

## Stronger together – there's room for all of us



*There's room for all of us in our union*

*The USW grows by organizing new workplaces and joining with other unions in mergers and strategic alliances. But the union's strength comes from valuing all Steelworkers.*

*When I started getting involved in the union, I did it because I wanted to be part of an organization doing good things for me and*

*for others. Fortunately for me, other union leaders welcomed that enthusiasm. They knew it was a resource that could help strengthen our union. It's this open-minded, welcoming attitude that we need to keep building in our union.*

*So, for example, when gender-diverse workers suggest we do things differently, don't see that as a threat. See it as union members saying, "I want to be part of our union. Let me contribute."*

*Or when racialized workers point out that there should be more stewards and leaders who look like them, let's not see that as a threat. Let's see it as members saying, "Unions work for fairness, and part of that is representing all workers from all backgrounds."*

*When Indigenous members ask to go to courses or unite to make bargaining proposals, let's see it as members saying, "I want to participate in our union and I have ideas."*

*When new Canadians ask if we can translate union materials into their first language, let's see it as members saying, "Unions help my family make a living wage, and I want to support you."*

*There is room for all of us in the United Steelworkers union. We're stronger together.*

Marty Warren  
USW National Director



## Human rights are workers' rights

Want to learn more? Look for these resources – and more – on our website [usw.ca/human-rights](https://usw.ca/human-rights).

- USW Anti-Harassment and Anti-Violence Policy – The Yellow Sheet
- Building trust, becoming allies: USW's Indigenous Engagement Guide
- United Steelworkers Bargaining Guide for Advancing Indigenous Rights
- United Steelworkers Statement of Principles on Indigenous Issues
- Bargaining Guide: Addressing Domestic Violence in USW Collective Agreements
- USW Transition Handbook
- USW Steel Pride
- Sharing our pronouns – solidarity in action
- 2SLGBTQIA+ glossary: list of definitions
- Opening Doors: USW Policy on Disability Rights
- USW Guide for Women's Committees
- Don't leave money on the table! A Pay Equity Toolkit
- United Steelworkers Guide to Preventing and Dealing with Harassment within our Union
- United Steelworkers Guide to Preventing and Dealing with Workplace Harassment
- United Steelworkers Human Rights Committee Guide

United Steelworkers  
800-234 Eglinton Ave. E.  
Toronto ON M4P 1K7  
416-487-1571

STEELWORKER

equity

[usw.ca](https://usw.ca) [info@usw.ca](mailto:info@usw.ca) [uswmetallos](https://www.instagram.com/uswmetallos) [SteelworkersCA](https://twitter.com/SteelworkersCA)

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# Steelworkers Equality Agenda

## Now is the time to come together

A union can be a powerful tool for equality and that is why the USW makes efforts to improve the lives of all workers, so that Steelworkers, in their diversity, can thrive.

Without a decent income to pay for healthy food, safe housing and quality child care, it's harder to be healthy and do well at school or work. And when work isn't safe and everyday harassment is commonplace, it's hard to take part in union and community activities.

## Human rights are workers' rights

The USW wants to achieve equality in our workplaces and our communities. Through collective bargaining, action campaigns, education, activism and lobbying, we work to prevent harassment and violence, fight racism and other forms of discrimination, promote reconciliation, close the gender wage gap and accommodate people with disabilities. We work with other groups to raise awareness and protect human rights.

Many of us face discrimination inside the workplace and out, whether we identify as women, Indigenous people, Black people, racialized people, people living with disabilities, people who identify as part of the rainbow community and young people.



## Steelworkers equality at work

### Women's Committees, Human Rights Committees

Our union's constitution calls on every USW local union to have a Women's Committee and a Human Rights Committee. Some local unions also have Indigenous Circles or Committees, NextGen Committees, and other equity-seeking committees.

At the national level, our union has women's, anti-racism, Indigenous, and Steel Pride committees. With their counterparts at other union levels, committees work to implement programs and spread information to advance our rights.

### Training for equality-seeking groups

We ensure fair access to training and leadership development opportunities for union members from equality-seeking groups. We offer courses on a range of human rights issues.

### Anti-harassment and anti-violence

The USW is *the* health and safety union. We have offered workplace anti-harassment and anti-violence training to tens of thousands of members.

We have strong policies to ensure that union activities and spaces are free of harassment and violence. We have initiated programs to eliminate gender-based violence and to support targets of domestic violence.

### Indigenous rights and reconciliation

We support reconciliation, healing and socio-economic justice based on honouring Indigenous rights and treaties and meeting the principles and standards of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). The USW wants relationships of support and respect with Indigenous communities. Regular gatherings, courses on our shared history, political action and action at the bargaining table are ways that we represent and support Indigenous Steelworkers and their communities.

### Steel Pride

The USW supports and advances the rights of Two-Spirit, lesbian, gay, bisexual, trans, queer, intersex and asexual (2SLGBTQIA+) members and the broader rainbow community, by offering education, resources, a national network that meets regularly and a working group that helps connect 2SLGBTQIA+ members with union resources.

### Racial justice

Steelworkers believe that we should play a significant role in our union and society in the racial justice movement. Through district human rights committees and the National Anti-Racism Committee, we identify ways we can strengthen racial justice work through an anti-Black racism and anti-racism lens. We are committed to fighting racism in all forms, as well as discrimination and systemic barriers in the workplaces we represent.

### Pay equity

The USW actively works to close the gender wage gap. Through bargaining and political action, Steelworkers want equal pay for work of equal value, and other measures to make sure women's work is properly valued and fairly compensated.

### Next Generation

Young people need access to good jobs. The USW wants young workers to be at home in our union. Our NextGen program and co-ordinators channel the voices and ideas of young Steelworkers into the day-to-day life of our union.

### Women of Steel

Women in our union – proudly known as Women of Steel – have a long tradition of action on key issues. The USW is making workplaces safer through our *Raising the Bar on Women's Health and Safety* campaign. We are part of a national effort to combat domestic violence and other forms of gender-based violence. We offer Women of Steel courses, aimed at strengthening women's leadership and the role of local women's committees.

### Mental health, disability rights

Our union offers courses on the duty to accommodate and on mental health to equip local union leaders to support the rights of Steelworkers living with disabilities and with mental health injuries.

### Steelworkers Humanity Fund

Thanks to member contributions to the Steelworkers Humanity Fund, we are building global solidarity and advancing social justice by supporting unions and community organizations, organizing learning exchanges, campaigning on human rights issues and providing emergency humanitarian assistance in Canada and around the world.