

HUMAN RIGHTS AND EQUITY

HUMAN RIGHTS AND EQUITY CAUCUS GROUPS AND MEMBER NETWORKS



INDIGENOUS LEADERSHIP CIRCLE CAUCUS

The **Indigenous Leadership Circle** caucus was created to provide a safe space for BCNU members who identify as Aboriginal to address the historic and systemic discrimination faced by First Nations, Inuit and Métis People.

Our caucus recognizes that reversing this discrimination requires effort on the part of many - but that it is Indigenous Peoples themselves who must lead the way forward.

Founded on the principles of respect, communication, inclusivity and indigenous knowledge, the Indigenous Leadership Circle caucus is committed to working within BCNU to improve the health and well being of all Indigenous Peoples.

What do we do?

- > We gather twice a year to talk about the role of Indigenous members within the union and how best to connect the work the union does to the concerns and needs of Indigenous communities around the province.
- > We lobby for better health care for Indigenous communities and develop strategies to encourage more Indigenous people to consider healthcare careers.
- > We share ways to cultivate cultural competencies and foster cultural safety.
- > We work with the elected leadership of BCNU to lobby governments to address inequalities.
- > We develop strategies to enhance the voice and participation of nurses in First Nations healthcare in B.C.

To join or learn more about the Indigenous Leadership Circle please email: indigenous@bcnu.org or contact your regional council member.



MOSAIC OF COLOUR

MOSAIC OF COLOUR CAUCUS

The **Mosaic of Colour** caucus was established in 2006. We are one of four equity-seeking caucuses within BCNU's Human Rights and Equity Committee working to address the many ways in which racialization and discrimination can impact the lives and work experiences of our diverse membership.

BCNU is committed to building a union that is fully inclusive and truly representative of its members. BCNU's Mosaic of Colour caucus stands as a testament to the strength of this commitment.

If you are interested in supporting the work that we do or in joining the caucus group, please email: moc@bcnu.org or contact your regional council member.

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HUMAN RIGHTS AND EQUITY CAUCUS GROUPS AND MEMBER NETWORKS *continued*



WORKERS WITH DISABILITIES CAUCUS

We are one of four equity-seeking caucuses within BCNU's Human Rights and Equity Committee whose goal is to provide a safe space for members who self-identify as a person with a disability.

We work to promote awareness of people working with disabilities and address issues related to working in environments that are often unforgiving.

Our slogan, Finding a Fit, reminds us that there is a place for everyone – in our communities and in our workplaces – and that we all have a responsibility to hold and nurture that place for our fellow workers, regardless of their dis/ability.

Did you know: more than 70% of nurses experience some level of physical pain while at work and 20% of nurses struggle with depression?

For more information about the **Workers with Disabilities** Caucus and BCNU's human rights and equity work, visit: www.bcnu.org and click on the human rights tab.

To join the BCNU Workers With Disabilities, please email: disabilities@bcnu.org or contact your regional council member.



LGBTQ CAUCUS

BCNU's **LGBTQ** Caucus was established in 2006 to address the challenges of homophobia and transphobia in our workplaces and communities.

Our aim is to provide a safe space for union members who identify as Lesbian, Gay, Bisexual, Transgender and Queer.

The LGBTQ caucus is proud of its role as a strategic resource to the BCNU in the on-going struggle for gender justice and to end discrimination on the basis of sexual orientation and gender identity.

If you are interested in becoming involved in the work of the LGBTQ caucus, please email: LGBTQ@bcnu.org or contact your regional council member.

MEMBER ENGAGEMENT

HUMAN RIGHTS AND EQUITY CAUCUS GROUPS AND MEMBER NETWORKS *continued*



have fun, work hard,
make a **DIFFERENCE**

YOUNG NURSES' NETWORK

WHO WE ARE

Open to all members, but geared towards young nurses aged 35 and under or less than 5 years nursing experience.

WHAT WE DO

Education, activism, support and work/life balance.

WHY WE DO IT

- > To increase awareness of and participation in BCNU.
- > To enhance knowledge and understanding of unions and union rights.
- > To identify and eliminate any concerns new nurses may have about getting involved in BCNU.
- > To promote a healthy work/life balance.
- > To support young and new nurses in community engagement and social justice initiatives.

To join or learn more about the Young Nurses' Network email: yinn@bcnu.org, visit the **BCNU YNN Facebook page or contact your regional council member.**



MEN IN NURSING NETWORK

BCNU's **Men in Nursing** Network was established to provide a safe environment for union members who by virtue of choosing a 'nontraditional' and historically female-gendered profession encounter a unique set of challenges.

The Men in Nursing Network works towards creating a more inclusive union by encouraging more men to enter the nursing profession, while challenging restrictive social norms and outdated gender stereotypes. We are actively involved in supporting the work of Ending Violence Association of British Columbia (EVA).

To join the Men in Nursing Network, please email: meninnursing@bcnu.org or contact your regional council member. Also visit our Facebook page **BCNU Men in Nursing (MIN).**