

2024 CWA Human Rights Conference Report

Keturah Johnson- IVP

We came as our authentic selves and We were welcomed, seen, loved, cared for as such. We claimed our space, we educated, we learned about others fighting, we heard stories about how they stepped up and our holding their leaders and other members accountable. We connected with old friends, and made new ones. We are a beacon of hope and light for so many.

I am so thankful for each of you! Please know that you are SEEN! I'm thankful we were able to create space for others, and to have space created for us. Don't stop speaking out. I know this is new to a lot of us- but we are all here because we know we deserve better. This work can be overwhelming, it can be exciting, it can be tiresome, it can feel lonely. You are not alone.

Thank you for your attentiveness. Thank you for teaching, learning, engaging, and having good attitudes. While we were brought into a space for everyone- please know that within the movement there are spaces for each of us to grow and learn and build community. There is space for everyone, this a collective committee.

I want you all to stay involved, stay active and engaged. If you were unable to connect with groups while at the conference, just let me know, I have information for you all. We have work to do and I know this is the group to do it. Please know that while I will support you, that support is conditional, it will come with accountability.

Jack Lewandowski, LEC 76 HRE Chair, LEC 76 DTW Base Rep

The intro to the conference had a lot of energy and loved how we started off right off the bat talking about Project 2025. It is important that people understand the importance of this election and what this can do for our Union and everybody's union. There is so much I learned that I want to bring back to LEC 76. The theme of this conference was "No Vote is a Vote" which is extremely important in today's political climate. Specifically speaking, the workshop I went to about voting, thing I got out of it most was when they had a map of the US with all the potential swing states we have, at Spirit, we have a crew base in just about every state that was marked as a swing state which tells me that having this committee and really spreading this message across all 9 crew bases is absolutely crucial for Spirit airlines because we have the majority of the decisions with which state will win. I liked what the presenter in the voting workshop said about whoever wins the election goes 2 ways. The first way is we have to work and fight like hell to make sure politicians don't go 100000000 steps backwards in human rights and if we win, we have a lot of work to be done to advance all of the Human rights and equity put in place.

Another workshop I went to was about AI and how it is becoming more prevalent in all industries. I mentioned in this workshop how it definitely affected the airline industry. I asked "Does everyone remember the IT meltdown that happened 3 weeks ago that left crew stranded

for days in airports”. I specifically mentioned Delta airlines and how they are not unionized. It was very interesting because a lot of airlines use computer systems for our scheduling systems as well so AI is very prevalent in our industry.

The next day, Keturah rocked her speech during the main session. All the flight attendants cheered for her and what she was saying. The session I went to with AFA was very informative because it taught us correct ways to communicate with our coworkers. It can be difficult for people to do so. I think the presenters did a great job at explaining exactly how to do so and making the workshop extremely interactive.

Overall, this conference for me has been a very informative and uplifting experience because it showed me the importance of just informing yourself of different issues. Also, being able to bring back things that I can absolutely implement in our local committee. It also helps that I have the support from my local leadership in Detroit to implement things like having a QR code to use for information for flight attendants about voting. Lastly, meeting all the people I did like Cindy, Guy, and everyone else I made connections with. I will cherish this experience and use it to get to work here in Detroit.

Tara Cattell (*they/them*), Council 6

AFA-CWA International Human Rights and Equity Committee Member

This year’s CWA Human Rights Conference saw the largest attendance in the conference’s history, with over 500 registered attendees, including AFA members from carriers and bases across the country. We were there not only to learn from our union siblings from other industries, but also to meet with fellow AFA members who are passionate about human rights and build on our union solidarity. The AFA-CWA International Human Rights and Equity Committee has been working hard to develop a network of human rights activists at every AFA carrier who can share concerns and collaborate on education and resources to benefit the entire AFA membership. The ability to build relationships with AFA members from other carriers is key to our collective power as a union.

The AFA-CWA International Human Rights and Equity Committee presented a workshop at this year’s conference titled “Sex and Gender Identity in the Workplace and in our Unions.” The purpose of this interactive workshop was to explore the differences between sex, gender, gender identity, gender expression, and sexual orientation in the workplace and in our unions. We were able to provide a lexicon for discussion and dive into activities and conversations around perceptions of gender and how they show up in professional settings and beyond. Our goal was for attendees to walk away with knowledge and deeper understanding of these topics as well as the tools to have informed and appropriate discussions in the workplace and within our unions. We had over 100 attendees at our workshop and received overwhelmingly positive feedback. Many people shared personal stories with us after the workshop and thanked us for bringing this important topic to the CWA Human Rights Conference. We were able to educate our fellow CWA siblings and give them valuable resources that they can bring back to their unions so that they can better support their membership.

