
2 community is one of the most diverse and fastest-growing racial/ethnic  
3 groups in the United States, growing over four times as rapidly as the  
4 total U.S. population and is expected to double to over 47 million by  
5 2060; and

6        WHEREAS, the current AAPI community in the U.S. is at 24 million  
7 strong and is a mosaic of rich cultural and ethnic diversity, which  
8 represents over 100 languages and 50 ethnic groups, and has made  
9 significant social, artistic, cultural, educational, literary, culinary,  
10 political and economic contributions to American life; and

11        WHEREAS, Asian American workers have been integral to the U.S.  
12 labor movement since the 1800s, when plantation workers in the  
13 Hawaiian Islands began forming unions to protest working conditions  
14 and continue to play critical roles throughout the United States in  
15 building political and labor power; and

16 WHEREAS, the pandemic exposed the severe structural  
17 challenges facing low-wage workers, many of whom are Southeast  
18 Asian workers who often experience job insecurity and neglect in the  
19 workplace; and

20 WHEREAS, America's broken immigration system is forcing Asian  
21 immigrants into the shadow economy, where they suffer wage theft,  
22 on-the-job fatalities and pay violations; and

23 WHEREAS, AAPIs need to have equal access to federal programs  
24 and services and expanded language access and increased efforts to  
25 combat discrimination; and

26 WHEREAS, anti-Asian racism has been a consistent part of  
27 American history, incidents have risen due to the association of  
28 COVID-19 with Asian people, according to the Stop AAPI Hate  
29 Reporting Center: Close to 3,800, racist incidents were reported last  
30 year, a significant increase from previous years. Incidents of hate and  
31 racism manifest in different ways, and the AAPI community has  
32 experienced everything from physical attacks, verbal harassment and  
33 violence leading to death, as seen in the horrific fatal shootings at  
34 Atlanta-based massage parlors in March 2021; and

35 WHEREAS, there is a shortage of preK-12 teachers,  
36 paraprofessionals and school-related personnel, school  
37 administrators, public service employees and healthcare workers who  
38 are Asian; and

39 WHEREAS, our members work with the AAPI community across all  
40 constituencies (teachers, PSRPs, state and local government workers,  
41 higher education faculty and staff, early childhood educators and  
42 healthcare professionals) and need the appropriate preparation,  
43 information and resources to work effectively with this diverse  
44 population:

45 **RESOLVED, that the American Federation of Teachers will**  
46 **focus our efforts to elevate the importance of AAPI issues to the**  
47 **union in three key areas:**

- 48 **1. Programs and initiatives**
- 49 **2. Policy and campaigns**
- 50 **3. Communications**

51 **Programs and Initiatives**

- 52 • **Extend and expand direct services to our affiliates and**  
53 **members working with AAPI students and families;**
- 54 • **Continue to support immigration information and citizenship**  
55 **clinics;**
- 56 • **Help AFT affiliates find opportunities to support AAPI**  
57 **members;**
- 58 • **Strengthen our work on citizenship and immigration issues**  
59 **and English language learner issues (including continuing to**  
60 **be a strong advocate for, and provide high-quality resources**

- 61 to, non-AAPI immigrants and ELLs of all language  
62 backgrounds and countries of origin);
- 63 • Expand and deepen the AFT’s strategic state, local and  
64 national partnerships with AAPI advocacy, legislative and  
65 political organizations, and faith-based networks, as well as  
66 with community-based organizations committed to  
67 improving the lives of AAPI families;
  - 68 • Create a domestic plan of action that integrates the AFT’s  
69 international work in Asia to promote democracy and civil  
70 society;
  - 71 • Advocate for improved recruitment, support and retention of  
72 AAPI teachers, PSRPs, public employees, nurses and other  
73 healthcare professionals, and higher education faculty, with  
74 initiatives that are inclusive of grow-your-own programs and  
75 more traditional recruitment routes but that do not rely  
76 significantly on the H1B Visa Program for recruitment;
  - 77 • Promote ethical recruiting and workplace treatment  
78 practices of H1B visa holders who are brought to the  
79 country; Support state and federal legislation that promotes  
80 the teaching and learning of Asian Pacific American history  
81 in schools across the United States;
  - 82 • Advocate for expanded curriculum that is inclusive of Asian  
83 American and Pacific Islander history and culture;
  - 84 • Support trainings on the shared history of structural racism,  
85 civil rights, identity, immigration and citizenship with other  
86 Black, Indigenous, and people of color (BIPOC)  
87 communities, with the goal of building greater awareness  
88 and power together;
  - 89 • Continue to provide AFT AAPI-themed publications,  
90 culturally relevant professional development and other  
91 union-sponsored resources, such as Colorín Colorado,  
92 Share My Lesson, to increase our members’ efficacy with  
93 instruction and on AAPI parent and community outreach;  
94 and
- 95 **Policy and Campaigns**
- 96 • Develop and champion a robust AFT legislative agenda and  
97 campaigns, to be shared with the president’s administration,  
98 AAPI lawmakers and allies on Capitol Hill, state and local  
99 legislative and government organizations, and the broader  
100 community, that focus on:
    - 101 1. Comprehensive immigration reform and immigration  
102 executive actions;
    - 103 2. Passage of the federal DREAM Act;
    - 104 3. Higher wages and worker protections;
    - 105 4. Greater healthcare access for the AAPI community;
    - 106 5. Early childhood education and bilingual education;

