

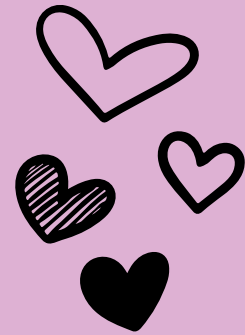
**How to join
your local**



**Pride
Events!**



A GUIDE FOR HEU MEMBERS

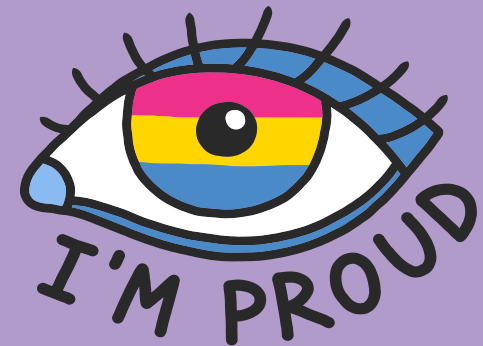


OVERVIEW

To increase the participation of Hospital Employees' Union (HEU) members in local Pride events, the Pink Triangle Equity Standing Committee (ESC) members have produced this **join your local Pride! A guide for HEU Members** to help members participate in community Pride events.

In this guide you will find information on:

- ✓ Why participation in Pride events is important
- ✓ How to participate in your local Pride events
- ✓ How to stay involved in supporting 2SLGBTQIA+ HEU members and community members
- ✓ How to access Pride materials
- ✓ How to share your Pride participation



ABOUT HEU'S PINK TRIANGLE EQUITY STANDING COMMITTEE

Since 2008, the Pink Triangle Equity Standing Committee (ESC) has been working to reach out and advocate with HEU members, and work in solidarity with other social justice groups and the union movement. The Pink Triangle ESC consists of HEU members who help improve and enhance awareness of 2SLGBTQIA+ members and issues that they face within the union and workplace. The ESCs provide a support system for HEU members to have a safe and harassment-free workplace.

In 1992, HEU sponsored participants to attend OUTRights, a conference on gays and lesbians and the law. This marked the beginning of gay and lesbian visibility within HEU.

The following year, the union's Provincial Executive funded a Lesbian and Gay Focus Group at the HEU Summer School to eliminate homophobia and address oppression.

At HEU's 1994 convention, four equity caucuses were established, including the Lesbian and Gay Men Standing Committee (now the Pink Triangle Standing Committee), to recognize the diversity of our membership, advance and protect the rights of equity-seeking workers, and advocate against discrimination based on gender, race, ethnic background, disability or sexual orientation.



**HEU
PINK TRIANGLE**

ABOUT HEU'S PINK TRIANGLE EQUITY STANDING COMMITTEE - continued

In 1988, an HEU member was caring for his terminally ill partner. They were both HEU members and when he was denied benefits under the provincial medical services plan as a same-sex couple, HEU backed a historic lawsuit to challenge the decision. The Supreme Court agreed that this was discrimination based on sexual orientation and in 1991, Medical Services was ordered to grant them medical coverage.

As a social justice union, HEU's been a pioneer in advocating for LGBTQ+ rights, same-sex spousal benefits, and employment equality – and has negotiated anti-discrimination language in our collective agreements.

In 2023, the Facilities Collective Agreement negotiated a groundbreaking memorandum of agreement that enhances trans inclusion at the workplace, plus provides enhanced transition and gender support. Delegates from the Pink Triangle ESC also attend national conventions and sit on other trade union committees, representing the interests of HEU's 2SLGBTQIA+ members, including the Canadian Union of Public Employees' National Pink Triangle Committee and the Canadian Labour Congress' Solidarity and Pride Working Group.

You can reach someone from the Pink Triangle Standing Committee by connecting with the Equity Office at: inclusion@heu.org



WHY PRIDE EVENTS ARE IMPORTANT



The month of June officially kicks off Pride festivities across the country. Canadians wave rainbow flags from coast-to-coast-to-coast in a show of solidarity with the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual+ (2SLGBTQIA+) community. And HEU encourages all members to join in.

Supporting Pride events is a way of showing solidarity in promoting dignity, respect and human rights for 2SLGBTQIA+ people in the workplace, in our communities and in our families.

It's also a way to celebrate how far we've come, while remembering that transphobia, homophobia and biphobia are common for many 2SLGBTQIA+ people, here in B.C. and around the world.

Pride is a time where we come together to stand in solidarity with Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual+ (2SLGBTQIA+) community members. It is a time where we reflect on the progress that has been made advancing 2SLGBTQIA+ rights, affirm the protection of 2SLGBTQIA+ rights, and celebrate the important contributions of the 2SLGBTQIA+ community.

In Canada, Pride was first organized as part of the gay liberation movement following the decriminalization of homosexuality in 1969. To learn more about the history of Pride in Canada, please see [here](#).

