



The LEADS program is a joint venture between the IAM Women's & Young Worker Department and the William W. Winpisinger Center (W3). The purpose of the program is to mentor sisters that are ready to take on leadership positions. District lodges provide names and contact information for four sisters that they want to enroll. Two local lodge officers, and two sisters not holding office but active in their locals.

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

Women's & Young Worker Department
William W. Winpisinger Center



Leadership Excellence Assembly
of Dedicated Sisters

FIGHT FOR
**GENDER
EQUALITY**

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The Leadership Excellence Assembly of Dedicated Sisters program, LEADS, was envisioned by our International President and Executive Council and launched in 2022.

Workforce demographics have changed significantly over the last number of years—women now make up over 50% of the workforce in the US and over 47% in Canada. Our leadership ranks—at every level of the organization, do not reflect this reality. For too long, our sisters who have sought leadership positions have encountered a wide range of barriers—some conscious and intentional, and others not. Those barriers must be eliminated so we can position ourselves for future growth. Beyond all of the strategic reasons why change must happen, simply put, it is the right thing to do—our values demand we make these changes.



There are several components to the LEADS program:

EDUCATION

The program consists of 60-minute virtual classes held monthly, with 15 minutes built in for questions.

Topics include: structure of the IAM, role of the steward, politics and why it matters, parliamentary procedures, organizing, negotiations and more. The class education is designed to provide an introduction and overview. It is not a substitute for Leadership or any other week long classes at the W3 center.

SHADOWING

Twice a year, each sister will be expected to attend a district lodge meeting at the district's expense. In addition, at least once a year, the district will arrange for each sister to shadow the DBR/PDGC or BR/GC for a day. This will ensure that the sister has the opportunity to observe workplace visits, meetings with management, grievance handling (non-confidential matters), lobbying, or even bargaining.

COMMUNITY

Small groups of sisters in the LEADS program will meet quarterly with their own IAM female mentor. The sisters will stay in the same mentoring circles for the first few meetings and will rotate so that sisters hear from a variety of IAM mentors. A range of topics will be raised, but this is also the time to discuss what was learned in classes, as well as experiences at work and in the union hall.

SOLIDARITY

A mentoring program cannot work if we don't also break down obstacles. The LEADS development group felt very strongly that the program would not be successful without an education component for our brothers.

In January 2023, the Ending Violence Association of British Columbia conducted a "Be More Than a Bystander" train-the-trainer class for the Education Representatives at the W3, and representatives from every territory.

The "Be More Than a Bystander" program teaches men how to be a better ally to women. It has made a notable difference in British Columbia resulting in significantly more women entering local politics. The goal is to conduct this training within the ranks of the IAM starting in 2023.

IMMERSION

To effect change, the goals of the LEADS program must impact every aspect of IAM culture. The following topics should be a consistent refrain in all education offered by the IAM:

- How brothers can be an ally
- Understanding diversity and inclusion
- Anti-harassment
- Empowering sisters

Accordingly, W3 is reviewing all of its curricula to determine where it can add more of this programming, and encourage districts to do the same in their programming.