



IBEW STRONG Vision

The IBEW will be a union that welcomes, supports and encourages diversity in our membership and leadership. We work to organize, fully respect and include all workers, regardless of our identity differences, in order to build a strong and indivisible IBEW for our families and our communities.

The IBEW has a long history of working people coming together to create respectful workplaces and strong communities for themselves and their families. Today, we continue to face political and corporate challenges that threaten our future, and at the same time, there is an ongoing demand for skilled workers. The IBEW can successfully address these issues by organizing and supporting all workers, including those from traditionally untapped and historically marginalized communities. We must ensure equal access to opportunities for anyone who seeks to be a part of our union, so every individual knows they have a place in the IBEW.

The officers of the IBEW, along with the IBEW Diversity and Inclusion Committee and a variety of IBEW leaders, worked together to lay the foundation for how this work can be done. Together, they identified five themes that are part of a strategic plan to strengthen and grow the IBEW. Those five themes are:

- # 1 – Organizing/Expanding Membership:** Develop and expand outreach, recruitment and marketing programs to young people, nontraditional and historically marginalized communities.
- # 2 – Education and Training:** Deliver training and education programs that address the importance and need for inclusion to all IBEW members and leaders.
- # 3 – Building Member Activism and Engagement:** Offer inclusive opportunities for members to learn and develop leadership skills and foster local union activism.
- # 4 – Leadership Advancement:** Provide opportunities for all local union members to take on leadership roles.
- # 5 – Replicating Best Practices:** Document, share and replicate best practices for creating a stronger IBEW through outreach and inclusion programs.

“This diversity and full inclusion effort is about making sure that the IBEW genuinely represents the interests of every single worker in our industries. It’s about ensuring that people entering the workforce today — members of one of the most diverse generations in history — feel that they have a place in the IBEW.”

– International President Kenneth W. Cooper