



# UAW-Ford Charter

## National Joint Diversity and Inclusion Committee

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### PREAMBLE

This is a living document that may only be changed by consensus of the UAW-Ford National Joint Diversity and Inclusion Committee.

### MISSION

The UAW-Ford National Joint Diversity and Inclusion Committee is committed to:

- Creating and promoting a diverse, inclusive, and respectful workplace where everyone is appreciated for what they bring to the organization.
- Ensuring mutual respect by proactively contributing to the Union and Company objectives of diversity and inclusion.
- Continuously reviewing, discussing, and recommending ways and means to facilitate awareness of equal application, diversity, inclusion and sexual harassment issues.

### PURPOSE

- To implement the provisions of the 2015 Collective Bargaining Agreement.
- To provide oversight of delivery and promotion of diversity and inclusion strategies implemented at all UAW-represented Ford locations.
- To encourage employees and bargaining representatives to use the contractual Grievance Procedure as the exclusive method for prompt resolution of all claims of denied equal application rights.
- To maintain liaison with appropriate federal and state civil and human rights agencies.
- To increase understanding and seek solutions to mutual problems.
- To promote and encourage use of the Grievance Procedure in order to avoid multiplicity of litigation in many forums simultaneously, which is time consuming, contradictory and, nonproductive in resolving employee problems.
- To relieve tensions in the areas of equal application, diversity, inclusion, and sexual harassment.
- To exchange information, expertise and advice with Local Joint Diversity and Inclusion Committees.

### OVERALL STRUCTURE

- National Joint Diversity and Inclusion Committee
- National Joint Diversity and Inclusion Working Committee
- Local Joint Diversity and Inclusion Committees – located in all UAW represented Ford locations

## National Joint Diversity and Inclusion Committee

### Roles and Responsibilities

Advise, counsel, and set policy in the overall implementation of the UAW-Ford Joint Diversity and Inclusion Program.

**DON CARLOS GODFREY III**  
UAW Administrative Assistant and  
National Programs Center Executive Director

**W. J. ROONEY**  
Manager, Union Relations  
Ford Motor Company

**STEVE GUILFOYLE**  
Ford Associate Director  
UAW-Ford National Programs Center

## National Joint Diversity and Inclusion Working Committee

### Roles and Responsibilities

To provide training, expertise and guidance to all UAW-Ford Local Joint Diversity and Inclusion with a goal of increasing effective communication and cooperative efforts related to equal application, diversity, and inclusion. Keep abreast of national trends in Diversity and Inclusion and cascade to Local Committees as appropriate.

**RUTH GOLDEN**  
UAW Coordinator

**ANGIE MUCKE**  
Ford Manager

**ALFONZO CASH**  
UAW International Representative

**TIFFANY COGER**  
UAW International Representative

## Resource Members

### Roles and Responsibilities

Provide information on Civil and Human Rights as well as Global D&I efforts and other information as requested.

**MIKE STONE**  
Director  
UAW Civil and Human Rights Department

**KIRSTIN QUEEN**  
Manager  
Office of Diversity & Inclusion

## UAW-Ford National Programs Center Staff

### Roles and Responsibilities

To provide clerical support and professional assistance to the National Joint Diversity and Inclusion Committee and the National Joint Diversity and Inclusion Working Committee.

**JULIA O'NEAL**  
Program Services Representative

**LASHEMA BURT**  
Secretary

## PROCEDURES AND OPERATIONS OF NATIONAL WORKING COMMITTEE

- **Research, design, develop, and promote various diversity and inclusion training programs**
- **Develop pilot initiatives**
  - Conduct pilot sessions
  - Launch programs
- **Implement Train-the-Trainer (T3) initiatives**
- **Conduct weekly meetings**
- **Review Monthly Minutes Form submitted by Local Joint Diversity and Inclusion Committees**
  - Review open concerns
    - Consult, when requested, to make recommendations on open concerns. Member of Working Committee may contact location to acquire status on concerns
    - If necessary, National Working Committee may recommend appropriate targeted training
  - Consult, when requested, to make recommendations on initiatives and promotions
- **Review Plant Minutes Tracking Matrix to identify locations that have not submitted Monthly Minutes and take action:**
  - Member of National Working Committee representative will contact the appropriate local Diversity and Inclusion Co-Chairs regarding non-compliance of Monthly Minutes submission
- **Maintain a current list of Local Diversity and Inclusion Committee Members and separately, a list of employees certified to facilitate diversity classes**
- **National Working Committee will communicate on an as needed basis all changes in National Committee members to the Local D & I Committees**
- **Participate in both the UAW Civil Rights Conference and the UAW-Ford Diversity Conference and other related conferences as deemed appropriate**
- **This Charter will be reviewed no less than once per year**

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**RUTH GOLDEN**  
UAW Coordinator  
UAW-Ford Diversity and Inclusion Program

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Ford Manager  
UAW-Ford Diversity and Inclusion Program

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