

Resolution for Remote Access for MSCA Activities

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WHEREAS over the past two years the COVID-19 pandemic has highlighted and exacerbated longstanding inequities related to accessibility, in particular for people with disabilities, those with significant caregiving responsibilities, and many others; and

WHEREAS those inequities have limited opportunities for participation in the union and university communities for those with disabilities and caregiving responsibilities and underrepresented their voices in the work of the union and universities; and

WHEREAS the rapid expansion and adoption of virtual formats for classes, committee work, and events during the pandemic has demonstrated the ease and efficacy of remote meetings; and

WHEREAS the virtual format events has made participation accessible to people with disabilities, significant caregiving responsibilities, and other limitations; and

WHEREAS video meeting software provides chat and live transcription options, increased accessibility for individuals with hearing loss, improved comprehension of all participants, and additional modes of participation; and

WHEREAS it is important to protect the rights of members with disabilities and ensure their access to the same opportunities as the rest of membership; and

WHEREAS those with responsibilities for care to other family members, a burden which falls disproportionately on women and people of color, have also benefited from such opportunities; and

WHEREAS the accessibility gains of the pandemic—long requested by the disability community—should be preserved and become the “new normal” for how we connect with one another as union members and colleagues; and

WHEREAS everyone—disabled and non-disabled—benefits when access increases; and

WHEREAS remote access empowers unions by allowing for greater rank-and-file participation.

Therefore, Be it Resolved that the MSCA Board of Directors, local chapters, and their committees make available a remote participation option for all public meetings; and

Be it further resolved that the MSCA Board of Directors engage in a contract for remote conferencing software licenses to facilitate such participation, to begin no later than September 1, 2022; and

Be it further resolved that the MSCA Board of Directors and Chapter Presidents are hereby directed to share this resolution with the President and Provost of each campus and to urge that local committees, including but not limited to those governance committees outlined in the collective bargaining agreement, also adopt a remote participation option for their meetings.