

# CHARTER OF INCLUSIVE WORKPLACES & COMMUNITIES



Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

- 1** Anti-Black and all other forms of racism, xenophobia, Islamophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- 2** Discrimination and acts of hate against union members and others marginalizes and excludes them from participating fully in our unions, workplaces and their communities.
- 3** The dignity of every member is essential to a healthy and vibrant union and workplace.
- 4** We will continue to work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry.
- 5** We must work together to nurture inclusive workplaces and strengthen our shared commitment to our shared values of equality, respect, justice, and dignity for all.

*If you experience or observe racist behavior, racial harassment or hate crime – contact your union rep / steward / union immediately for support and representation! Racism is not acceptable – not now, not ever!*

