



POLICY

RE: MEMBER EDUCATION

Adopted by Executive Council: February 12, 2024

Reviewed by Advisory Committee: September 21, 2022

At MoveUP, we recognize that quality education for our members, stewards, and officers is critical to our long-term success. It is imperative that our training opportunities create an inclusive environment, where members feel safe to learn, share of themselves, and explore new ideas. The education we provide should not just be about the technical parts of our union. It should impart our values, create excitement about the work we do at MoveUP, and be a catalyst for change and movement building.

In order to achieve these goals, the Education Committee shall meet regularly to:

- Identify educational opportunities for Job Stewards and members that advance the mission, vision, and values of MoveUP.
- Develop and coordinate internal learning programs.
- Recommend external learning programs that support the training requirements of our union.
- Work with other committees, staff and officers to support their learning needs.
- Ensure that the diverse learning styles and needs of members are considered when developing courses.
- Identify and develop creative learning modalities including in-person, online and distance learning.
- Work with MoveUP staff and facilitators to identify and address learning gaps with Job Stewards and members.
- Ensure that MoveUP's educational offerings evolve and innovate to remain relevant, interesting, and responsive to the membership.
- Review courses and materials regularly to root out signals of oppression, exclusive language, impacts from unconscious bias, racism, homophobia, transphobia, sexism, ablism and agism.
- Develop accountability measures to ensure stewards and members are participating in educational opportunities that reflect our values e.g. decolonization, reconciliation, diversity, inclusion, and equity.

Every person who attends a MoveUP learning session should:

- Find the material engaging, informative and relevant.
- Feel inspired, engaged and ready to advance the values of our union.
- Find a safe and welcoming environment, where they can bring their whole self.
- Feel their concerns were heard and their opinions valued.
- Receive quality education provided by enthusiastic colleagues, stewards, staff and guests.
- See an opportunity to grow as a union member and leader.
- Build connections across worksites and bargaining units.

Our union will continue to support and endorse the educational opportunities offered by labour councils, the BC Federation of Labour, and the Canadian Labour Congress. Whenever possible, we will support unionized educators and institutions of learning over non-union.