

Resolution 2025-01

AFT-Oregon Resolution in Support of Equal Rights for All

WHEREAS, the American Federation of Teachers-Oregon (AFT-Oregon) is committed to fighting for the rights, dignity, and well-being of all workers, including those who have historically faced discrimination based on gender identity, sexual orientation, age, race, ethnicity, disability, language, immigration status, or economic status; and

WHEREAS, all workers should have the freedom to make decisions about their lives, families, and healthcare without political control, discrimination, or interference; and

WHEREAS, equal rights and freedoms—including the right to bodily autonomy, marriage equality, reproductive healthcare, and protection from discrimination—are fundamental to the labor movement’s fight for justice; and

WHEREAS, systemic inequities continue to disproportionately harm marginalized communities, including people of color, LGBTQ+ individuals, women, rural workers, immigrants, and people experiencing poverty; and

WHEREAS, attacks on transgender, nonbinary, and gender-nonconforming people continue to escalate, including efforts to restrict access to gender-affirming healthcare, deny legal recognition, and limit their full participation in society; and

WHEREAS, the Supreme Court’s decision to overturn *Roe v. Wade* has undermined reproductive rights nationwide and threatens to erode additional protections, including access to contraception, same-sex marriage, and other fundamental rights; and

WHEREAS, the same political forces attacking LGBTQ+ rights, reproductive freedoms, and racial justice are also attempting to weaken unions and undermine worker power; and

WHEREAS, explicit protections in state constitutions and laws are critical to safeguarding equal rights, and Oregon’s constitutional language does not currently reflect the state’s values of inclusivity and justice; and

WHEREAS, polling consistently shows that the vast majority of Oregonians support LGBTQ+ rights, reproductive freedom, and equal access to healthcare, demonstrating that attacks on these rights are out of step with the will of the people;

THEREFORE, BE IT RESOLVED, that **AFT-Oregon affirms and recommits to the principle that equal rights are workers’ rights, and that every worker—regardless of gender identity, sexual orientation, race, age, ability, language, immigration status, or economic status—deserves to live and work with dignity, free from discrimination, harassment, and political interference; and**

BE IT FURTHER RESOLVED, that AFT-Oregon will work to educate, mobilize, and organize its members and allies in the fight for gender justice, LGBTQ+ rights, reproductive freedom, and racial equity, recognizing that these struggles are deeply interconnected with economic justice and worker power; and

BE IT FURTHER RESOLVED, that AFT-Oregon will advocate for explicit protections in Oregon's constitution to safeguard the right to bodily autonomy, reproductive healthcare, gender identity and expression, and marriage equality; and

BE IT FINALLY RESOLVED, that AFT-Oregon will continue to collaborate with community partners, labor allies, and policymakers to defend against legislative attacks on marginalized communities and to proactively push for policies that advance justice and equity for all Oregonians.

Adopted this [date] by the American Federation of Teachers-Oregon.

Approved for submission to the 2025 AFT-Oregon Convention by vote of the AFT-Oregon Executive Council 2025-04-01, signed by officers:
