

WHEREAS, companies in the biopharmaceutical industry and members of America’s building trades unions have a 15-year history of partnership, formally united through the Pharmaceutical Industry Labor-Management Association (PILMA); and,

WHEREAS, the biopharmaceutical industry is a world-leader in innovation, which leads to new discoveries that cure disease, save lives and contributes to U.S. economic growth; and,

WHEREAS, the biopharmaceutical sector is responsible for the largest share of business R&D in the U.S. economy and supports more than 4.7 million American jobs; and,

WHEREAS, North America’s Building Trades Unions (NABTU) invests over \$1.5 billion annually at over 1,600 training centers nationwide, to train members to be the safest, most productive and highest-skilled workers in the world; and,

WHEREAS, NABTU Building Trades Apprenticeship Readiness Programs (ARPs) were designed to prepare interested young people and transitioning adults to enter and succeed in registered apprenticeship programs, which are gateways to good middle-class jobs in the U.S. construction industry; and,

WHEREAS, the goals of the Building Trades ARPs are to (1) increase the number of qualified candidates for apprenticeship across all crafts, (2) to increase the diversity of apprenticeship candidates by recruiting women, people of color and veterans, and (3) to increase the retention rate among apprentices by providing them with a deeper understanding of both the industry and the role of craft unions in construction; and,

WHEREAS, NABTU unions stand for access to affordable health care for working families and recognizes the important role affordable health care coverage has in addressing disparities and social determinants of health impacting Black and Brown families; and,

WHEREAS, America’s biopharmaceutical companies rely on members of the building trades unions to build research and manufacturing facilities to rigorous standards and specifications; and,

WHEREAS, historically, both the building and construction trades unions and those employed by biopharmaceutical industry, like all industries, benefit from a diverse and inclusive workforce; and,

WHEREAS, clinical trials of medications historically have not adequately represented communities of color, leading to incomplete data on the efficacy of treatments and creating a barrier to equal opportunity of care; therefore,

BE IT RESOLVED, the labor and industry trustees of PILMA are committed to increasing diversity of race, gender, and ethnicity within North America's Building Trade Unions to better represent the American people and provide access to good paying middle-class jobs with affordable health care; and recognizes the efforts of North America's Building Trades Unions in outreach to diverse populations of workers through their science, technology, engineering and math (STEM) and apprenticeship readiness and training programs; and,

BE IT FURTHER RESOLVED, PILMA applauds the work of biopharmaceutical companies to increase clinical trial diversity by reducing barriers for communities of color to participate, which increases accuracy and fairness; and,

BE IT FURTHER RESOLVED, PILMA's labor and industry trustees will create space and resources to encourage challenging conversations about race and diversity, explore partnerships to increase STEM education for Black and Brown students, share successful and unsuccessful efforts to increase diversity, create awareness of implicit bias and explore racial blind spots to create a more equitable and inclusive environment within our communities and throughout the world.