

Workers of Colour Representatives

Terms of Reference

Two Workers of Colour representatives and two alternate representatives are elected at the AFL convention. The two representatives sit on the AFL Executive Council. One representative shall be male and one female, for gender parity. Alternates fill vacancies as they arise. Workers of Colour holding these positions are elected at the Workers of Colour caucus at Convention.

These Workers of Colour representatives represent the voices of all organized and unorganized Workers of Colour in Alberta, to be brought to the Executive Council of the AFL so the Council can decide on how to raise awareness of and advance the interests of Workers of Colour within and outside unions.

The Workers of Colour who hold these positions will:

- a) Represent the voices of rank and file union members in presenting Workers of Colour issues to the Executive Council.
- b) Distribute information from the Executive Council to union members, through pamphlets, fact sheets and other publications.
- c) Educate union members at all levels about those issues which are commonly called Workers of Colour issues but which, in reality, are workers' rights and human rights issues.
- d) Work with the AFL Human Rights and International Solidarity committee and Workers of Colour and Aboriginal Workers working group in accordance with their terms of reference.
- e) Initiate and maintain a relationship with aboriginal workers and other equity-seeking groups of workers.
- f) Address the issue of systemic discrimination against people of colour and work with all levels of unions to identify systemic barriers against all equity-seeking groups.
- g) Encourage levels of participation by Workers of Colour in the AFL and its affiliates and raise awareness of where work needs to be done and allow Workers of Colour access to all levels of responsibility.
- h) Address issues of under-employment for Workers of Colour.
- i) Liaise with all Equity-seeking committees.
- j) Provides caucus opportunities to all AFL events.
- k) Other issues or concerns regarding Workers of Colour.