

March 2005

To: Members of CLC Executive Council, ranking officers of affiliated unions, federations of labour, labour councils, directly chartered locals and unions

Greetings:

The third Canadian Labour Congress Solidarity and Pride Conference will take place this November in Québec City. The theme of the Conference is **“Beyond Legal Equality to Social Equality”**.

The last Solidarity and Pride Conference was four years ago in 2001. Since that time, there have been gains for lesbian and gay workers at the bargaining table and in the courts, an increased recognition of the issues in our unions and ongoing, growing support from union leaders and members at all levels.

Many challenges remain.

Discrimination faced by transgender workers is an issue many of our unions are facing in the workplace. Only the Yukon includes gender identity in the human rights code. We need education and action in this area. The links between the discrimination faced by lgbt workers and workers in other equality-seeking groups is an important discussion. The situation facing lgbt youth, harassment in the schools and at the workplace, and lgbt participation in struggles to save health care and social services are big issues.

This Conference will include an important focus on international solidarity work. While the situation in Canada has improved over the years, internationally much remains to be done. We want to bring delegates up to date, including discussion of the ICFTU’s new policy “Fighting Discrimination and Achieving Equality” and of the Workers Out! International lgbt conference to be held in Montreal in 2006.

The Conference is open to gay, lesbian, bisexual, transgender activists and allies. The Conference will include a number of important plenaries. Workshops are designed to meet the needs of new and seasoned activists.

The Registration Form, including workshop selection information and the agenda, is enclosed. Registration is also available on line at www.clc-ctc.ca.

Solidarity and Pride conferences require extra work to encourage participation. As you know, fear of discrimination can still mean that lgbt unionists do not feel safe to be out about who they are. Please consider the following suggestions to encourage people to attend the Conference:

- I. advertise and promote the Conference in union publications and on your website;**
- II. find a sympathetic union official to handle applications to attend the Conference;**
- III. send Conference notices to your women's and human rights committees;**
- IV. post the Conference call in prominent places at work;**
- V. encourage lgbt members to attend.**

Our Solidarity and Pride Conference is being held at the Hilton Québec Hotel in Québec City, from November 13 to 15, 2005.

The Canadian labour movement has a proud tradition of support for the advancement of human rights, including support for the lgbt community and lgbt union members. Our Conference is a continuation of this work. Please do all you can to ensure that members know about the Solidarity & Pride Conference.

If you require additional information, please contact:

Women's and Human Rights Department
Canadian Labour Congress
2841 Riverside Drive
Ottawa ON K1V 8X7
Phone: (613) 521-3400 extension 281 or 202
Fax: (613) 521-3959
Email: sgenge@clc-ctc.ca or website: www.clc-ctc.ca

In Solidarity,

Kenneth V. Georgetti
President

copy to: CLC Officers
CLC Headquarters Staff
CLC Regional Directors and Representatives
CLC National Women's Committee
CLC National Human Rights Committee
CLC Solidarity & Pride Working Group & Activists
CLC Workers of Colour Working Group

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CLC Aboriginal People's Working Group

CLC Disability Rights Working Group

Enclosures

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