

One of the IAM's key missions is to provide members a safe workplace free from harrassment or discrimination of any kind.



We can be a constructive force when we use the tools available to us.



For more information on how to establish a committee or for assistance with an existing committee, contact us.

### Women's and Human Rights Departments

#### USA

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## Women's AND Human Rights DEPARTMENTS

**IAMAW**



## The Importance of Setting Up A Committee

Lodge committees play a vital role. They bring diverse minds together to solve tough issues. Without them, lodge projects would struggle to go from concept to completion.

Forming a committee always starts with communication. Communicate with other members and lodge leaders to get their support and feedback.

Once a committee is established, you'll want to: pick a relevant issue, design a plan with sound goals, stick to a realistic timeline, educate members on issues and grow participation.

## Human Rights

Justice and equality – the backbone of human rights – are founding principles of the IAM. While the IAM has always participated in collective action, we've also been proponents of localized advocacy.

The IAM's Human Rights Department reaffirms the Union's commitment to providing an environment free of harassment and discrimination for all of our members and their communities.

This is done by providing a comprehensive training program built around the department's Action Plan and outline of the Human Rights Committee **ROLE**. This Action Plan consists of four functions:

- **R**epresent - Be the voice of diversity
- **O**rganize - Reach diverse groups
- **L**egislate - Get involved with legislation
- **E**ducate - Share knowledge with others

## Women's Rights

Women now make up the majority of the U.S. and Canadian workforce. Despite this, women are still underpaid in comparison to their male counterparts.

Without women involved in all facets of the Union, its future survival will be in jeopardy. Therefore, the IAM is committed to advancing the rights of Sister members.

The Women's Rights Department offers an annual training program focused on empowering Sisters within the Union, and teaching them key leadership skills.

