



Equity Statement

The sacred land on which CUPE 3902 operates is the territory of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit River. The territory was the subject of the *Dish With One Spoon Wampum Belt Covenant*, an agreement between the Iroquois Confederacy and the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes.

Today, the meeting place of Toronto is still the home to many indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this territory.*

In doing this work, CUPE 3902 is committed to the elimination of discriminatory behaviour, policies or practices that prevent or undermine the full and equal participation of all who wish to join and pursue the mission of the organization.

Practices that prevent or undermine participation include speech or conduct that are colonialist, racist, sexist, transphobic or homophobic or that discriminate on the grounds of ability, age, class, gender presentation, religion, language, national and ethnic origin.

Discrimination can happen overtly, covertly and by omission. Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate others. Harassment will not be perceived or treated as frivolous behaviour. The uneasiness and resentment that harassment creates hinder the growth of the union and hamper our capacity to work together.

We are taking proactive steps to ensure that full and equal participation is possible. We are working toward anti-oppression, toward being conscious of our privileges, and toward creating an environment where union members are respected for abilities and potential.

We commit to build a union culture in which equity, diversity and safety are fundamental. This statement serves to remind us all that diversity in our society is a strength, and that we must ensure equality and equity.

*The settled-land language was provided to CUPE 3902 by First Nations House at the University of Toronto