Our workshop was also an opportunity to get feedback to help us develop this into an online training for all AFA members to access in the future. The International AFA-CWA Human Rights and Equity Committee, along with our reporting officer, AFA-CWA International Vice-President, Keturah Johnson, will continue to develop trainings and resources for our membership in order to address inequity and human rights issues within our industry.

You can find the resources page for our Sex and Gender Identity in the Workplace and in our Unions workshop [here](#). And you can learn more about the AFA-CWA International Human Rights and Equity Committee [here](#).

Andres Morales (He/Him/His)
United Council 42 IAH/ AUS
HRE Chair

The 2024 CWA Human Rights conference was the first time that I attended this conference and I was very impressed with the conference from start to finish. I was impressed with the fact that pronouns were included on our name tags and that there were gender neutral bathrooms available. I was also happy to find out that a space was provided for us to have our very own presentation. Beyond that the only criticism I would give is for registration to be available through the whole first day for any individuals arriving later in the day as well as the morning of day 2. Also any conferences taking place in Texas needs to happen during the winter months.

The conference was very welcoming to all people, we heard the national anthems of the USA, Puerto Rico, and Canada. We also got to listen to a mariachi band and got to experience a dragon dance. This shows that the leaders/ people in charge of the conference understand that our unions are made up of a huge diverse set of people and it is important to highlight that diversity and to ensure everyone feels seen and welcomed.

Throughout the conference we got to hear many amazing speakers ranging from union leaders, activists, council members, and many more. The one thing that every speaker highlighted as most important is to VOTE. The slogan of the conference being No Vote Is A Vote was instilled in us and is probably the most important takeaway from the conference. This year being an election year it is extremely important to elect the right candidates that will not only support our unions but also protect our basic human rights.

Something else that I find very important to take back to our prospective unions is leadership visibility. Through the conference everyone spoke extremely highly of CWA President Claude Cummings Jr and the reason for that is because Mr. Cummings is one with the members. He is the type of leader that is on the ground picketing alongside union members. He is the type of leader that is meeting everyone and listening to everyone regardless of their position within that union. Despite being president of CWA he remains humble, down to earth, and accessible to all members. I believe that this is something that leaders at all levels from international, master, and local need to prioritize. The leaders need to be accessible and visible not only via phone,

email, or zoom but in person to all members. The leaders also need to make an effort to make more and frequent in person appearances. This type of leadership can change the attitude of members towards their union.

In all, I had a really good time at the CWA Human Rights Conference. I learned a lot during the different panels and presentations. I left with a recharged attitude to get even more involved within my union and my community. I also met many wonderful new people from other airlines. I am very thankful for each and everyone one of you and for giving me the opportunity to attend the conference.

Andrew Pistorio (She/Her/Hers)
Spirit LEC 74 IAH/DFW
HRE Chair / New Hire Chair / Base Rep

When I first signed up to this conference I was not sure what to expect. I knew when I was brought onto this committee that I had a passion for it and I wanted to see it succeeded. The amount of love and support that I met over those few days that I was in Houston meeting, all other airlines and representatives of the human rights and equity committee from international to United to Alaska, and any other airlines that I met was beyond, overwhelming and amazing. It was a big sigh of relief to meet other people like myself who have a passion to fight for our rights and continue to fight for our rights and show people that we as a community are not going to be silenced and will not be put back in the closet. The theme of the Weeknd "no vote is a vote." I've caught myself using it multiple times since I have left the conference that Truly did put an impact on myself. One of the biggest things I have taken away from this conference is that we are not alone and never will we be alone. The connections And networking that I was able to do was so valuable to this committee succeeding. As Spirit is just getting this committee started and our MEC President, Michael Harris is very passionate about this committee when he asked me to come on board because he knew my passion for human rights and fighting for our rights. I immediately jumped at the chance.

I believe that the conference was amazing and completely valuable to all of us to make this committee succeed. There were a few things that I could see could be adjusted, but I have already addressed those things with Cindy and Keturah. The fact that CWA gave us a safe space to hold a workshop And had multiple ways to include all cultures, beliefs, across-the-board was absolutely beyond amazing. The conversations that this workshop started, and the fact that some people still did not realize the issues of hate and violence that we as LGBTQIA + individuals face every single day got everyone's juices going. Big props and kudos to those who put that workshop together. It was my honor to attend and help out. I hope next year we are able to do the same thing and I am able to be more involved with that workshop as a gender fluid person. It is very important that we have these conversations to educate those who do not understand. It is also very important for people to realize that we are not going anywhere, we will not be disrespected or belittled. I personally feel that CWA did an

amazing job, keeping us safe and making us feel welcome. We had Spirit have already started implementing what we have learned at this conference, and we are beginning a QR code that any of our flight attendants can scan to make sure that they get registered to vote and know where they're pulling places are we will continue to strive towards equal rights And work with all other members of this committee from other airlines and international level to continue the fight because when we fight we win!!!!

