



Hearing Every Voice

WHAT: CSEA will embark on a new initiative in 2009 called "Hearing Every Voice". Through a series of Town Hall meetings in every region, and a large-scale discussion at the ADM, we hope to chart this union's course for the next 100 years.

WHO: Through "Hearing Every Voice", we hope to engage in a discussion with every single union member about our purpose, our direction, our priorities, the relevance of the union in members' lives, our growth, our politics, what we do well, what we do poorly, what we should not do at all and what services we should provide.

WHY: Our 100th anniversary is the perfect time to evaluate all we do – and all we should do – to remain New York's Leading Union. We must not assume we know what our rank and file members are thinking. We need to discover what people believe about the union so we may head in the right direction. It is especially important that we hear from those members who are not active in the union.

WHEN: We hope to begin the Town Hall sessions in Region 4 in the spring, once the winter weather breaks. Statewide, we hope to have the majority of the Town Hall sessions completed before the ADM in Buffalo. All delegates will be encouraged to participate in a large-scale discussion while at the ADM. After hearing every voice that wishes to speak, CSEA will craft an action plan based on what we have heard. The information we have compiled will be used to create a plan of action for our next 100 years.

HOW: At the Town Hall sessions, two people will record information a flip charts and a facilitator keeps the discussion moving. The facilitator will not steer the direction of the discussion, but rather introduce and advance the discussion. We want to be active listeners at the forum. Officers may be tempted to defend or explain if statements are made based on misinformation. It is important that we not engage in a back and forth debate because this would hinder the discussion.

WHERE: The region will be broken down geographically, with all members invited to attend any session. This will give us a variety of state, local government, private sector, leaders, activists and rank and file members at each event. That is the goal. We will need all unit and local officers to help us promote the Town Hall events. The region will provide assistance, such as fliers and posters, but we need you to help spread the word and encourage your members to attend.