



**SOCIETY *of*
UNITED PROFESSIONALS**
PRIDE & SOLIDARITY COMMITTEE

PRIDE & SOLIDARITY COMMITTEE REPORT 2018-2019

This is the second year the Pride & Solidarity Committee has been an active equity committee of the Society of United Professionals. The Committee met ten times during this reporting period. The Committee mandate is to advance two-spirit, lesbian, gay, bi, trans, queer, intersex, plus (“2SLGBTQI+”) issues in the union, the workplace and the communities where we live.

COMMITTEE PURPOSE:

- Provide a means to identify economic, social and career-related issues impacting 2SLGBTQI+ members and incorporate these issues into Society Policies, recommendations for collective agreement language and other activities;
- Encourage the participation of 2SLGBTQI+ members at all levels of Society activities;
- Recommend to Society Council/Executive Board/Executive Committee the elimination of specifically identified systemic barriers to full participation of 2SLGBTQI+ members in the Society;
- Provide a means for the Society to participate and/or support other groups and organizations on matters of importance to 2SLGBTQI+ members in the community and the broader labour movement;
- Promote, through the Education, Activism and Communication, and other Society Committees, the continuing education of our members on areas of equity and rights within the Society; and
- Plan, support and recommend educational programs and resources which address the needs of 2SLGBTQI+ members.

MEMBERS OF THE YOUNG PROFESSIONALS NETWORK STEERING COMMITTEE:

Valerie Bennett, IESO
Stephen Celestial, Inergi
Ian Colley, Bruce Power
Monica Correa-Builes, Hydro One
Brad Dietrich, Bruce Power
Gail Filiciant, IESO

Renée Fuchs, LAO
Morgan Koch, LAO
Laurie Reid, OEB
Garrett Zehr, LAO



COMMITTEE ACTIVITIES

NOVEMBER 29, 2019 - WILDFIRELGBTQ EVENT

Wildfirelgbtq is an LGBTQ+ group for the broader legal community. It's a social organization that brings legal professionals together while raising funds for organizations and programs that work to improve the lives of LGBTQ+ people in Canada and internationally.

The proceeds of this event were donated to Rainbow Railroad. Rainbow Railroad is a non-profit organization that helps rescue LGBTQ+ persons from countries where they are in personal danger of persecution. Rainbow Railroad provides the financing and resources to get individuals out of these countries and settle them in Europe or North America.

The Pride and Solidarity Committee sponsored three members from our LAO Lawyers Local to attend the November event. The evening involved a panel discussion including an individual Rainbow Railroad helped through the Emergency Travel Support Program, followed by a question and answer period.

FEBRUARY, 2019 - DONATION TO TOTALLY OUTRIGHT DURHAM

The Pride & Solidarity Committee and the OPG Local co-sponsored a donation to the AIDS Committee of Durham Region. The AIDS Committee of Durham Region leads in the creation of a safe and healthy community, free from stigma, where every person has the opportunity for a meaningful and fulfilling life. We build on the strengths and abilities of people living with HIV, AIDS and related co-infections, those at risk and their support networks in Durham Region.

Totally Outright is a skills-building and leadership program for young gay, bisexual, trans and queer (GBTQ) guys who show promise as future community organizers. The organizers of this year's program thanked the Society for our donation on their social media outlets. For more information about the program see: www.totallyoutrightdurham.com.



MAY 17, 2019 - GALA FOR INTERNATIONAL DAY AGAINST HOMOPHOBIA

May 17th 2019 was the International Day Against Homophobia & Transphobia. The Pride & Solidarity Committee spearheaded the attendance of 10 Society members to the 5th Annual International Day Against Homophobia & Transphobia Gala put on by the Canadian Centre for Gender & Sexual Diversity. This year's event celebrated members of the 2SLGBTQIA+ community by acknowledging the community work done across Canada to address heterosexism & cissexism through performances, guest speakers, and awards.

The Canadian Centre for Gender & Sexual Diversity (CCGSD) is a national anti-bullying and anti-discrimination organization working in schools and communities across Canada. They are dedicated to fighting homophobia, transmisogyny, and transphobia, as well as other forms of discrimination, by educating youth and educators and giving them the tools they need to take action. Our sponsorship and attendance supports the important work of the organization which runs Over 52 day long 2SLGBTQIA+ forums and over 1750 workshops each year.