I very much look forward to next year's conference and seeing everyone again and continuing to work closely with all of my new family!!!

Andrew Stinson (he/him/his)

Alaska LEC 19 SEA

Human rights and equity committee member

As I reflect on the CWA Human Rights and equity conference this past week, I think of all the great speakers and plenaries we had available, the many great activists I met, and being able to work side by side with fellow AFA Siblings.

It all started with the opening ceremony to kick off the conference the first night. We had anthems from several countries that CWA has unions in, followed by amazing speakers to kick off the conference. There we also meet fellow AFA siblings from Frontier, Spirit, United, Endeavor, Piedmont, Hawaiian, and many more. We listened to encouraging words from several CWA District leaders, CWA Chairs, and the president of IUE-CWA.

DAY 2: We started off this day with speeches by many CWA leaders, as well as President Claude Cummings, And congressman Al green from TX-9th district. That momentum and chant for the week was "No vote, is a vote" There was encouragement to get the vote out, but to also vote! It wasn't so much as political, as much as it was a reminder of where we are in the labor movement. In the plenaries that day, I attended Beyond the Border and Voting Rights, Voter Suppression: What's at stake in 2024. Beyond the Border: This one was an interesting one, it mainly talked about how people go about getting work visas, but also how the systems hard from some, you have to reapply yearly, which makes it harder for immigrants to get a job due to this hurdle. And hope some of the Unionized farm workers rely heavily on their union, but some don't even get the benefits of the union. Even if they pay dues. Talked about getting protections for Visa workers in contracts. Voting Right, Voter Suppression: This was the one I wanted to attend the most, sadly I was not able to get the full experience, due to timing issues on the presenters part. It was cut in half to 45 min. They did talk about Project 2025, and was presented by the NAACP, we were mainly given a sit to go to for all the information for a pro labor, and pro voting form of NAACP's "our 2025"

<https://naacp.org/campaigns/our-2025>

DAY 3: This day was AMAZING! Keturah spoke during the morning session about Voting, Labor, airline industry and about her history. We also heard from many other CWA guests as well. The plenaries that day were great to choose from, although one had been canceled, so I stayed for both the ones that AFA headed up. Sex & Gender identity in the workplace and unions: This was an amazing education session in the beginning about where we are at in this time of sex and gender identity. We talked about non-binary, trans and the differences with that, outdated words, and also how to have protections in contracts, such as changing He/Her of He/She to They/Them and Their, so that contracts are more gender inclusive. It was also mentioned how we can use these practices to help educate our work group to follow these guidelines. It was brought up that when people resist using correct pronouns on purpose, that they can be terminated due to harassment. We did a part where we asked people to profile people, so that it could help educate them better. This was my favorite seminar, and most educational in my opinion.

DAY 4: We got to listen to Colin Allred talk about how impotent it is for us to have a pro labor government, so that we can get legal protections that we don't have to continually fight for, and talked about voter suppression. We had the Activist mall that was very educational as well. Here I got to meet IWA, (international women's association) And learn about the fight that they are doing in other countries to try and help other working class people unionize and stand in solidarity. What they were working on at the time was Starbucks united, and Philippines, where in the Philippines, people can be imprisoned for trying to start a union.

All in all, this was a well worth it conference. I learned so much, was able to interact with other Labor unions, and fight for equality. Words can't fully explain how much I loved this conference, and how much it refueled me for the fight this year, from contracts, to basic worker rights. This is a conference that is worth the cost, and would be worth having a large crowd attend. The next one is in 2 years, and I hope to be able to attend again!

Chip Hestle II (he/him/his)
Alaska HRE MEC
Alaska Council 19
HRE International Board Member

All I can say is wow! What an uplifting empowering conference.

The opening ceremony was an experience I'll never forget.

With co-chairs Reginald Small and Yolanda Pearson as our MC's for the 4-day conference set the tone each morning of the gifts of knowledge we would receive that day.

Hearing the uplifting message from CWA president Claude Cummings Jr. That “No Vote is a Vote” meant something to me and how important it is to exercise my right to vote. And how important it is that each CWA member go out do the work, make the calls and rally our friends to show the representation of how strong union membership can be as we place our votes. Also had the honor to hear US congressman 9th district of Texas Al Green Speak about the power of unions at the voting booths.

