


Eliminating racism in our workplaces and in our world!

The facts:

- ▲ CUPE workers of colour and Aboriginal members tend to be concentrated in lower paying occupations with poorer working conditions. Our workplaces should not be segregated this way!
- ▲ Discriminatory hiring practices are one of the ways workers of colour and Aboriginal workers are shut out of better paying unionized workplaces.
- ▲ This kind of **systemic racism** is world-wide and its impact in our Canadian workplaces is very real and devastating.
- ▲ As privatization and restructuring lead the assault on better-paying public sector jobs, workers of colour and Aboriginal workers are particularly vulnerable because last-hired, first-fired policies erode their gains.
- ▲ While the populations of our communities change and become more diverse, the face of our workforce is not keeping pace with these changes.

Challenging racism in our workplaces means:

- ▲ Reaching out to **all** CUPE members, welcoming everyone's participation and ensuring that all union activities reflect the diversity of our membership.
- ▲ Putting anti-racism on the bargaining agenda and negotiating clear and specific contract language for racism-free workplaces.
- ▲ Educating our members, co-workers and communities by exploding the myths that sustain racism.
- ▲ Organizing workers of colour and Aboriginal workers because unionized workers have better wages and working conditions.
- ▲ Building links with community groups fighting for equality.
- ▲ Strengthening our union solidarity. When one of us cannot be exploited, none of us can.

 **CUPE** *We are a union of many faces – but one strong union!*
On the front line

Colour in CUPE!

Help us raise awareness and educate others on **March 21st, International Day for the Elimination of Racism.**

- ▲ Some children may want to share their Rainbow poster by taking it to school. Parents may want to make their child's teacher aware of March 21st and pass along some CUPE anti-racism materials for use with students in class.
- ▲ On or before March 21st, display your child's 'Colour in CUPE' Rainbow poster in a prominent place in your workplace. Use the opportunity to talk with others about how CUPE members are working to eliminate discriminatory practices and attitudes in our workplaces and communities.
- ▲ Anti-racism committees may want to organize 'colour-ins' in their workplaces. Or, locals could arrange a worksite or public community display of children's coloured Rainbow posters to recognize the day and CUPE's commitment to fight racism and discrimination.
- ▲ Have a child in your family or community colour in our black-and-white rainbow March 21st poster. (See inside)
- ▲ Use the colouring project as an opportunity to speak with a young person about how racism hurts all of us. Talk with them about CUPE's commitment to equality and how our members are challenging racism in the workplace.

Colour in CUPE posters and materials to challenge racism in your workplace on March 21st and year-round are being sent to all CUPE locals by mail.

Extra copies are available from CUPE's Equality Branch, 21 Florence St., Ottawa, K2P 0W6; e-mail: equality@cupe.ca; fax: (613) 237-5508; and phone: (613) 237-1590.

CUPE
On the front line

Colour in Our
World

March 21

International Day
for the Elimination
of Racism

Draw your family and some of your friends under the rainbow!

