

CUPE BC 2023 CONVENTION

CUPE BC PINK TRIANGLE COMMITTEE

CUPE BC continues to support members who identify as two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, and beyond. The Pink Triangle Committee works for all CUPE members through lobbying on issues such as gender identity and gender expression, as well as standing up to individuals or groups who spout hatred towards 2SLGBTQIA+ persons. We look forward to the day when true inclusion, understanding, and acceptance in our communities all around the globe is reached.

Our Committee met in person on two occasions since our last report in April 2022. The first was at the One Big Committee Meeting where Adrienne Smith, of Adrienne Smith Law, provided us with a workshop on Human Rights law focusing on gender identity and gender expression rights. At our February 3, 2023 meeting, we worked on our Action Plan and resolutions to the 2023 CUPE BC Convention.

In May, our Alternate Diversity Vice-President, Hailey Fielden, represented CUPE Young Workers at the International Lesbian Gay Association Conference in Long Beach, California. She sat on a conference panel and was able to share not only her story and experiences, but also the struggles and success of young queer workers.

With the easing of COVID-19 restrictions, events such as Pride Parades, Pride picnics and community events, Dyke & Trans Marches were held again in person. CUPE and other labour organizations found themselves facing roadblocks in participating around the province. Pride Societies and their Boards of Directors have labelled labour unions as political parties and tried to restrict our involvement in events. We are working closely with the BC Federation of Labour to make sure that the labour movement is present at these events, and that 2SLGBTQIA+ community members see their union involved and proud. If your local is interested in getting involved in your local Pride event, the CUPE BC Pink Triangle Committee is here to support you!

Libraries and library workers have been subject to anti-2SLGBTQIA+ hate and threats for hosting Drag Queen Story Time across the province. No one should be harassed, threatened, or subjected to violence because of their sexual orientation, gender expression, or gender identity. CUPE has an obligation to promote the values of equity, safety, and anti-oppression in our workplaces and communities. Should you need support for an event in your community, please reach out so we can organize the labour unions in your area to help.

CUPE BC PINK TRIANGLE COMMITTEE REPORT

To educate all CUPE members, we worked on de-mystifying the acronyms associated with Gender Identity and Sexual Orientation by creating a [2SLGBTQIA+ glossary](#), which was sent to locals and district councils and linked on our [CUPE BC Pink Triangle webpage](#) along with other pertinent resources.

In an attempt to reach and support our 2SLGBTQIA+ members, we have a [Pink Triangle Facebook page](#), where members can share valuable news regarding the 2SLGBTQIA+ community as well as any upcoming events. We encourage you to share this information with your members.

Lastly, we are looking for leaders to create safe workspaces, promote gender-neutral language, support gender affirming processes, develop a culture of inclusion, and keep discrimination out of our workplaces. To accomplish this, we encouraged locals and district councils to transition from the term “Brothers/Sisters” and use more gender inclusive terms like “friends, folks, or fellow workers.” Another step locals and district councils can take is to create a Diversity, Equity, and Inclusion Representative position on their Executive or contact person within their membership to support not only members who identify as 2SLGBTQIA+, but also those who identify as Indigenous, racialized, and persons with disabilities.

Respectfully submitted:

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