

GENDER-INCLUSIVE LANGUAGE

WHEREAS, APALA recognizes the importance of promoting inclusivity, equality, and respect for all members;

WHEREAS, gender-neutral language fosters a more inclusive and equitable environment within APALA, recognizing and valuing the diverse experiences and identities of all members;

WHEREAS, the use of gender-neutral language helps to challenge and dismantle systemic biases and stereotypes prevalent in our society and workplace;

WHEREAS, APALA acknowledges the changing social and linguistic norms that advocate for inclusive and non-binary approaches to gender representation;

WHEREAS, adopting gender-neutral language aligns with the APALA Principles for Collective Liberation (Principle 6: Gender Justice). AAPI, immigrant, undocumented, and people of color, including domestic workers, nail salon workers, and sex workers are on the forefront of new labor organizing. Queer, nonbinary and trans people are at the forefront of challenging dominant forms under the patriarchy.

WHEREAS, APALA acknowledges that building a strong movement relies on collective liberation for all.

THEREFORE, BE IT RESOLVED that APALA hereby adopts the following measures to implement gender-neutral language throughout our organization:

Documentation and Communication:

- A. All official APALA documents, including but not limited to policies, agreements, and statements, shall be reviewed and updated to use gender-neutral language where appropriate.
- B. Internal and external communication channels, such as newsletters, websites, and social media platforms, shall promote the use of gender-neutral language in all written materials (e.g. “union siblings” in place of “union brothers and sisters”).

Meetings and Events:

- A. APALA meetings, conferences, and events shall incorporate gender-inclusive language in all verbal and written communication.
- B. Presenters and speakers shall be encouraged to use inclusive language and avoid assumptions about gender identity.

Training and Education:

- A. APALA shall develop and provide educational resources and training sessions to enhance awareness and understanding of gender-neutral language.

- B. Training programs shall be implemented for Board Members, chapters, and members to promote the use of inclusive language in their interactions and communication.

Collaboration and Support:

- A. APALA shall actively collaborate with other labor unions, organizations, and community groups to share best practices and resources related to gender-neutral language.
- B. Support and guidance shall be offered to APALA members who may have questions or concerns regarding the use of gender-neutral language.

This resolution shall take effect immediately upon its adoption. APALA encourages all members to embrace gender-neutral language and contribute to a more inclusive and respectful environment within our organization.

Submitted by:

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