

UniServ Director Expressions of Racism

As your group considers each scenario – discuss what decisions and actions the UniServ Director might make next under a racial justice lens. Your task is to think about which levels of racism MIGHT be addressed in those decisions and actions.

Scenario 1: A UniServ Director has been assigned to a new area. She has previously been assigned to a UniServ Area consisting of several mid-size to tiny rural locals. She has been well-known for identifying and developing strong worksite and local leaders -several of whom have begun to participate in state affiliate leadership roles. In her new role, she knows that the first step is to get into her schools, get to know her members and potential members to begin identifying leaders. Her new area is one, large urban school district.

What are the possible ways that we might see expressions of racism in this scenario?

Individual
Interpersonal
Institutional
Structural

Scenario 2: A UniServ Director with many years of experience juggling the duties of organizing, advocacy and bargaining is once again setting up his plan to balance work and life. He is reviewing his calls for advocacy and those that might be potential for organizing and follow-up. Working with his manager, he reports on issues coming from the new teachers recently hired in the schools with large Native American student populations, issues from the larger more urban school district regarding loss of planning time and issues coming from the ESP Bus Driver's Unit about lack of proper uniforms. They are working on a plan for focusing the UniServ Director's efforts to maximize Union presence.

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Scenario 3: A UniServ Director is supporting a local as they develop a plan to win a local tax levy that would ensure more local school funding. Recognizing that this fight will not be won without a major organizing effort, she works with the local leaders on a plan to identify and engage community partners and supporters. This is a community where most of the wealth is concentrated into one segment of the city where large, valuable single family homes are. The largest proportion of residents in this community are living in rental units.

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Scenario 4: A UniServ Director has received several calls from one of his worksites. The employees have a variety of complaints that they have tried to address through their building representative. These issues include being written up for what they wear to work, the appearance of their hair, and how they speak to students when correcting behavior. The manager is not from the community and most of the employees are.

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