- 107           **6. More career and college preparation programs to**  
 108           **prepare more AAPI youth to succeed in the workplace and**  
 109           **graduate with higher education degrees;**  
 110           **7. Recruitment and support of AAPI teachers,**  
 111           **paraprofessionals and school support staff, professors and**  
 112           **adjunct faculty, and healthcare workers; and**  
 113           • **Maximize current potential of political campaigns by**  
 114           **incorporating multiple AAPI voices and needs;**  
 115           • **Call for greater disaggregated data on AAPIs to address**  
 116           **masked needs within AAPI subgroups. Lack of data**  
 117           **contributes to the model minority myth;**  
 118           • **Commit to have an AFT presence and participation in AAPI**  
 119           **events, such as educational conferences, community**  
 120           **outreach events;**  
 121           • **Bolster organizing campaigns/events targeting AAPIs**  
 122           **through expanded work on issues that directly affect them;**  
 123           **and**  
 124           **Communications**  
 125           • **Be proactive about addressing the urgent needs of the AAPI**  
 126           **community where they live and across all settings where**  
 127           **AFT members work: in schools, public institutions, hospitals**  
 128           **and institutions of higher education; and**  
 129           • **Enact a comprehensive interdepartmental communications**  
 130           **strategy that includes staffing, is informed by AFT policy and**  
 131           **programmatic priorities, and includes traditional and new**  
 132           **media.**

Adopted            Adopted as Amended            Defeated            Tabled  
 Precluded by \_\_\_\_\_            Referred to \_\_\_\_\_

**17. DEFEAT ANTI-LGBTQIA+ ‘DON’T SAY GAY’ AND ANTI-TRANSGENDER BILLS AND ATTACKS WITH MASS PRIDE AND MASS ACTION**

**Committee recommends referral to Executive Council.**

1           WHEREAS, thousands of young middle school, high school and  
 2 college students walked out in Florida and across the country  
 3 throughout the spring in response to the latest right-wing attack of the  
 4 Trump movement trying to force LGBTQIA+ youth back into the closet.  
 5 In the walkouts, some under the banner “Say Gay Anyway!” youth  
 6 proclaimed loud and clear that they refuse to go back into the closet,  
 7 and they will not accept anti-LGBTQIA+ violence in our schools, our  
 8 communities and in this country. These attacks have emboldened



9 young people to be more openly gay, transgender, and proud than ever  
10 before; and

11 WHEREAS, H.B. 1557, presented as “An act relating to parental  
12 rights in education,” better known as the “Don’t Say Gay” bill, is a vile  
13 and bigoted attack on LGBTQIA+ youth in Florida, presented as  
14 prohibiting any discussion on sexual orientation and gender identity in  
15 school classrooms; and

16 WHEREAS, the Florida law could eliminate any book or educational  
17 material that even mentions anything about LGBTQIA+ rights or  
18 references any LGBTQIA+ historical figures, or those who are in  
19 “nontraditional” gender roles or identity. Although the law claims to  
20 apply to the kindergarten to third-grade levels, what this law could  
21 mean is that discussions on gay and transgender people could be  
22 silenced and prohibited at any grade level; and

23 WHEREAS, the bill does more than prohibit classroom discussions  
24 about sexual orientation and gender identity, it’s a green light to anti-  
25 LGBTQIA+ bigots, Trump supporters, and neo-fascists to repress  
26 LGBTQIA+ students and all youth rights; and

27 WHEREAS, one of the most dangerous and vicious provisions of  
28 this bill also aims to compel teachers, counselors and any school staff  
29 to inform abusive, homophobic or transphobic parents if their child is  
30 discussing their sexual orientation or gender identity in school. This  
31 would make it impossible for LGBTQIA+ students to go to any adult in  
32 the education system to raise their sexuality or gender identity, isolating  
33 them and setting them up for potential abuse at home; and

