



Charter of Inclusive Workplaces and Communities

Discrimination in all its forms, including racism and Islamophobia, anti-Black racism, anti-Indigenous racism, anti-Semitism, and all other forms of racism, xenophobia and bigotry threatens our country's rich social fabric, including the workplaces of OPSEU members and other workers, and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

By endorsing this Charter, we commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities;

That is why we affirm that:

- Islamophobia, anti-Black racism, anti-Indigenous racism, anti-Semitism, and all other forms of racism, xenophobia, and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against OPSEU members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our unions, workplaces and communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.

- As a union, we will work with the labour movement, all levels of government, Indigenous peoples, civil society, and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.

By working together, we can nurture inclusive workplaces and strengthen our shared commitment to OPSEU's values of equality, respect, justice, and dignity for all.