Attended the workshop addressing “Systematic Racism as a Workplace Health & Safety Issue. Was one that was very emotional for me. The presenter would share stories of individuals who were unfortunately killed by unsafe work environments. Electrician that was unfortunately electrocuted and a gentleman who was killed/crushed by a malfunction on his work truck. She explained how on the job accidents are usually blamed on the employee. And not the fault of the employer. It was unfortunate to hear of these accidents and the loss of life that was caused again by failure of equipment that was addressed to the employer but not acted on for repair. Showing how systematic racism is a workplace health and safety issue.

The “Voting Rights and Voter Suppression What's at Stake in 2024. Was cut short and mainly gave us a link by the NAACP where we can find more information about 2025. And how this will affect voting rights and voter suppression.

The “Sex And Gender Identity In The Workplace And In Our Union Workshop”. Gave us an insight on sex and gender identity and how one can mistakenly be identified. The participants who came to this workshop had the opportunity to interact with each over sensitive subjects of sex and gender identity in the workplace. During this workshop we had the opportunity to play an interactive game called the privilege game where we had X amount of dollars to choose which privilege we felt was important to us. We will come to find that no matter what your sexual identity may be we are all human and can come to believe we all feel the same. One more interactive opportunity we had was to guess the sexual identity of different individuals that were shown to us and what we perceived that person to be. I found this very moving in a way that we as a society can identify someone in a way that isn't true just from the way they look.

My overall experience in attending the CWA human rights equity conference for the first time was not just exciting but also educational. This gave me an uplifting spirit to continue the work that I do on behalf of human rights for all. Of all the conferences I attended this will be the one that I will always remember and look forward to attending once again. The relationships that I built with my CWA siblings and others from our CWA AFA airlines are ones that I will keep close to my heart. I just want to say thank you CWA, and AFA for this opportunity.

In Solidarity,

Chip H.

Erika Daniel
Alaska Airlines

SAN HRE LEC Chair

Attending the CMA-Human Rights Conference in Houston was truly an uplifting experience. It was a great opportunity to connect with like-minded people and learn more about the struggles of working people, not only in the U.S., but around the world.

Hearing the stories of the many speakers was eye opening. Learning of the journeys of Mr. Claude Cummings, Ms. Angie Wells, Ms. Ameenah Salaam and so many others and what they endured to advance the importance of representation was incontestably inspiring. We were also made aware not to become complacent, for there is much work to be done.

There were so many interesting sounding workshops; I was disappointed not to be able to attend them all. The four I did attend (Addressing Systemic Racism as a Workplace and Safety Issue, How to Not Work Until You Die, Navigating the Future: The Effects of AI on the Working Class and People of Color, and Sex & Gender Identity in the Workplace and in our Union) provide practical knowledge and insight on topics that are often difficult to talk about.

Overall, I left the CWA-Human Rights Conference feeling motivated to continue get the word out about the many issues facing our workforce, union, and nation. If I didn't learn anything else, I learned that "When we fight, we win!"

Thank you for the opportunity to be able to attend this conference.

Erika Daniel

Jhenelle Jacas (*she/her*), Council 1

Norse Atlantic HRE MEC

AFA-CWA International Human Rights and Equity Committee Member

Attending my first ever CWA Human Rights Conference was such an enriching event!

The speakers, the workshops and the amazing community left me with my heart feeling full. The theme of "No Vote Is A Vote" was woven throughout the entire

conference and we were reminded more than ever that this is an integral part of supporting our Human Rights endeavors.

This conference was the largest ever attended with over 500 registrants from all over the country from various industries and unions, including AFA-CWA. We showed up and showed out there!

The opening ceremony on Day 1 included a deep dive into Project 2025, and a stirring speech by members of the CWA Human Rights Committee who worked hard to plan the event. It genuinely set the tone for the rest of the days we would be there. I attended 2 workshops on Day 2, "How To Not Work Until You Die" and "Addressing Systemic Racism as a Workplace Health and Safety Issue". Both workshops were very informative and provided a lot of valuable information, however the titles of the workshops and the content was slightly misleading.

One Day 3, myself, Guy Bosworth and Tara Cattell represented the AFA-CWA International Human Rights and Equity Committee and presented a workshop entitled "Sex and Gender Identity in the Workplace and in our Unions." The workshop had over 100 attendees across both sessions and included additional collaboration from our AFA-CWA union siblings. The reactions to our workshop from the audience were overwhelmingly positive and we received thanks from attendees from presenting this very important subject, including parents of trans children who have been supporting their children.

We shared resources with our attendees and this encouraged us to continue workshops and trainings to continually educate our union siblings on these important issues.

One Day 4, the final day of the conference, there was an Activist Mall where we were able to interact with and educate ourselves on various causes.