34 WHEREAS, already in 2022, hundreds of homophobic and anti-  
35 transgender bills have been introduced in state legislatures across the  
36 country, and some have already passed. Many have specifically  
37 targeted youth and educators in schools. The passage of Florida’s  
38 “Don’t Say Gay” law has already emboldened these efforts across the  
39 country; and

40 WHEREAS, these laws and the anti-LGBTQIA+, anti-youth  
41 propaganda that is used to justify them is intended to whip up attacks  
42 in our schools and communities. We must build campaigns to defend  
43 LGBTQIA+ youth and support their fight for equality; and

44 WHEREAS, for most young people, schools are a place to build  
45 social relations that help youth develop their own sense of identity as  
46 an independent person, including their sexual orientation and gender  
47 identity. It is essential to learning and development for young people to  
48 have a safe school environment that validates, acknowledges and  
49 celebrates LGBTQIA+ people and history, whether the students are out  
50 or not. These bills guarantee the negative reinforcement of every  
51 homophobic, anti-transgender, backward and bigoted impulse in our  
52 society; and

53 WHEREAS, the leadership of LGBTQIA+ youth and allies has been  
54 critical to defending all civil rights and human rights against attacks,

55 including by the proto-fascist Trump movement over the next years.  
56 We must defend our leaders:

57 **RESOLVED, that the American Federation of Teachers will take**  
58 **all necessary steps to defeat and overturn the “Don’t Say Gay”**  
59 **law in Florida and other homophobic and anti-transgender laws**  
60 **and attacks throughout the country; and**

61 **RESOLVED, that the AFT affirms our commitment to**  
62 **LGBTQIA+ youth and all young people to learn about and develop**  
63 **their own sexual orientation and gender identity. We support the**  
64 **independent mass actions of youth to defend their existence,**  
65 **dignity and rights of the LGBTQIA+ community; and**

66 **RESOLVED, that the AFT will vigorously defend educators who**  
67 **support LGBTQIA+ youth and who teach about the existence,**  
68 **dignity, rights, mass actions, history and pride of LGBTQIA+**  
69 **people.**

- Adopted                       Adopted as Amended                       Defeated                       Tabled
- Precluded by \_\_\_\_\_                       Referred to \_\_\_\_\_

## 18. STOP VIOLENCE AGAINST ASIAN AMERICANS

**Committee recommends concurrence.**

1        WHEREAS, during the COVID-19 pandemic, Asian Americans  
2 have seen a rising tide of violence directed at people of Asian descent.  
3 Starting with a vicious knife attack on a father and his two sons, ages  
4 6 and 3, in Midland, Texas, in March 2020, and the murders of eight  
5 people, six of whom were Asian American women, near Atlanta, in  
6 March 2021, thousands of attacks have been reported in the last  
7 year—and many more have not; and

8        WHEREAS, modern violence against Asians goes back to the  
9 1980s, when Vincent Chin was killed by two white Americans who  
10 blamed him for the rise of the Japanese auto industry, despite the fact  
11 that he was Chinese American. Mr. Chin’s killers were sentenced to  
12 probation and a \$3,000 fine; and

13        WHEREAS, myths of the model minority and dominant stereotypes  
14 of East Asians have historically reinforced anti-Black racism and been  
15 deployed to prevent multiracial solidarity; and

16        WHEREAS, this latest wave of anti-Asian violence was fanned by  
17 the Trump administration, whose toxic mix of anti-immigrant  
18 xenophobia, anti-Asian racism and U.S. imperial foreign policy brought  
19 about these tragic results. Extreme oppression of Asian Americans has  
20 been a feature of Asian American life for many in the United States  
21 dating back to the mid-19th century. Chinese American workers were  
22 paid much less than white workers while building the Transcontinental

23 Railroad. Chinese American miners were subject to a high Foreign  
24 Miners' Tax that provided nearly 25 percent of tax revenues for  
25 California. The passage of the Chinese Exclusion Act in 1882 barred  
26 immigration from China. A few years later, 28 Chinese American  
27 miners were killed and 15 more wounded in Rock Springs, Wyo., in  
28 1885; and

29 WHEREAS, Chinese and other Asian Americans have been the  
30 target of racist laws first aimed at other oppressed nationalities. The  
31 anti-miscegenation laws designed to prevent African Americans from  
32 marrying white Americans also were applied to Chinese, Japanese and  
33 Filipino immigrants up to and through World War II. Some school  
34 districts could and did segregate Chinese, Japanese and Chicano  
35 children into separate schooling from whites; and

