

smearing Dalit leaders and workers who are braving violence and discrimination to break the silence in their advocacy. These acts are deeply anti-democratic. And we ask that the Seattle City council ensure safe access for all so this ordinance can pass as swiftly as possible.

As Seattle begins to ensure accountability for the discrimination and harassment that caste-oppressed Seattle citizens and workers face within the city, it is imperative to continue the path forward by ratifying and implementing caste protections as quickly as possible, given the grave complaints of caste oppressed stakeholders.

Any attempt to derail this ordinance by opponents to caste equity would harm Seattle workers and would undermine the legally guaranteed, democratic processes of civil and workers rights . Workers often face attacks for their organizing on behalf of their workplace and civil rights, and while we are dismayed at the attacks that caste-oppressed workers and students have faced, we believe that their courage and their foundation in the law will ultimately bear fruit. We strongly believe that attempts to discredit these vulnerable stakeholders and their demands for equity and safety are rooted in casteism and make it even clearer that these institutional protections are imperative to ensuring equity. In the United States, one's future should not be determined by the family you are born into. The oppression of caste goes against the very principles and ideals on which this country was founded.

For this reason we believe that it is significant for both civil and workers' rights that Seattle leads the nation and passes this historical ordinance. Including caste as a protected category is in line with other institutions who have added caste including Cal State University System, Brown, Brandeis, and Colby college as well as academic union contracts, such as the one passed by the California Faculty Union, Harvard Graduate Student Union, and many ongoing collective bargaining projects underway. We urge you to pass this resolution immediately and thank you again for your courage in standing with caste-oppressed workers and moving Seattle as a leader in diversity and inclusion in the nation.

Sincerely,

APALA Seattle
Asian Pacific American Labor Alliance, AFL-CIO