



## **CBTU UNDER 40 LEADERS COMMITTEE GUIDING PRINCIPLES**

- 1) **The CBTU Under 40 Leaders Committee will strive to be an inclusive unit.** To be true agents of change and achieve a just society that includes all people in decision-making, all CBTU Under 40 Leaders must have an equitable voice and inclusion in the strategy and organizing work of CBTU. The CBTU Under 40 Leaders committee is committed to building inclusiveness into our movement to develop alternative resolutions and organizational norms that works for everyone. Tokenism has become outdated and these CBTU Under 40 Leaders committee guiding principles cannot be achieved without diverse and inclusive local, regional, or international leadership. Implementation of these principles may cause delays, will require consistent discussions, hard work, patience, and advance planning. Conflicts may arise that will aid learning better ways of collaborating. Creating alternative solutions, movement building, and not compromising out to be accepted are all objectives of the CBTU Under 40 Leaders Committee.
- 2) **The CBTU Under 40 Leaders Committee emphasizes bottom-up organizing as a path to success.** It is crucial to reach out to incoming CBTU Under 40 Leaders, young workers, and youth allies. Access to resources, training and development is needed within all levels of leadership and membership base of CBTU and allies involved in Labor Movement. Consistent support from leadership is needed to build and strengthen the Under 40 Leaders Committee to provide credibility, create strategies, innovate mobilizations, cultivate leadership development, and effectively utilize the energy for the movement work that must be done.
- 3) **Allow CBTU Under 40 Leaders to speak for themselves.** CBTU must ensure that the voices of CBTU Under 40 Leaders are heard. A consistent communication stream must be provided for CBTU Under 40 Leader Chairpersons and Regional Representatives to effectively represent and be responsible to our local CBTU chapters and the organization. It is crucial for CBTU to clarify the roles of Under 40 Leaders in organizing plans and what input is needed to assure accountability within our structures.
- 4) **CBTU Under 40 Leaders Committee will work in unity and in solidarity with other working CBTU committees around mutual issues that are compatible with the principles and legacy of CBTU.** CBTU committees should strategically act in solidarity, respect the intersectionality of issues, and support one another's efforts. There should be a continuous effort to incorporate the goals and values of other CBTU committees with the Under 40 Leaders committee to break down barriers and build intergenerational relationships. CBTU Under 40 Leaders in partnership with other labor and community allies organizing efforts must include environmental, social, and economic justice as part of our strategic planning. Effective communication, strategic planning and resource sharing are all critical to CBTU Under 40 Leader's role in CBTU and will help amplify our efforts.

5) **The CBTU Under 40 Leaders Committee must build relationships of respect, trust, and accountability among ourselves.** Respect of persons and CBTU as an international organization is imperative. The process of defining and developing these relationships may not always be comfortable or easy. However, clarity of our vision, diverse minds, and resource sharing will aid in building relationships. The CBTU Under 40 Leaders possess many skills and one of our goals is to create a space to coordinate our efforts and be accountable to one another.

6) **The CBTU Under 40 Leaders Committee must have a commitment to substantial change.** As we seek change in our labor unions, within CBTU and the Labor movement, we must actively combat individualism to create the community centered environment we would like to see. We must be the examples of the change we seek, setting the tone for future generations. CBTU Under 40 Leaders must embody the values that CBTU fights for ensuring justice, peace, and a sense of community.