**SAMPLE LANGUAGE**Letter of Understanding

# **Recognizing National Days for Racial Justice**

The Employer agrees to work with the Union in recognizing and actively marking National (or Provincial) Days for Racial Justice. Such days could include, but are not limited to:

* International Day for the Elimination of Racial Discrimination (March 21st)
* Indigenous People’s Day (June 21st)
* Emancipation Day (August 1st)
* National Day for Truth and Reconciliation (September 30th)
* Asian Heritage Month (month of May)

Examples of appropriate recognition activities can include educational workshops, guest speakers, participating in a community activity (e.g. rally), moments of silence or reflection, t-shirt days and social media actions to raise awareness.