PRIDE ACTIVITIES

JUNE 22-23, 2019 - KINCARDINE AND TORONTO PRIDE PARADES

During the month of June, Pride Month, the Pride & Solidarity Committee coordinated the Society's participation in the Kincardine Pride Parade on June 22nd, and the Toronto Pride Parade on June 24th. This year, attendance by Society members was double from last year!

1ST ALL-MEMBERS NEWSLETTER

Traditionally, the Society sends an email message to all members about Pride Month, and this year that message was sent from the Pride & Solidarity Committee. The Committee drafted a newsletter that included information about Pride Month, how Society members could participate in Pride activities, as well as a special give away of mugs to help identify workplace allies that were purchased by the Committee.

PETERBOROUGH PRIDE

For the first time, the Pride & Solidarity Committee sponsored Society participation in Peterborough Pride this year on September 21st. Attendance was small and mighty!



NOV 2, 2019 - EQUITY DAY PARTICIPATION

For the inaugural Society equity conference, the Indigenous Relations Committee, Pride & Solidarity Committee, Sisters United and the Young Professionals Network were asked to present information about their Committees with a focus on educating the attendees. The goals of this Conference were to build knowledge, appreciation, awareness, support and solidarity among Society members on issues that directly impact our members.

As the Pride and Solidarity Committee has focused much of their work on membership education and allyship, we hosted a plenary presentation for all attendees about allyship in the workplace. The Committee invited an expert workshop facilitator to lead the participants through this discussion. Ms. Sojourner-Campbell discussed the issues around allyship and workplace bullying specifically towards 2SLGBTQI+ individuals.

PRIDE & SOLIDARITY COMMITTEE MUG PROJECT

The Pride & Solidarity Committee has recognized a need workplace allyship and increased visibility of Society support for 2SLGBTQI+ members in the workplace. As a method of identifying workplace allies, and increasing awareness of the committee in our workplaces, we purchased 100 Pride Committee mugs to be distributed to the membership on a first come-first served basis.

We made a single announcement to the membership about the mugs in our first all-members newsletter and received an overwhelmingly positive response as well as requests for the mugs. The mugs also acted as an excellent conduit for communication and committee visibility as members were approached and inquiries were made about the committee, also as other locals were in those meetings. The mugs were so popular, we are hoping they will be added to the Society online store and made available to all members on their own recognizance.

ALLYSHIP ONLINE LEARNING MODULE DEVELOPMENT

The Pride and Solidarity Committee is developing the Society's first online learning course with the expectation that it will be accessible to all Society members. This course is an introduction to 2SLGBTQIA+ equity challenges and to further participants' understanding of Labour's role in advocating for positive and safe workplaces for all employees. It is intended for both elected and non-elected members who are interested in educating themselves and being effective workplace allies to our 2SLGBTQIA+ members.



Course participants will explore 2SLGBTQIA+ terminology; identify harassment, discrimination and microaggression; learn what it means to be an ally, how to be an effective ally and develop facility in applying these concepts and skills. In addition, participants will review the Labour Movement's history of advocating for equity issues (specifically those related to 2SLGBTQI+ issues) and learn and reflect on how they can assist with furthering these efforts inside and outside of their workplaces.

DEVELOPMENT OF COMMITTEE BROCHURE

This year, the Committee set a priority on activities that advertise the existence of the Committee to the membership. One of those projects was to create a brochure.

This brochure will be an important Society resource for the use of elected members to showcase the Committee, recruit the participation of new members into Society initiatives and promote 2SLGBTQI+ issues in the workplace.

The Committee drafted and finalized the text, and organized for professional pictures to be taken. We expect the brochure to be complete, printed, and ready for distribution at Society Council.

OFL SOLIDARITY & PRIDE COMMITTEE REPRESENTATION

The Ontario Federation of Labour (OFL) Solidarity & Pride Committee meet quarterly to discuss 2SLGBTQI+ issues in the broader labour context with different union perspectives. They deal with a wide range of issues of concern to working people, as well as help to undertake the work assigned by the OFL membership at bi-annual conventions and make recommendations to the OFL Executive Board on policy and action.

The Society Pride & Solidarity Committee is responsible for sending Society representatives to these OFL Committee meetings. This year, the Chair of the Pride and Solidarity Committee, Morgan Koch, attended as our representative. This year we attended 3 meetings, in February, May and September.

The OFL Committee tackled equity issues such as gender neutral greetings at convention and for unions going forward. They drafted and will put forward an Equity statement at the OFL convention that takes place this year. The OFL Committee participated in Pride events across the province and were responsible for the labour groups marching as a contingent this year, including the Society, at Toronto Pride.