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Supporting LGBTQI2S Union Members at Work

Discrimination based on sexual orientation, gender identity or gender expression is wrong. It negatively impacts LGBTQI2S persons, creates exclusion at work and often leads to a poisoned work environment.

According to 2020 UFCW OUTreach Survey - Union Values and LGBTQ+ Worker Experiences, with UFCW members:

- 76% know co-workers who are LGBTQ+.
- 49% observed or experienced some form of anti-LGBTQ+ workplace discrimination or mistreatment in the past 5 years.
- 87% believe that LGBTQ+ workers should be protected by their union contract.

Here are ways in which union representatives can support LGBTQI2S union members:

- Use pronouns when introducing yourself. If you don't know someone's pronouns, ask!
- Educate yourself - familiarize yourself with LGBTQI2S acronyms and applicable legislation (Example – sign up for a FREE UFCW Canada Web Campus course on LGBTQI2S rights).
- Build awareness – Recommend LGBTQI2S employee training and /or union training.
- Put LGBTQI2S issues on the bargaining agenda.
- Listen to the concerns of LGBTQI2S union members and their experiences of discrimination. Work closely with them and take their lead on how to address their concerns with workplace parties.