I was able to learn more about and join the Minority Caucus and attend the Minority Caucus dinner and commune with people there. We were to watch CWA President Claude Cummings be honored for his amazing work, and I was also able to watch the moving presentation of the Minority Leadership Institute renaming in honor of the amazing Dennis Serrette. Previous graduates of the institute wore special shirts to honor this moment and his son gave a wonderful speech about his father.

It was also very important for me to see that they had a gender neutral restroom available on the conference floor so that our trans, non-binary and gender non-conforming colleagues were able to use the restroom comfortably. The use of printed people's pronouns on people's name tags was also wonderful. However, I

will note that several speakers still used gendered language in their speeches and workshops and I hope this is something they will correct in the future.

All in all, my experience in attending the conference for the first time was not just exciting and somewhat daunting, but also educational. I hope the event continues to grow and that I am able to attend the next one in 2 years.

In Solidarity,

Jhenelle Jacas (she/her)

Kevin Gorney (He/Any)
Spirit LEC37 MCO/MIA
New Hire Rep | HRE Rep.

This Human Rights Conference has gotten me fired up. The energy that was flowing in the main conference hall daily and each of the workshops was contagious. From the immediate jump into reviewing Project 2025, the speeches from political activists/leaders, Congresspeople/Senate candidates (the dreamy Colin Allred), to the Activist Mall where we were able to learn about union/activist agendas/priorities. The labor movement is making a roaring comeback. We were reminded of the vast amount of change that has come from the tireless work of unions. We were also reminded of how much work that still needs to be done.

This conference allowed everyone to hear the many rally cries of our diverse citizens, to see/empathize with the struggles of all members of our union, the people of this country (and beyond).

The sentiment that “no vote, is a vote!” was palpable. As most know, how we vote directly affects our future. The importance of voting was distinctly and unapologetically emphasized. We were tasked with making sure our membership and everyone we know is not only registered to vote, but actually gets to the polls to vote.

#HARRIS/WALZ2024.

It's every union member's job to vote: We must show up and do our part as Americans and GO VOTE!

The political landscape in 2024 has more states “up for grabs,” and has more elections “winnable.” It also comes with higher hurdles including misinformation/disinformation, voter suppression, distrust in political processes/officials, disenfranchising laws and policies put forward in some states, and battling the many negative influences/aspects of social media. Project 2025/Agenda 47/Presidential Transition Project, (Or whatever

they want to rename that dystopian piece of garbage) could be reality if we don't fight against it.

All the guest speakers had fantastic speeches. There were some with such quotable statements and inspiring words. Many of these statements described how we can overcome these political hurdles by remembering that "Facts are non-partisan." One of our strong human rights allies, the NAACP, described themselves as "Non-partisan, but political as hell!" Also, it was repeated that we should "not believe billionaires; they are not on your side."

These workshops were not only informative, but they were also all explained ways that we can act, create change, and progress forward (of course, ours was #TheBest though). I know that all of us at AFA felt the awesome sensation that this human rights conference was bigger than ourselves. With that understanding, we have forged new connections with union members and guest speakers, added new professional contacts, and even found ways to get involved to be a part of the needed changes in this country.

Lastly, among the Spirit group, we discussed sharing what we learned with our MEC's and LEC's. We are also going to share how this conference would've benefited basically all of our other committees if they were to attend. We are already looking forward to the work to be done this year and are committing ourselves to growing the attendee list for next year's conference. Next year, we plan on bringing more committee chairs/ reps and even LECs/VPs. Our mission is to coordinate with each other to bring all bases together, intertwining our agendas, and to bring a unifying message to the membership, as well as increased awareness and create further engagement to fight for and protect human rights. Because.....

"WHEN WE FIGHT, WE WIN!!!"

LaTia Bergeron
Frontier HRE MEC
Council 87 MCO/ TPA

The theme of the 2024 annual CWA Human Rights Conference was "No vote, is a vote." In these unprecedented times it's more important than ever to uphold one of our most sacred civic duties- voting in this year's election. While some may claim that they cannot make a choice for a myriad of reasons, we must accept the fact that at the end of the election a president will be selected and that will have an untold effect on the way our world looks moving forward.

Throughout the conference we were reminded of this fact in various ways by numerous speakers of note. These speakers included US congressman Al Green, IUE-CWA president Carl Kennebrew, our AFA-CWA International Vice President Keturah Johnson, and more. Through the speeches and panels we were motivated to do our part to the best of our ability. We were then tasked to take the enthusiasm home with us and prompt everyone that we can to take action.

Additionally we had the opportunity to participate in various workshops surrounding human rights. I sat in on 4 workshops- Know Your Rights: Pregnancy Accommodations and Support for Caregivers in the Workplace Post-Roe, How to Not Work Until You Die, Navigating the Future: The Effects of AI on the Working Class and People of Color, and as a grand finale Sex and Gender Identity in our Unions- presented by our very own AFA HRE members Guy Bosworth, Jenelle Jacas, and Tara Cattell.

