



Greetings!

Please join CUPE National's Human Rights Branch and Union Education for a virtual session that is being hosted for Black, Indigenous, and racialized members in the Atlantic and Maritimes regions to participate in the development of a National Anti-Racism Strategy for CUPE. We are hosting these Zoom meetings in regions across the country.

History:

The National Committee on Anti-Racism, Discrimination and Employment Equity, also known as the National Rainbow Committee, drafted a resolution calling for CUPE to develop a National Anti-Racism Strategy. The resolution was unanimously adopted at the 2019 CUPE National Convention in October 2019. This Strategy is meant to build on and replace CUPE's 1999 Anti-Racism Policy.

Purpose:

It is important to hear from you as this Strategy is developed. You are invited to share your thoughts on CUPE's ongoing and future anti-racism work which will be outlined in the Anti-Racism Strategy. The sessions will be structured to welcome you into a safe and comfortable space. All feedback and recommendations harvested throughout the consultations will help inform the strategy.

What is a National Anti-Racism Strategy?

This strategy will be a framework for the coming years that guides CUPE National in the actions we take regarding anti-racism work across our members' workplaces, our union and our communities. The Anti-Racism Strategy will be presented at CUPE National's Convention in 2021.

Reflection:

If you have the time to review the following questions in advance, please feel free to explore:

- What do we want to achieve through this strategy?
- What would success look like? (How can we aim for a 10/10?)
- Where do you think that we are now?
- What are the challenges, issues and barriers?
- What are the opportunities for anti-racism work?

Date and time:

As we come together to inform this process, we humbly request your voice, your presence, and your lived experience for a three-hour consultation on:

- **Monday, November 23 at 6:00 p.m. Atlantic / 6:30 p.m. Newfoundland**

Please RSVP by November 13th to antiracism@cupe.ca if you would like to register for this event. Please note that space is limited and priority will be given in order of RSVPs received.

In Solidarity,

Dana Wesley, Senior Officer, Indigenous Issues & Tammy Kelly, Senior Officer, Anti-Racism CUPE Human Rights Branch