

# FEDERATION OF SOCIAL WORKERS IUE-CWA 81381 AFL-CIO

## FSW Function Report

**Name and Title:** Deborah Jackson – FSW CCRE-Chair

**Name and nature of event/function (i.e. District 1 Conference, Steward Training at ILR, etc.):** DIVERSITY Ambassador Training (Washington DC)

**Dates attended:** 3/24/24/-3/27/24

### **What was the purpose/goal of the function?**

The goal of the training was to learn more skills to Strengthen my role of Diversity Ambassador with in my local, gain more steps to foster diversity within my local, while also determine/ implement how to support my local union president.

### **What did you learn and/or what significant information was shared at the function?**

I learned that we all make sense of the world through the lens of our own diversity. When we embrace diversity we must seek to learn and understand and value other people's perspective and their ways of communication. Valuing means accepting and respecting difference between and within cultures, races and ages, genders.

### **How is what you learned relevant to FSW?**

I learned that our local membership as well as E-board is comprised of several different cultures , race, ages, gender and this has at times been used to divide us, but we must remember that studies show that more diverse teams are more creative and perform better in problem solving than teams of people who come form the same backgrounds, gender, race etc. Embracing Diversity make us stronger and will increase participation and involvement of all cultural groups. Increase trust and cooperation and decrease management schemes to divide us. We need to make sure we make a concerted effort to include all our members, there by empowering us all, without out a unified membership we lose at the bargaining table and in the workplace.