Through these workshops we explored various aspects of issues affecting the current human rights landscape with the help of expert insights and guided discussions. Reminders that our rights as humans are the responsibility of us all to uphold and that the work is never-ending but always worth it, were constants.

During the How to Not Work Until You Die workshop we were reminded that “social security works” and that we should not let the money hoarding capitalists of the world try and manipulate us to believe otherwise.

In Sex and Gender Identity in the Workplace and in Our Union, participants were able to question and stretch their own understanding (and potential biases) surrounding sex/gender in an engaging, knowledgeable, and collaborative environment. Every workshop had us use our critical analysis skills on the world as it is currently, but also our principles. We then were able to analyze the discrepancies between them.

As a first time attendee, I went into the conference with very little expectations. What I experienced was several days of human rights activists showing up and doing the work! Continuing to learn, grow, and fight for equality for all while celebrating the success thus far. I was able to connect with members of various groups within CWA and deepen the bonds with my AFA community. I had the distinct experience of attending the conference while injured- and the compassion and care that I experienced from so many people I'd just met reinforced the fact that I'm in the company of individuals with servant's hearts. I truly appreciate that I was able to experience this conference and look forward to doing so again in the future. It is my hope that with each iteration the conference becomes even better and that the growing AFA HRE presence only serves to help it become a more diverse, equitable and inclusive event for all.

I will take everything that I've gained from the experience and implement it within both my own personal life but the work I do within F9.

Briana Shuford (she/her/hers)

Spirit AFA HRE representative for local 73(Las Vegas)

What an amazing opportunity getting to go to this conference was, it truly was life-changing and has really made me think about everything I want to do as a trans-woman. I'm so happy to be a voice. With all this new information I'm really hoping that I can make a difference and help everyone that needs it and make sure that their voice and their rights are provided for them. I'm gonna be working hard the next couple weeks to build Las Vegas HRE and get us out in the community to be heard. I enjoyed the conference so much hearing so many people that are fighting for what we truly believe in and what we have the right to do. No vote is a vote. You really don't think of it that way very often, but really in all reality when you say, No vote is a vote, you were giving your right away so that your voice is silenced

DAY ONE: the conference was very uplifting. We got to meet so many amazing people that are on the front and proving others wrong when they say that we couldn't do it.

DAY TWO: was off to an amazing start. We heard some amazing speakers that we're fighting for years for their place at the table and how they got to that position in CWA. Then we're able to break up into groups of our choice. My choice were how not to work till you die and beyond the border both to Amazing workshops the first workshop how not to work till you die, this workshop was about financial struggles incorporate, greed, and how we have to fight for our rights better pay and equal opportunities for all the second workshop beyond the borders, focus on immigration and immigration law.

THIRD DAY: we got to listen to more amazing speakers including our own Keturah Johnson. We also were able to do two more workshops. I did the workshop presented by AFA-CWA entitled sex and gender identity in the workplace and in our unions this was my favorite pick due to the fact of me as a transgender woman fighting for my place in the workplace and making sure that trans people everywhere have a safe place to work to thrive and become who they're always meant to be the second workshop I did on the third day was navigating the future: the effects of AI on the working class and people of color this truly an eye-opener because we don't realize in our age of technology how much computers and AI have replaced humans outside of our own field of aviation and it makes you think about what AI and computers have done with aviation to replace jobs, I definitely enjoyed that night meeting up with everybody and being able to get to know each other a little bit better and to make long lasting friendships with different people in AFA and aviation.

LAST DAY: Was definitely probably the saddest day because it's the day that we're saying bye to a lot of our new friends and family that we got to meet during the conference, last but not least we did the mall overview where we were able to go to different booths learn about the different organizations within CWA and get knowledge from each of these fighters within the organization, we received learning material, pamphlets, brochure, and I've already started

talking to other fellow flight attendants about HRE and human rights inequality and what it stands for in my opportunity that I got I can't wait to see how this grows and see the opportunities that present their self from HRE. This truly was a life changing experience. From the bottom of my heart thank you for having me. This amazing conference where all these amazing speakers, fighters and motivated individuals are here to teach and grow and fight with us. We all may be different but we're fighting for a common goal.

When we flight, we win!

Jackelyne Cuin (She/Her)
HRE MEC
Piedmont
Council 61

Hello everyone, Jackie here.

Jumping on the bandwagon as I'm new to report writing, I'm hoping this is a safe space. If there's anything I should change or add, please let me know.

First and foremost, WOW! The event was truly impressive from start to finish. Everything was exceptionally well-organized and thoughtfully planned. It was an honor to be a part of it. From the vibrant energy of the registration process to the welcoming atmosphere, there was an undeniable sense of belonging.

