



## Our first Pride!

### Unifor makes a splash at World Pride

By Kellie Scanlan, Local 414 and Ontario Regional Pride Committee Chair

This year Toronto was the host of the World Pride celebration. This was the first time that a World Pride was held in North America, and the 4th such festival in the world. World Pride brings people together from around the world to honour our past, celebrate the present, and inspire a better future for LGBTTIQQ2SA\* communities everywhere. Not only was it a first for the city of Toronto, but this year right across the country LGBT activists and allies marched as Unifor for the first time.

As activists, World Pride was an opportunity to showcase our new fabulous union, Unifor! In the eight weeks leading up to the parade, we worked with a community arts organization, Red Pepper Spectacle Arts, to create a new, splashy float. Building the float allowed us to bring together LGBT activists and allies from across the Greater Toronto Area to build something collectively, get to know each other from the two unions and across sectors.

We would like to thank our National President Jerry Dias, national and local leadership and staff for coming out and supporting us throughout the weekend.



Thank you to all the local leadership and members of locals 1285, 5555, 414, 1359, 112, 42, 2002, 707, 1359, 199 and 6008 who donated money to help make this year's Pride a huge success. And a huge thank you to all the LGBT activists, allies and their families who came out weekend after weekend to build the float!

\* LGBTTIQQ2SA = Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer, Questioning, Two-Spirited, Allies (used by World Pride organizers).

### Montreal Pride shows Unifor's diversity

By Laurent Levesque, National Representative and LGBT liaison in Quebec



Close to 50 Unifor activists marched in the Montreal Pride Parade held on Sunday, August 17. Whether members or allies of the LGBT community, they came from very diverse horizons, from the auto

parts sector to telecommunications, to hospitality and transportation.

The members of Unifor's LGBT Committee were thrilled at the high level of participation. For several Unifor members, it was their first time taking part in this type of event, while for others, it was their first opportunity to join an activity organized by the union outside the workplace.

Participants marched together under this year's theme of "Our Solidarity, Our Fire." While proud of the importance placed on diversity within our union, everyone realized that we still have a long way to go in the fight against discrimination and the promotion of social equality and that we must continue to march.

# Unifor hits the street for Vancouver Pride

By Desiree Gill, Unifor Local 111 and BC Regional LGBT Committee chair



It was a once in a lifetime experience being a part of the Unifor team in Toronto’s World Pride 2014. Being able to celebrate that time with my partner, friends, council and committee members and led by President Jerry Dias was truly a memory I will carry with me. Fast forward five weeks and the opportunity to show the strength and solidarity of Unifor once again, hit the streets in style in Vancouver’s 36th annual Pride Parade.

With the formation of Regional Councils this year, it seemed a natural progression to reach out to as many locals as possible and invite them to participate as

one united entry. Four locals joined 111 this year in making Unifor’s debut in Vancouver a stunning one. This could not have been done without the help of many people, to Local 111 President Nathan Woods, and VP Carlos Moreira for not only securing a 1957 Brill Coach for us to use in the Parade, but for their continued support for close to 20 years that we as a union have participated in the parade. Both have always stood front and centre and fought for our rights, for this we thank you.

Andrea MacBride, our BC Regional Council Chair, for your guidance and support without whom I’m not sure we would have pulled this off. Ron Mill who helped bring the vision to light. I can’t imagine the countless nights of glitter drama and glue highs, my heartfelt admiration and appreciation for all your hard work, your tiara was the crowning jewel of the parade. To locals 3000, 2200, 114 and 2002, all our national staff and all my brothers and sisters that came out and made that long hot walk to show your support our many thanks. This could not have been done alone but together we were amazing! We look forward to doubling our numbers next year.

# Unifor joins Halifax Pride

By Kelly LeBlanc, Unifor Local 2215 and Atlantic Regional LGBT committee chair

Halifax Pride has come a long way since the first Pride parade in 1988. Some people wore bags over their heads to cover their identities and the event had only about 100 people taking part.

Contrast this with our event this year: the 2014 Halifax Pride Parade had an estimated 60,000 people attend and participate this year.

Unifor stepped out for the first time since the joining together of the CAW and CEP, to show a strong presence and support for our LGBT community. I’m thankful for our allies continuing to show their support.

I’m proud to have been a part of the first Unifor Halifax Pride Parade.





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# Let's change the discriminatory organ and blood donation policy

There is a national campaign going on to change the organ donation policy prohibiting gay and bisexual men from becoming donors. Nancy and Rob Campana began the iCANdonate campaign in honour of their late son Rocky. Rocky was an athletic, healthy young man who could have saved an estimated eight to nine lives. His parents were in the process of giving consent for his organs to be used when they were asked about his sexuality. When it was revealed that Rocky was gay, his organs were refused.

Over 4,500 Canadians are waiting for organ transplants today and more than 250 Canadians die each year waiting for transplants. After starting their campaign, the Campanas heard about many heartbreaking cases including one where a father was denied the right to donate his kidney to his own child. The child later died.

The iCANdonate campaign has collected thousands of signatures and a petition was started by Members

of Parliament. A petition was presented this spring in the House of Commons by Windsor West MP Brian Masse. The petition calls for the government to end the ban and establish the right of any healthy Canadian to give blood, bone marrow and organ donations.

The iCANdonate organization has been in discussions with the Canadian National Transplant Research Program and the Trillium Gift of Life Network. They report that progress is being made.

You can lend your voice to this campaign by taking action. Contact your Member of Parliament to tell them you support a change in the law. You can find a sample letter here: <http://www.icandonate.ca/en/take-action/>

The next time you give blood, let the Canadian Blood Services or Hema-Quebec know that you oppose the ban.

Together we can lift this ban and help save lives.

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# Progress in protection against gender identity discrimination

There have been a number of recent changes in legislation that will affect trans people. In British Columbia, the law was recently changed to allow people to re-designate their gender on their birth certificate without having to undergo gender-confirming surgery. This follows a change in Ontario's law after the Ontario Human Rights Tribunal held that it was discriminatory to require surgery before a person could correct their gender designation on identity documents.

Although gender-confirming surgeries (also referred to as sex- reassignment surgeries) are funded in all but two provinces in Canada (not in New Brunswick and Prince Edward Island), the steps to access this funding and the delays are often substantial. Not every trans person wants gender-confirming surgeries; but for those who do, the surgeries are often considered essential. More must be done to bring down the wait times and the hurdles for these surgeries.

Discrimination based on gender identity has now been explicitly prohibited in human rights legislation in Manitoba, Ontario, Nova Scotia, Newfoundland,

Prince Edward Island and the Northwest Territories. Federally, Bill C-279 has been stalled in the Senate for some time. This bill would put gender identity into the Human Rights Act and in the hate propaganda section of the Criminal Code. We encourage all of you to write Senator George Baker, Chair of the Senate Committee ([george.baker@sen.parl.gc.ca](mailto:george.baker@sen.parl.gc.ca)) and the Senator from your province and urge them to pass this legislation. You can find their contact information here <http://sen.parl.gc.ca/portal/home-e.htm>

In addition to protection against discrimination based on gender identity, it is also important to have protection against discrimination based on gender expression. This allows us to combat gender stereotyping and would be helpful in breaking down barriers for everyone. Protection against discrimination on the basis of gender expression can be found in Ontario, Nova Scotia, Manitoba, PEI and Newfoundland and Labrador. We are all better off when we can be our true, authentic selves.



