



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.

That is why we affirm that:

- Islamophobia, anti-Black racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against union members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our union, workplaces and their communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a labour movement, we will 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 in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to our union's shared values of equality, respect, justice, and dignity for all.