

Be intentional in the language you use

ALWAYS!

ADVOCATE

for workplace training and Local union training on LGBTQ+ rights



If you make a mistake,



and move on **AND** Don't make it about you!

Add **PRONOUNS** to your email signatures & business cards



Use a pronoun button



Wear your **OUTreach** pin always



Don't assume! Ask for someone's pronouns first and start by sharing your own pronouns!

Affirm that UFCW uses pronouns whenever you meet with someone new to the union or when doing union community work

What is your pronoun?

My pronouns are she/her/hers



Affirming

PRONOUNS



LEARN & PASS IT ON!



Education is key! Start with yourself! Get to know UFCW LGBTQ+ online resources (OUTreach Trifold); Contact UFCW OUTreach for support and materials; get others involved in the distribution and outreach!

LGBTQ+ INCLUSION
Needs **YOU** Find out **HOW**

Call out negative comments when you hear them!

SPEAK UP

Then use it as a teaching moment **ADVOCATE**

i.e. "Stop, that is not an appropriate comment."



Support LGBTQ+ actions in the workplace (Pride, GSA, Gender-Sexuality Alliance, OUTreach chapter meetings, gender affirming nametags)



Ensure zero tolerance for violence or intimidation at work



Negotiate gender affirming health care



Use gender-neutral language in union contracts

Instead of using binary language (he/she) use **THEY**

Ensure UFCW member applications use the affirming employee name / pronoun



Ensure benefits are transgender inclusive



Update all anti-harassment and discrimination clauses to include sexual orientation, gender identity and gender expression



ELIMINATE BARRIERS to participation in the workplace



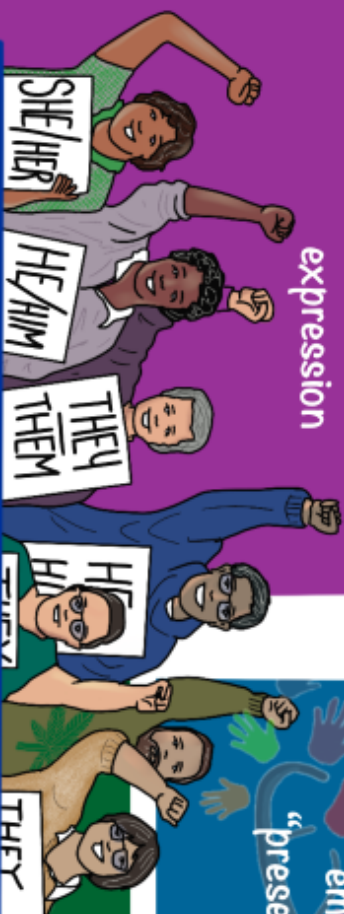
Fight for gender neutral washrooms



Push back against workplace dress codes which demean LGBTQ+ identities or calls by employers to “present differently”



Support changes to documentation which affirms chosen name / correct pronouns



NEGOTIATE SAFETY



For LGBTQ+ workers at bargaining

LGBTQ+ INCLUSION
Needs
YOU
Find out
HOW



OUTreach
UFCW LGBTQ+ Labor and Allies