

# ACTIONS FOR UNIONS



CANADIAN LABOUR CONGRESS

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# Want to get involved, but not sure where to start? Here are some ideas to take union action on September 30 and beyond:

## ON SEPTEMBER 30

### Educate Members

Organize or promote educational events for members to attend, including workshops and seminars that will help to educate union members about the history and legacy of residential schools.

Organize and promote screenings of documentaries or films about residential schools and Indigenous history, followed by discussions.

Encourage members to participate in local and national events commemorating the National Day for Truth and Reconciliation and Orange Shirt Day.

Negotiate with employers (provincially and territorially) to provide paid leave for union members to attend these events.

### Create Awareness Campaigns

Use social media platforms to share information, resources, and stories about the history and impact of residential schools.

Distribute newsletters, emails, or other internal communications highlighting the significance of the day and ways members can get involved.

### Wear Orange

Encourage all leadership, staff, and members to [wear orange](#) in support and solidarity with all children who were forced into the residential school system and their families. Take photos and share on social media to show your support to community members.

## BEYOND SEPTEMBER 30

### Advocate for Systemic Change

Work with employers to develop and implement workplace policies that support Indigenous workers, such as cultural leave, anti-discrimination measures, and support for professional development.

Ensure that collective agreements include provisions that reflect the union's commitment to reconciliation and Indigenous rights, such as access to Elders and other culturally appropriate supports during meetings or grievances.

### Ongoing Member Education

Organize ongoing cultural competency, anti-racism, and anti-oppression training for all union members and leaders, including training related specifically to anti-Indigenous racism.

Establish or support resource centers focused on Indigenous history, culture, and current issues so members can educate themselves.

### Support Indigenous-led Initiatives

Form partnerships with Indigenous-led organizations to support their initiatives and amplify their perspectives and voices.

Organize fundraising events, donate to and encourage donations to Indigenous-led organizations and initiatives.

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## **Promote Indigenous Employment and Advancement**

Advocate for fair hiring practices within the union and with employers that prioritize employment equity for Indigenous peoples.

Support mentorship and career development programs specifically for Indigenous workers.

## **Apply Political Pressure**

Engage in political action to pressure government to fully implement the Truth and Reconciliation Commission's 94 Calls to Action, as well as the 231 Calls to Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Issue public statements and resolutions supporting these Calls and demanding accountability from governments, and encourage members to [write their MPs to this end](#).

## **Create Safe Spaces**

Establish support groups or networks for Indigenous members within the union to provide a safe space for sharing experiences and addressing specific needs.

Promote inclusive and respectful workplace environments where knowledge about Indigenous cultures and traditions is shared, and where such cultures and traditions are acknowledged and celebrated.

## **Develop Union Policies**

Develop and internally share and promote organizational policies and cultural protocols for respectfully engaging with Indigenous community members such as Elders, Knowledge Keepers & Cultural Advisors.

## **Monitor and Report Progress**

Develop mechanisms to track the implementation and impact of reconciliation initiatives within the union.

Publish annual reports on the union's efforts and progress in supporting Indigenous rights and reconciliation.