

UAW-FORD LOCAL JOINT DIVERSITY AND INCLUSION COMMITTEES

LOCAL COMMITTEES ARE MADE UP
OF BOTH UAW AND FORD
EMPLOYEES.

LOCAL COMMITTEE
RESPONSIBILITIES INCLUDE:

- IMPLEMENT AND MONITOR DIVERSITY AND INCLUSION STRATEGIES AND TRAINING INCLUDING NEW HIRE AND EXPERIENCED HIRE ORIENTATION
- IDENTIFY PROACTIVE TRAINING OPPORTUNITIES FOR THE LOCAL MEMBERSHIP AND LEADERSHIP
- RECOMMEND TRAINING THAT WILL PROMOTE A RESPECTFUL WORKPLACE
- OFFER SUGGESTIONS TO THE UAW-FORD NATIONAL JOINT DIVERSITY AND INCLUSION COMMITTEE AND LOCAL MANAGEMENT ON WAYS TO FACILITATE AWARENESS AND GREATER UNDERSTANDING OF EQUAL APPLICATION AND DIVERSITY ISSUES

*We define **Diversity in the Workplace** to include all of the differences that define each of us as unique individuals, for example:*

Physical Abilities

Race/Ethnicity

Gender

Gender Identity/Expression

Age/Generations

Sexual Orientation

Religion

Culture

Experiences/Background

Opinions

World Views

Beliefs

Nationality

Education

Family

Marital Status

Thinking Styles

RESPECT OUR DIFFERENCES



UAW-FORD

DIVERSITY

AND

INCLUSION

UAW-Ford National Diversity and Inclusion Committee



Rory Gamble
UAW Vice President and Director
National Ford Department



Bill Dirksen
Vice President, Labor Affairs
Ford Motor Company

National Committee responsibilities include:

- Design, develop and implement training programs and other strategies to increase employee awareness of and promote constructive dialogue regarding diversity and inclusion
- Oversee the delivery of diversity and inclusion strategies implemented at all UAW-represented Ford locations
- Review, discuss, and recommend ways and means to facilitate awareness of equal application, diversity and sexual harassment issues
- Develop and provide training for UAW-Ford Local Joint Diversity and Inclusion Committee members
- Discuss ways to implement and support the Employee Resource Groups (ERGs) and their activities at all locations
- Visit: www.uawford.org, Diversity and Inclusion link for more information

The UAW and Ford have a rich history of commitment, both jointly and independently, to provide equal opportunity and respect for all individuals within the workplace.

The UAW and Ford would not be as productive and competitive if employees were to exhibit “sameness.” Embracing diversity and inclusion - sharing information, experiences, knowledge, beliefs, and customs creates synergy.

Through the commitment and leadership of both the National and Local Joint Diversity and Inclusion Committees, UAW-Ford will continue to cultivate respectful and inclusive workplaces by empowering employees and fostering positive working relationships.



What is Harassment?

It is unwelcome or unwanted conduct of a harassing nature, whether in the workplace or at an off-site work event, which has the effect of interfering with someone’s work performance or which creates an intimidating, hostile or offensive working environment.

Harassment based on sex, race, color, religion, age, national origin, disability, sexual orientation, gender identity/ expression and veteran status is unacceptable.

What is acceptable, amusing or inoffensive to some may be unwelcome, abusive, or offensive to others. UAW-Ford has a zero tolerance policy for harassment.

Neither the Company, nor the Union, asks employees to change their values or beliefs, but employees are expected to look at their behavior in the workplace and act appropriately, treating others with dignity and respect. Valuing and respecting each other creates an environment where everyone can do their best work.