The opening ceremony set a great tone for the event. One highlight was the diverse range of national anthems. While I jest about including Brazil's anthem next year, showcasing a broad spectrum of cultures is fantastic.

Day one was delightful. I met amazing, like-minded individuals from various airlines, and the bonding was immediate. Meeting everyone in person, interacting face-to-face, and sharing laughter made the experience memorable. The evening reception with live music and good food was the perfect introduction, far surpassing virtual interactions.

Days two and three were equally remarkable. Performances from the Chinese Dragon Dancers and the Mexican Mariachi Band were particularly moving. As a first-generation Brazilian-American, seeing such cultural diversity embraced at a Human Rights Conference was powerful. I playfully suggest including samba, carnival, and capoeira next time!

The workshops were a highlight. Although I couldn't attend all of them, the ones I did were highly educational. For instance, the session on 'Pregnancy Accommodations and Support for Caregivers in the Workplace Post-Roe' provided valuable insights into the Pregnant Workers Fairness Act. Similarly, 'Beyond The Border' explored diverse immigrant experiences, highlighting the complex nature of immigration. The discussion on 'The Effects of AI on the

Working Class and People of Color' shed light on rapid technological advancements and their implications. Lastly, 'Sex and Gender Identity in the Workplace' was particularly meaningful, showing widespread support and engagement.

To conclude, the Interactive Activist Mall on day four was enjoyable, though it felt somewhat rushed due to upcoming flights. It would be great if the booths were set up every day for more comprehensive engagement. My favorite booths were NextGEN, IWA, National Women's Law Center, Support Our Veterans, and AFA.

Thank you all for this incredible experience and the opportunity to participate. I look forward to sharing all the knowledge I've acquired and can't wait to learn more at the next Human Rights Event.

**In Solidarity,
Jackie Cuin**

**Donald R. Gionta (*He/Him/His*)
Spirit LEC 37 MCO/MIA
MEC New Hire Chair / LEC Human Rights & Equity Rep**

On behalf of Spirit and our incredibly diverse group of crew, the wealth of knowledge, connections made and experiences I had during the conference were so incredible and empowering. All five Reps from Spirit were in attendance for the first time and welcomed with open arms. In many respects, it's hard to put into words everything I've had to process through in just a span of a few days - but I can say with certainty that I am charged up and feel ready to make an impact on my community, crew and those I come into contact with.

Something I felt was so liberating and refreshing was that titles, industries and other "labels" completely dissolved once we crossed into those conference doors. We were all truly of the same level, simply there to gain knowledge, to network and make new friends. I found myself being inquisitive of the experiences of others, gaining an understanding of how they would handle certain situations, interactions, the policies in their workplace, the protections their CBA contains, etc. The tone and environment created at the conference was one that was approachable, one of comfort and put my mind at ease.

Respectfully, sometimes when we are in large, group settings, it can be more of a challenge to absorb information. Understandably, the conference brought some tough topics to the surface, ripping off the band aid and laying all the cards on the table. We discussed these matters with openness, transparency and authenticity - for that I am thankful.

The one piece of constructive feedback (and wishes that I personally had), was that there be a presentation or seminar on disabilities and how so many of them can be invisible. I think many would be surprised at the amount of individuals we come across in the workplace and beyond who have limitations, disabilities or are in need of accommodations but don't say something, go unheard,

unassisted. It's all-too-often that those with disabilities are overlooked in the simplest of ways, many of which are taken for granted by able-bodied individuals.

Of the five Reps in attendance on behalf of Spirit-AFA, I can say that we are wholeheartedly and endlessly thankful for this opportunity. Celebrating diversity and partaking in a few cultural traditions was quite liberating and a way that really solidified and gave the best kickstart to the day ahead. I am personally committed to staying engaged, empowering one another with the tools, knowledge and support to challenge the status quo and make a difference, one day at a time.

Thank you for the chance to be forthcoming and transparent during this conference and into the next steps of making HRE's presence a growing one at Spirit.

In pride and with thanks,
- Donald

Kellee Gibbs (she/her)
MEC HRE CHAIR
Endeavor Airlines

This was the second Human rights conference that I have attended and I thought that one was exciting although it was 250 degrees. It was a great time.. This one here it was probably 200 degrees but a great time nonetheless, The opening ceremony was breathtaking and caught your attention right off that bat . I enjoyed the national anthem for the US and Canada. I enjoyed listening to all of the speakers focusing on the main thing which is to VOTE!!! I love the "NO VOTE IS A VOTE" theme which I have been using everywhere I can.and also Project 2025, these are some serious times we are facing.