Pride events are rooted in protest like the Stonewall Riots and Bathhouse Raids. Pride events are a place to confirm our ongoing commitment to fight homophobia and transphobia and gather in solidarity with 2SLGBTQIA+ community members and their rights.



Why participate in a Pride event?



Show your solidarity for 2SLGBTQIA+ rights



Foster a welcoming environment, supporting 2SLGBTQIA+ members and providing resources for advocacy



Raise awareness of 2SLGBTQIA+ community members, their contributions, and their rights



Strengthen your local's role in the 2SLGBTQIA+ community



Contribute to creating safe spaces for 2SLGBTQIA+ and allies to gather, celebrate, support each other, and share stories



Create partnerships – These events allow local members to connect with and build relationships with 2SLGBTQIA+ community groups and leaders in your community



Build Allyship

HOW TO PARTICIPATE IN YOUR LOCAL PRIDE EVENTS

Start by finding a local pride event in your community, search websites and community information bulletins. Read the information about upcoming Pride events including participating, volunteering, organizing, donating, and more.

Find out the details and nature of the event including the date, time, and location of the Pride event; whether it's a parade, or a block party, or a week of festivities at affirming vendors, or something else.

Reach out to your local Pride Society if you would like to help with a local Pride event via their website, social media, or email provided.

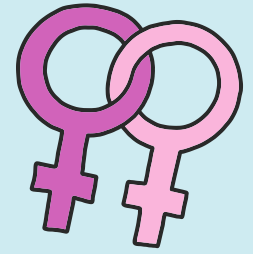
Build a connection with your local Pride Society by following their website; following of their social media channels; becoming a member; or signing up to participate in their events.

Offer to help connect your HEU local to participate in the local Pride Society event. Find out if there are ways your local can support the Pride event.

Offer to help your local labour council to participate in the local Pride Society event. Many labour councils across the province also take part in Pride events. Contact your local labour council to see if there are any opportunities for you or your local to get involved.

Reach out to other unions and find out if they are organizing any Pride events and see if there are any opportunities for collaboration.

TAKING PRIDE IN YOUR LOCAL



Find someone on your local executive and tell them you'd like to organize a pride event at your Local.

Bring a motion to the next local meeting with an event plan and a budget.

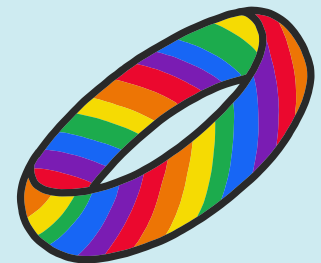
Host your own local event at your HEU local together with the support of your local executive, such as a table or a social event. This might involve assembling team of local member volunteers who can help you put on a Pride event.

HOW TO STAY INVOLVED IN SUPPORTING 2SLGBTQIA+ HEU MEMBERS



SIGN UP

Join the HEU Diversity Equity Inclusion Accessibility (DEIA) email list to learn about events hosted by HEU's equity standing committees and get updates on HEU's equity work: heu.org/deia-signup and tell them you'd like to organize a pride event at your local.





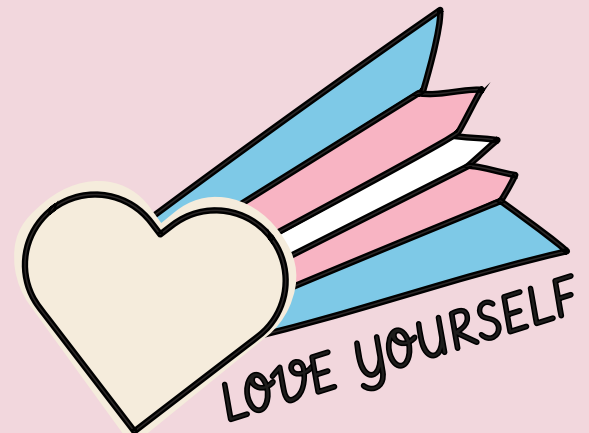
HOW TO ACCESS PRIDE EVENT MATERIALS

Connect with your HEU Pink Triangle ESC members to find out how you can join an upcoming event and access materials such as pins, fans, stickers and other small items to participate in pride, inclusion@heu.org



HOW TO SHARE YOUR PRIDE EVENT PARTICIPATION

If your local has organized or participated in a Pride event, share it with us so we can share with other HEU members! Email your photos and your local's Pride stories to inclusion@heu.org



RESOURCES

HEU PRIDE EVENTS LINK



QMUNITY | Programs, support, and resources for 2SLGBTQIA+ folk and allies



What is protected | BC's Office of the Human Rights Commissioner



Home | Trans Care BC



HowToIntervene.pdf



Pride Organizations and Festivals
WOQ Resources



Responding to Microaggressions and Unconscious Bias — National Equity Project



Canadian Race Relations Foundation



Unity — Canada.ca

