



Delegates to Equity Conference in Richmond this June.



## Equity: What does it mean?



STUART MCCREEDY  
Editorial

According to my well-used *Webster's Dictionary*, it is defined as "fairness and justice, especially the common fairness that follows the spirit rather than the letter of justice."

To me, it's much more than that.

Some people hear the term equity and only think of pay equity. That's certainly part of it, but it's only a small part.

When I attended HEU's Equity Conference in June, I had the pleasure of meeting and working with sisters and brothers from the union's five equity standing committees. The crowd was diverse, but we all shared a common goal. I noticed that one word kept surfacing at many of our group workshops, even though we were in separate rooms. That word was respect.

Respect can be earned by giving respect to others. When we respect the diversity among ourselves, we become stronger. Respect is not simply tolerance of one other, but rather an acceptance of our differences – and that we are all equal. There are many derogatory terms that we regularly hear to describe our community, but very few positive ones.

Some HEU members even ask why we actually need equity standing committees. My answer is simple. Until there comes a time when we can all work and live side-by-side without being judged based on the colour of our skin, the language we speak, the way we look, the way we think and whom we love, we have not achieved true equity.

Please do your part and know that you are never alone in this struggle.

In pride and solidarity,

Stuart

## Committee Report

### PTSC gears up for Pride events and bargaining



KAREN MCVEIGH  
Committee Co-Chair

First, I want to wish everyone a happy summer and Pride. I would also like to thank the members who are no longer on the committee for their hard work.

In June, we had our Equity Conference in Richmond. The event went very well. There were a lot of new people in all groups. This year was different, as the Women's Committee was there for the first time as a standing committee. The Pink Triangle Standing Committee (PTSC) had 15 members in attendance, including members from the Big 3.

We voted in new caucus members. The PTSC has a new male co-chair Ewen, new communications officer Stuart, and four members-at-large Pat, Trent, Sophia and Bert. It was great to see a few people from the past come back to join us. The committee will be working on bargaining demands for the union's Wage Policy Conference in November.

For the first time, the committee now has members representing the community, Big 3 and facilities sectors, which made it interesting when working on bargaining demands, as Aramark and Sodexo have just settled their contracts.

We'll be meeting in September to outline our work and goals for the next two years. We will be at Vancouver Pride and maybe Salt Spring Pride as well. We will also participate in Vancouver's annual AIDS Walk and possibly hold a fundraising event. And we'll continue our work on the "Out There for Medicare" campaign. I look forward to working with our new committee and embarking on our future endeavours.

We are always looking for people to join our email list to participate in and learn about our activities. One of our key goals is to reach out to more members to let them know that we are there to support them.

KAREN MCVEIGH





## What's on people's minds?

"Moral indignation, howsoever strong, is not a valid basis for overriding individuals' fundamental rights of dignity and privacy. In our scheme of things Constitutional morality must outweigh the argument of public morality, even if it be the majoritarian view."

(EXCERPT FROM: NEW DELHI HIGH COURT RULING REGARDING SECTION 377)

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

(U.S. PRESIDENT BARACK OBAMA)

"The pro-life and the pro-family community should know and understand that the tourism funding money that went to the gay pride parade in Toronto was not government policy, was not supported by – I think it's safe to say – a large majority of the MPs. This was a very isolated decision."

(CONSERVATIVE MP BRAD TROST ON FEDERAL GOVERNMENT FUNDING FOR TORONTO PRIDE FROM THE MARQUEE TOURISM EVENTS FUND, GRANTED BY DIANE ABLONCZY, WHO IS NO LONGER RESPONSIBLE FOR THIS TOURISM STIMULUS PROGRAM)

"Being gay is not an issue in Iceland. There are so many openly gay prominent figures in both the public and private sector here that it doesn't affect who we select for our highest offices."

(FROSTI JÓNSSON, CHAIRMAN OF ICELAND'S GAY AND LESBIAN ASSOCIATION ON PRIME MINISTER JÓHANNA SIGURDARDÓTTIR, FIRST OPENLY LESBIAN HEAD OF GOVERNMENT IN THE WORLD)

## Vancouver Pride – August 2

If you'd like to walk with us in Vancouver's Pride Parade on August 2, please email [PTSC@shaw.ca](mailto:PTSC@shaw.ca) or call HEU's Pink Triangle info line at 604-456-7192, option 3. We'd love to see you there!

Apologies for not listing all of the Pride events throughout B.C., as many of them have already occurred. Watch for upcoming Surrey and Nelson events in July and August.

## PTSC welcomes Women's Committee

The Pink Triangle Standing Committee would like to extend a proud welcome to the Women's Standing Committee into the HEU equity caucuses. We look forward to hearing your voices to enrich the rainbow of power in which we all share.

To paraphrase a piece from Judy Darcy's recent address to Equity Conference delegates: by having five fingers of the equity groups, we can now make a fist!

## LGBT ISSUES AND INFORMATION LINE

**WE WANT TO HEAR FROM YOU!** *Did you know that we have...?*

- a confidential HEU LGBT Issues and Information telephone line: **604-456-7192, ext. 3**, or toll-free **1-800-663-5813 ext. 7192**
- an HEU pride website – [www.pridepages.org](http://www.pridepages.org)
- a quarterly newsletter, *Pride Pages*
- a Pink Triangle Standing Committee that meets three to four times a year to work on all types of things for you
- community events and campaigns that all are invited to attend or become involved in
- an equity conference every two years with registration open to all LGBT members

Email us at [glesbian@heu.org](mailto:glesbian@heu.org), phone us at **604-456-7192, ext. 3** or call toll-free at **1-800-663-5813 ext. 7192**.

ALL CALLS ARE CONFIDENTIAL.

## Lawrance elected to Provincial Executive



DEBBIE LAWRENCE

It is with regret that I am no longer a Pink Triangle Standing Committee (PTSC) member due to my role as Regional Vice-President (Vancouver Coastal) with HEU's Provincial Executive. However, it is with pride that I reflect upon my time with the committee.

I often refer to the Pink Triangle Committee as my "first love" in terms of my union involvement. The equity doors opened many activism opportunities and life-changing experiences. It's been an honour to work with my sisters and brothers on the committee, and I'm very proud of the work we have done.

I am very grateful for the privilege to have represented our committee at many outreach events, networking and special causes over the years. The "Health Matters" pamphlets that we had published, in conjunction with the Vancouver Q'community Centre, were valuable to our province-wide community.

As the initial coordinator of the PTSC "Issues and information line", it was very rewarding to put the foundation in place for a consistent and effective monitoring process. I was very pleased to have personally raised \$4,000 for 2007's AIDS Walk fundraiser. Participating in Pride parades, fundraising dances, skydiving, and hosting a poolside event for the committee in our home, were just some of the many highlights that I have enjoyed during my time on the committee.

I look forward to continuing my involvement with the committee in my role as the Equal Opportunities Committee co-chair. I'm very pleased to be able to stay connected to the PTSC as there continues to be plenty of work to be done!

## Equity Conference



### • DID YOU KNOW?

In 1989, HEU successfully negotiated same-sex benefits for its members – two years before the B.C. Supreme Court passed it for all workers in the province.