**Codebook**

**LIST OF ALL CODES**

Verbs/Actions (ACT)

*Verbs: symbolic (ACTsy)*

* Solidarity (SOL)
* Celebrating (CEL)
  + Profile (PR)
  + History (HI)
* Taking a position (PO)
  + Support (S)
  + Call on \_\_ to\_\_ (C)
  + Oppose (O)
* Acknowledge Intersectionality (ACK)

*Verbs: substantive (ACTsu)*

* Educate non-LGBT workers (EDUN)
* Educate LGBT workers (EDUW)
* Mobilize (MO)
  + Boycotts (B)
  + Marches (M)
  + Call-in campaigns (CA)
* Build community/network (COM)
  + Events (E)
  + Community-groups/spaces (G)
* Collective Bargaining Strategies (BAR)
* Empower/Assist Leadership (EMV)
* Policy (PV)

Nouns/Issues (ISN)

* Policy (P)
  + Structural (ST)
  + Individual (IN)
* Education (EDU)
  + Training (TR)
  + Educational Materials (EDUM)
* Empowerment (EM)
  + LGBTQ leadership training (LEAD)
  + Workers’ rights (WOR)
  + Professional support/development (PSD)
* Environment (EN)
  + LGBTQ worker visibility (VIS)
  + Safety in the workplace (SAF)
  + Respect/acceptance (RE)
  + Anti-discrimination (AD)
  + Community-building (CB)
* Involvement (INV)
  + Encourage LGBTQ union membership (UM)
  + Political involvement (PI)
  + Voting (VO)
* Intersectionality (INT)
  + Climate (CL)
  + Immigration status (IS)
  + Racism, BLM (RAC)
  + Reproductive justice, bodily autonomy (RJ)
  + Police brutality (PB)

**1 VERBS: How Unions Advocate for Change**

**Symbolic**: Action words that signal organizational alignment, condemnation, or commemoration with another organization, policy, or movement (low cost, does not require follow-up).

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| CODE | TYPES | DEFINITION | EXAMPLES |
| Solidarity (SOL) | – | Announcing solidarity with another organization. | “stand in solidarity with all persons around the world who cherish democracy,” P@W Resolution, Oct 15, 2018 |
| Celebrating (CEL) | Profile (PR) | Highlighting individual LGBTQ activists. | “[Denicia Montform Williams] seeks to include LGBTQ people more into advocacy work,” AFL-CIO PR, Mar 2, 2021 |
| History (HI) | Remembering LGBTQ history/Pride Month. | “Today, we honor and remember what our predecessors fought for as we continue our fight for Black Lives and Queer Rights. We are one,” P@W PR, Jun 1, 2020 |
| Taking a Position (PO) | Support (S) | Pledging support for a policy/law, supreme court decision, union action, etc. | “Pride @ Work supports the Department of Homeland Security’s decision to establish a program allowing DREAM Act eligible youth to apply for provisional status on a case-by-case basis,” P@W Resolution, Sep 15, 2012 |
| Call on \_\_ to \_\_ (C) | Placing pressure on a representative, union, chapter, etc. to take action. | “Pride at Work calls on all labor unions, state federations, and labor councils which elect candidates to consider the unique perspectives that LGBTQ+ individuals can bring to elected positions,” P@W Resolution, Aug 20, 2022 |
| Oppose (O) | Denouncing or condemning a law, supreme court decision, corporate policy, etc. | “Pride at Work supports the fight to end human trafficking and especially condemn the ongoing exploitation and profit from sex trafficking with children,” P@W Resolution, Oct 15, 2018 |
| Acknowledge Intersectionality (ACK) | – | Acknowledging intersections between the LGBTQ and labor movements. | “For many LGBTQ Americans, a union card is their *only* form of employment protection. But more importantly, it signifies membership in a large and growing family ready to fight when it matters most,” AFL-CIO PR, Jun 26, 2018 |

**Substantive**: Action words which would directly impact policy, worker turnout at events, or negotiations at the bargaining table.

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| CODE | DEFINITION | TYPES | EXAMPLES |
| Educate non-LGBT workers (EDUN) | *Seeks to educate non-LGBT workers about LGBT worker issues.* |  | “educating SEIU members, staff and leadership about LGBTQIA+ issues,” Lavender Caucus Bylaws |
| Educate LGBT workers (EDUW) | *Seeks to educate LGBT workers about work-related content.* |  | “P@W will commit to reaching out to LGBTQ workers and will strive to organize them,” P@W Resolution, Oct 15, 2018. |
| Mobilize (MO) | *Mobilizes union or nonunion, LGBT or non-LGBT members to action.* | Boycotts (B) | “Pride at Work pledges continued support of the Coors Boycott and calls upon all Lesbian/Gay/Bisexual/TRansgender organizations to support the boycott,” P@W Resolution, Feb 25, 1999. |
| Marches (M) | “RESOLVED that Pride at Work chapters, where possible participate in demonstrations [...] to stop police brutality,” P@W Resolution, Jun 24, 2001. |
| Call-in campaigns (CA) | “Urge our members to contact their senators and urge them to break the log jam in the Senate [...]” P@W Resolution, Aug 20, 2022. |
| Build community/network (COM) | *Builds LGBT community in and out of the workplace.* | Events | “that Pride at Work form an organizing committee to promote an educators summit for its members, affiliates of the AFL-CIO, Change to Win and other unions,” P@W Resolution, Sep 10, 2006. |
| Collective bargaining strategies (BAR) | *Helps LGBT workers bargain for contracts.* | Contract negotiation | “Pride at Work will provide training and technical support to allied LGBTQ community organizations on negotiating model event contracts,” P@W Resolution, Sep 15, 2012. |
| Empower/Assist Leadership (EMV) | *Empowers LGBT workers within the workforce and the labor movement.* |  | “P@W will advocate for LGBTQ members of their unions to have a stronger voice in their workplaces,” P@W Resolution, Oct 15, 2018. |
| Policy (writing, funding campaigns) (PV) | *Actively influencing policy and its promotion* | Writing | “will make sure that all Pride At Work communications dealing with model contract language will  include information on how to include clauses to help members with addiction, substance abuse assistance, and tobacco cessation.” |
| Funding campaigns | “The Conference of Pride at Work shall require that all chapters of Pride at Work host at least once annually, a fundraising event,” P@W Resolution, Jun 29, 1996. |