The first workshop that I went to was Addressing Systemic Racism ... I found this workshop to be a bit misleading as systematic racism was not discussed and the second workshop, The effects of AI on the working class , was a bit dry in my opinion. The how to not work until you die workshop was very informative and interesting. Now that sex and gender identity worksop was amazing and I learned so much and my siblings were amazing in presenting the information. Overall it was a great time and the Putt Putt was so much fun, li enjoyed sharing stories and getting to know my siblings a little better and meeting my new siblings. I know we didn't really get treated fairly at the MLK conference in MGM but I hope to see everyone in Austin for next year's MLK conference in AUS, we will not be silent!!!

Bruni Agosto-Pinal (she/her)
MEC HRE Chair

Hawaiian Airlines

I am grateful and honored to have been able to share such a wonderful experience with my AFA siblings as well as over 500 CWA members! This being my first CWA Human Rights Conference I was unsure what to expect, but I know the experience exceeded anything I could have ever imagined. I really appreciated the honoring and space made for several cultures and nationalities that live within the CWA umbrella, including Indigenous land acknowledgement-allowing us all to be seen in one way or another. It was uplifting to see the leaders that started out just like us as activists or someone passionate about change and being able to see the legacy they have left based on their work. I loved the celebration or “giving people their flowers” and letting them know their impact while they are living- that helps to keep members ignited and empowered to know that their work is not unnoticed or in vain. I loved to see the fellowship among different sectors and being able to listen/learn from others during panels and discussions within the workshops. Overall, I am grateful for this opportunity with my AFA siblings from multiple carriers. Having an opportunity to attend the Minority Caucus Celebration Dinner in honor of President Claude Cummings and Secretary-Treasurer Ameenah Salaam was definitely a treat allowing me to see the work this caucus does and its impact on CWA overall. Looking forward to attending the next conference with an even bigger AFA presence as we continue to grow. We took up space and were welcomed. It was wonderful to see IVP Keturah represent AFA as a speaker. Most importantly, I was proud of the work Jhen, Tara and Guy did on the Sex and Gender Identity workshop- I believe it was one-of-a-kind, very impactful and well-received! So proud! Considering the political climate we are in and the real implications on human rights based on who is in office locally and on the federal level, I am glad there was a focus on voting and a constant reminder that “No vote IS a vote!” and the encouragement we needed to bring this back to our locals that perhaps were

Trista Vanta

ALA

SFO Mobilization Chair & SFO HRC Chair

My experience in the CWA Human Rights Conference has been an amazing eye opener. Not only did we create visibility and represented the minorities in the aviation industry, but we also got to meet and network with a lot of amazing people from different walks of life that have their own struggles and sense of purpose. Our own struggle can sometimes create this deep seething focus, turning a blind to the struggle of others. This event has been an eye-opener and has given me a new sense of perspective. I learned about abortion and how most union contracts have no abortion protection or clauses, which has been more relevant now that Roe Vs. Wade has been overturned. The only contracts under the CWA umbrella that have some sort of abortion language is CLEW and the news guild. Many states have banned abortion which has caused financial, emotional and physical suffering to women in the workforce. We, as flight attendants, are in a better position as we can travel between states for free or discounted... whilst others must rely on their own time and money to make abortion arrangements. I took some notes (attached) and listed resources to help those women in the aviation industry. I am hoping to bring this up more in our future meetings to further navigate,

advance, and establish protections and clauses to help those aviation women in need. Speaking briefly with Keturah, I was made aware that we have something called ELEVATE. I would like to inquire more about this during one of our HRC meetings!

I also learned the effects of AI in labor. Technology and automation should help labor, not replace the workforce. Thankfully, the threat of automation in flight attendants are very low, but it is still good to be aware of how the future of technology can affect our work environment.

In addition, one of the speakers represent a law firm that protects on the job injuries for CWA members... it made me realize that not all on-the-job injuries are sudden and some can creep into us without us noticing it until it's too late. Ex. Chemical (ie: Asbestos) poisoning and degradation in our physiology through repetitive strain while on the job). As flight attendants, we are constantly exposed to infectious diseases, radiation, extreme noises, and air quality poisoning. It made me realize, how are we protecting our AFA members? I would like to bring this up in our next meeting also. I attached the law firm's business card who spoke at the last day of THE CWA conference. I hope we can work with him in bringing attention to the dangers of flying and how we can protect ourselves as flight attendants.

In conclusion, although our various struggles can cause discrimination, unfairness, and sometimes even violence... through these events we find a sense of unity and solidarity that turn those struggles into a weapon of solidarity. Through this unity, we can learn from one another and empower each other in fighting for equality and fairness in our prospective line of work. These conferences are very important and I will continue to push our involvement in these events which is effective in our goals as human rights chairs of AFA.