



February 12, 2021

## Gender, Equity, and Solidarity

As Unifor333bc we are committed to the full and unconditional equality of all women, as well as people of all genders, orientations, and identities. We take a resolute stance against any and all forms of gendered discrimination and violence.

It is both important and crucial for us to make this statement in order to not only condemn gendered discrimination and violence but also to clearly establish where organized labour stands. Our solidarity must be demonstrated through willingness to listen, learn, and change. We stand united and unwavering beside our brothers, sisters, and friends in fighting back against judgment, discrimination, harassment, and acts of violence perpetrated against all women and people of the LGBTQ2S+ community. We also acknowledge the challenges and inequalities faced daily in the form of micro aggressions, and recognize that they are a contributing factor to this larger problem that cannot be ignored.

The dark reality is that 1 in 3 women experience domestic violence in their lifetimes. 20% of women have reported harassment/discrimination in the workplace with a vast majority of cases going unreported. Women continue to be paid 20% less than men, with Black, Indigenous and other Women of Colour being paid even less than that average. The Highway of Tears continues to show the stunning complacency with which murdered and missing Indigenous Women are not even counted.

Violence, harassment, discrimination, objectification, as well as the continued use of outdated and oppressive language, are all used against women and members of the LGBTQ2S+ community. These are tools used to maintain systems of power which perpetuate systemic racism, misogyny, homophobia, and transphobia. We must make the connections between the many forms of violence perpetrated against women and members of the LGBTQ2S+ community – in the workplace, at home, and in society - if we are to permanently break the cycles of violence and oppression.

The significant and meaningful contributions of women in the workplace, in society, and in the home, are consistently undervalued, underappreciated, and outright taken advantage of. This is a direct result of a larger, pre established, toxic gendered hierarchy. The same hierarchy that oppresses the rights, freedoms, and contributions of members of the LGBTQ2S+ community.

We acknowledge that these issues are deeply rooted into our society and know that it will take strength, unity, and devotion to undo. There is hard work still to be done. There are injustices still to be righted, and archaic preconceived notions that need to be dismantled. We are determined to do whatever is necessary to help bring about positive, meaningful and fundamental change.

These issues can no longer be written off or ignored. We cannot, and we will not, allow complicit behaviours and inaction to cause additional harm. No longer will the lived experiences of so many be discounted, discredited, or invalidated. **No one is free until all are free!**

In Solidarity,  
Women's/Pride/Human Rights/Community Connections Committees  
Unifor333bc  
250-384-4423  
CCC.Unifor333bc@gmail.com



**unifor**  
theUnion | lesyndicat