

What is an ALLY?

An ally is someone who believes in the dignity and respect of all people and takes action by supporting and/or advocating with groups experiencing social injustice.

Organized Labor supports movements aimed at increasing worker rights.

Allyship is a never-ending process of education and continual learning about institutions that continue to isolate, stigmatize, and discriminate against racially diverse, Indigenous, queer, trans and gender diverse people.

2SLGBTQ+ allies help to eliminate workplace barriers and support inclusive work environments. Allies use appropriate pronouns and *take the lead from 2SLGBTQ+ persons.*

HEAR IT, STOP IT!

Allies are everyday heroes.

2SLGBTQ+ Do's and Don'ts

DO: Practice respect. You don't have to agree with someone to treat them with respect and dignity.

DO: Practice privacy and confidentiality.

DO: Ask 'What pronoun do you use?'

DO: Apologize sincerely if you make a mistake and move on.

DON'T: Ask a transgender person about their transition process.

DON'T: Offer backhanded compliments like 'I would never have known you used to be a man/woman!' 'You don't look gay/lesbian.'

DON'T: Ask personal questions about sexuality or intimate relationships.

Questions? Contact:

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Creating A 2SLGBTQ+ Affirming Union

UFCW OUTreach is a constituency group dedicated to building mutual support between our union's International, regional and local unions and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer (2SLGBTQ+) communities and Allies.

OUTreach organizes for social and economic justice for all, regardless of age, race, gender, creed, color, sexual orientation, gender identity or expression. We fight to achieve equality for 2SLGBTQ+ union members in the workplace and to defend 2SLGBTQ+ rights in society at large.



'An Injury to One is an Injury to All'

VISIT US ONLINE:
www.ufcwoutreach.org

facebook.com/ufcwoutreach

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FAQs

'Can I be discriminated against on the job? Discrimination is not permitted in the workplace. UFCW members cannot be fired or punished by management, except for reasons specifically detailed in their workplace contract. These same contracts also require coworkers to treat each other with respect and dignity on the job, regardless of gender, race, creed, sexual orientation, or gender identity or expression.

'What do I do if I am targeted?' If you believe you, or someone you work with, has been discriminated, contact your Union Representative immediately.

'What does Two-Spirit mean?'

"Two-Spirit" is a term used within some Indigenous communities, encompassing cultural, spiritual, sexual and gender identity.

The term reflects complex Indigenous understandings of gender roles, spirituality, and the long history of sexual and gender diversity in Indigenous cultures.

Individual terms and roles for Two-Spirit people are specific to each nation.

'There is a person in the bathroom with me that looks like they belong in another bathroom. How do I deal with that?'

Remember first and foremost that there is no right or wrong way for a person to look. Don't assume that a person chose the wrong bathroom because you think you know their gender identity. Using the washroom is a basic human right and you have likely shared a bathroom with a transgender person without even knowing it.

In the largest US survey of transgender people in the United States, almost 60 percent of transgender Americans said they avoided using public restrooms for fear of confrontation, or because they were previously harassed and assaulted for doing so. In the 2020 UFCW OUTreach survey of LGBTQ+ Worker Experiences, two-thirds of members said they did not have access to gender-neutral bathrooms at their workplaces, and several reported that bathroom inaccessibility was a significant health and safety issue.

I am gay.

I am lesbian.

I am bisexual.

I am transgender.

I am queer.

I am Two-Spirit

I am like you.

I am human.

TIPS TO CREATE A 2SLGBTQ+ AFFIRMING UNION

- ***Be visible***-wear a UFCW OUTreach pin or pride pin and a pronoun button
- ***Be direct***- call out discrimination
- ***Promote UFCW OUTreach at work***
- ***Support a UFCW OUTreach Chapter or create one with your local union***
- ***Bargain for 2SLGBTQ+ protections in your CBA***
- ***Be a Role Model to others by demonstrating your allyship and bringing others along.***