36 WHEREAS, the list of oppression is long, including 120,000  
37 Japanese Americans forced into concentration camps during World  
38 War II, restrictive covenants used to force Chinese Americans to live  
39 only in Chinatown, and so much more:

40 **RESOLVED, that the American Federation of Teachers will**  
41 **send a message of unconditional solidarity to all Asian**  
42 **Americans. The AFT stands for and supports all efforts for full**  
43 **equality of all oppressed peoples and nationalities, including**  
44 **Asian Americans; and**

45 **RESOLVED, that the AFT and its members will use our**  
46 **platforms to expose racist violence and oppression of Asian**  
47 **Americans. We encourage education as one tool in the fight**  
48 **against racist ignorance.**

- Adopted                       Adopted as Amended                       Defeated                       Tabled
- Precluded by \_\_\_\_\_                       Referred to \_\_\_\_\_

## **19. ANTI-RACISM AND CULTURALLY RESPONSIVE CURRICULUM AS A SCHOOL PRIORITY**

**Committee recommends referral to Executive Council.**

1 WHEREAS, we are in a historical moment in which the U.S. and the  
2 world have been forced to confront the legacy of systemic and  
3 institutional racism; and

4 WHEREAS, now is the time to lead as educators toward what  
5 education will look like in the future: an education that promotes  
6 collective liberation from racism and prejudice that disproportionately  
7 impact communities of color, an education system that promotes racial,  
8 economic, social and environmental justice; and

9 WHEREAS, the implementation of ethnic studies and culturally  
10 sustaining curricula is of critical importance to supporting the learning  
11 needs of all students, but particularly students of color; and

12 WHEREAS, punitive discipline practices and the over-policing of  
13 Black and brown students in schools leads to the criminalization of  
14 students and is damaging to their health and well-being:

15 **RESOLVED**, that the American Federation of Teachers will  
16 provide resources for and will lead an ongoing campaign to help  
17 members lobby all school-based committees, whether elected or  
18 appointed, in public schools to prioritize anti-racist and culturally  
19 responsive curriculum, instruction, and professional  
20 development in schools with all school stakeholders by taking  
21 any, and hopefully, all of the following actions; and

- 22 1. Fully funding high-quality anti-racist professional  
23 development training available from the district and/or from  
24 outside organizations, for school stakeholders about  
25 restorative justice, four levels of racism<sup>1</sup>, microaggressions,  
26 and culturally responsive curriculum.
- 27 2. Advancing proposals for and implementation of culturally  
28 responsive curriculum.
- 29 3. Launching student-led and designed surveys where  
30 students can share their experiences with racism in schools,  
31 needs and desires for curriculum, diversity among staff,  
32 relations and interactions with other students and staff, etc.
- 33 4. Launching surveys led and designed by teachers and staff  
34 where they can share their experiences with racism in  
35 schools and their related needs and desires.
- 36 5. Advancing proposals for and implementation of restorative  
37 justice practices.
- 38 6. Supporting efforts to reallocate funds from school resource  
39 officers to trained staff who can provide counseling  
40 services, restorative justice programs, trauma-informed  
41 instruction, and supports for students in temporary living  
42 situations.
- 43 7. Expanding grow-your-own initiatives to expand the rates of  
44 licensed teachers of color in our public schools.
- 45 8. Increasing access for diverse community members,  
46 especially parents to find employment in schools.
- 47 9. Regularly gathering qualitative and quantitative data from all  
48 school stakeholders on how to effectively promote racial,  
49 social and economic justice, culturally responsive  
50 curriculum and restorative practices in our classrooms,  
51 schools and communities.

---

<sup>1</sup> <https://www.thesociologicalcinema.com/videos/individual-vs-systemic-4-types-of-racism>

52 **10. Conducting asset mapping of school communities in order**  
53 **to identify additional resources to connect student needs,**  
54 **identities, and cultures to curriculum and school activities;**  
55 **and**

56 **RESOLVED, that the AFT will provide anti-racist and culturally**  
57 **sustaining professional development and support members in**  
58 **developing, implementing and sharing anti-racist and culturally**  
59 **sustaining curriculum (including using the Share My Lesson**  
60 **platform) with members and all school stakeholders; and**

61 **RESOLVED, that the AFT will elevate these demands and**  
62 **proposals among its locals.**

- Adopted       Adopted as Amended       Defeated       Tabled  
 Precluded by \_\_\_\_\_       Referred to \_\_\_\_\_