**2 NOUNS: What Issues Unions Care About**

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| CODE | DEFINITIONS | SUBCODES | EXAMPLES |
| Policy (P) | Policy concerns which would impact workers at the structural level (legislation, union-wide campaigns, etc.) or individual level (support for workers, harassment claims, etc.) | Structural (ST) | “fighting anti-LGBTQIA+ laws like the “Don’t Say Gay” law in Florida and the anti-transgender laws in multiple states,” AFT Pride page |
| Individual (IN) | “meeting the needs and promoting the needs of LGBTQIA+ workers,” P@W Bylaws. |
| Education (EDU) | Materials related to educating the general working population about LGBT issues and sensitivity | Training (TR) | “Advancing understanding, compassion, equality, acceptance and respect within the Teamster Organization through education and awareness,” Teamsters GLBT Caucus Bylaws. |
| Educational Materials (EDUM) | OUTreach infographics on pronouns. |
| Empowerment (EM) | Materials related to empowering LGBT workers in and out of the workplace. | LGBTQ leadership training (LEAD) | “promoting and facilitating LGBTQIA+ active participation and leadership through union democracy and rank-and-file development,” Lavender Caucus Bylaws |
| Workers’ rights (WOR) | “educating LGBT people about their rights as workers,” P@W Bylaws |
| Professional support/development (PSD) | “We can help ensure your contract language is inclusive of LGBTQ working people and uses the most up to date language,” P@W Member Resources |
| Environment (EN) | Materials related to bettering the overall work environment for LGBT workers. These goals seek to increase safety, worker mental health, and visibility. | LGBTQ worker visibility (VIS) | “increasing the visibility of LGBTQIA+ rank-and-file activists, officers and staff members in their unions and workplaces, and in work actions,” Lavender Caucus Bylaws. |
| Safety in the workplace (SAF) | “we will build a labor environment that cherishes diversity, encourages openness, and ensures safety and dignity,” OUTreach Mission Statement |
| Respect/acceptance (RE) | “To advance understanding and acceptance of lesbian, gay, bisexual, transgender, questioning, queer (and other identities) people in all areas of society,” NEA-LGBTQ+C Bylaws |
| Anti-discrimination (AD) | “Opposing discrimination and oppression in the workplace and in all aspects of society through education, ACTION & advocacy,” Teamsters GLBT Caucus “About Us” page |
| Community-building (CB) | “Our goal is to link to every Teamster Local and joint Council [...] help any member, whether they are LGBTQ+, have family or are an Ally in our efforts,” Teamster LGBTQ+ Caucus member resources |
| Encourage LGBTQ union membership (UM) | “encouraging and assisting LGBT and other workers to organize and to become active participants in the trade union movement,” Pride at Work Bylaws |
| Involvement (INV) | Materials related to mobilizing LGBT workers within unions and the overall political sphere. | Political involvement (PI) | “Engaging in political advocacy with the goal of creating equal opportunity for LGBTQIA+ people, in the workplace and in the greater community,” Teamsters bylaws |
| Voting (VO) | “encouraging all LGBT workers to register and vote to exercise their full rights and responsibilities of citizenship at the local, state and national levels,” Pride at Work Bylaws |
| Climate (CL) | “P@W chapters will rally for public programs that distribute water and nutrition to the areas affected by high lead levels,” P@W Resolution, Oct 15, 2018. |
| Intersectionality (INT) | Materials highlighting intersectional issues with the LGBT labor movement. | Immigration status (IS) | “Pride at Work believes that everyone, regardless of immigration status, deserves access to health care [...]” P@W Resolution, Sep 10, 2006. |
| Racism, BLM (RAC) | “we condemn in the strongest terms the racist attacks and call for a united struggle to defend the African American community,” P@W Resolution, Jun 29, 1996 |
| Reproductive justice, bodily autonomy (RJ) | “Pride at Work resolve to uphold the Right to Choose for all women,” P@W Resolution, Feb 25, 1999. |
| Police brutality (PB) | “Pride at Work calls for an end to police brutality, police harassment,” P@W Resolution, Jun 24, 2001 |
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