



**BC NURSES'
UNION**

Standing up for health care

PINK SHIRT DAY

FEBRUARY 25, 2026



*2026 Theme:
Sprinkle Kindness*



by Haida Artist [Erik Prytula](#)
- "Raven Steals the Light"

We recognize that this presentation was developed at the BCNU head office located on the traditional, ancestral and unceded territories of the Musqueam, Squamish and Tsleil-Waututh Nations.

To find the territory/territories you are on please visit the [interactive online map](#) from Canadian Geographic.

Please take some time to review the [94 calls to action](#) put forward by the Truth and Reconciliation Commission of Canada to redress the harms of residential schools and advance the process of reconciliation with First Nations, Inuit and Métis peoples.

CULTIVATE A COMMUNITY OF KINDNESS & SOLIDARITY



#PinkShirtDay

KINDNESS AS COLLECTIVE CARE



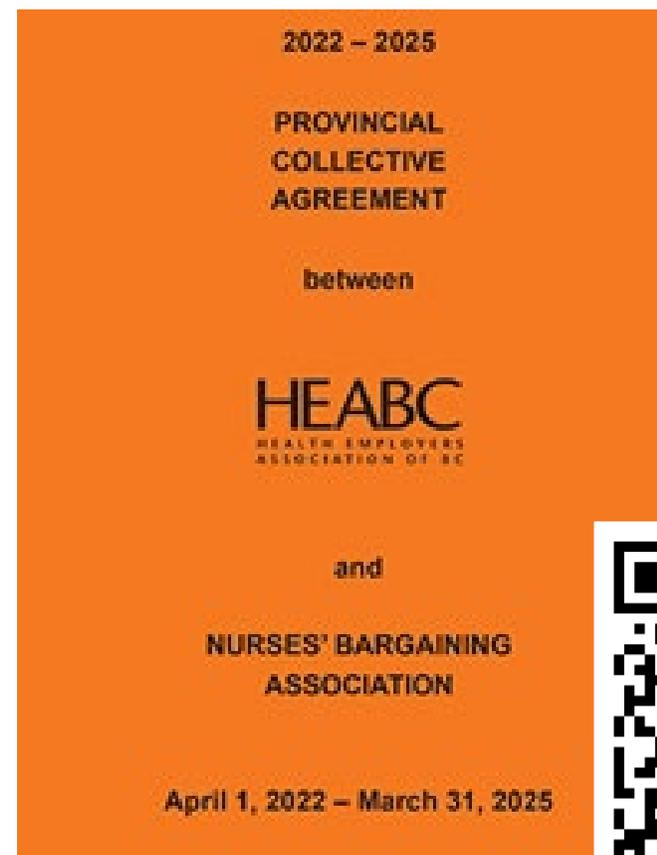
ADDRESSING STRUCTURAL FORMS OF DISCRIMINATION

Article 2 – Purpose of Agreement

Article 31.03 – Complaints Investigation

Article 32.06 – Psychological Health and Safety

Appendix AAA – Gender Diversity and Inclusion



COLLECTIVE CARE: SCALING UP BYSTANDER INTERVENTION

**Build
Awareness**

Interpretation

**Shared
Responsibility**

**Deliberative
Decision-
Making**

**Relationship-
and Skill-
Building**

**Collective
Action**

What does bystander intervention look like at the level of collective action?



HOW TO PREVENT BULLYING THROUGH ALLYSHIP:

Offer support and care to those impacted by bullying

Feel responsible for preventing bullying

Commit to building culture of safety

Act and get involved when they witness bullying



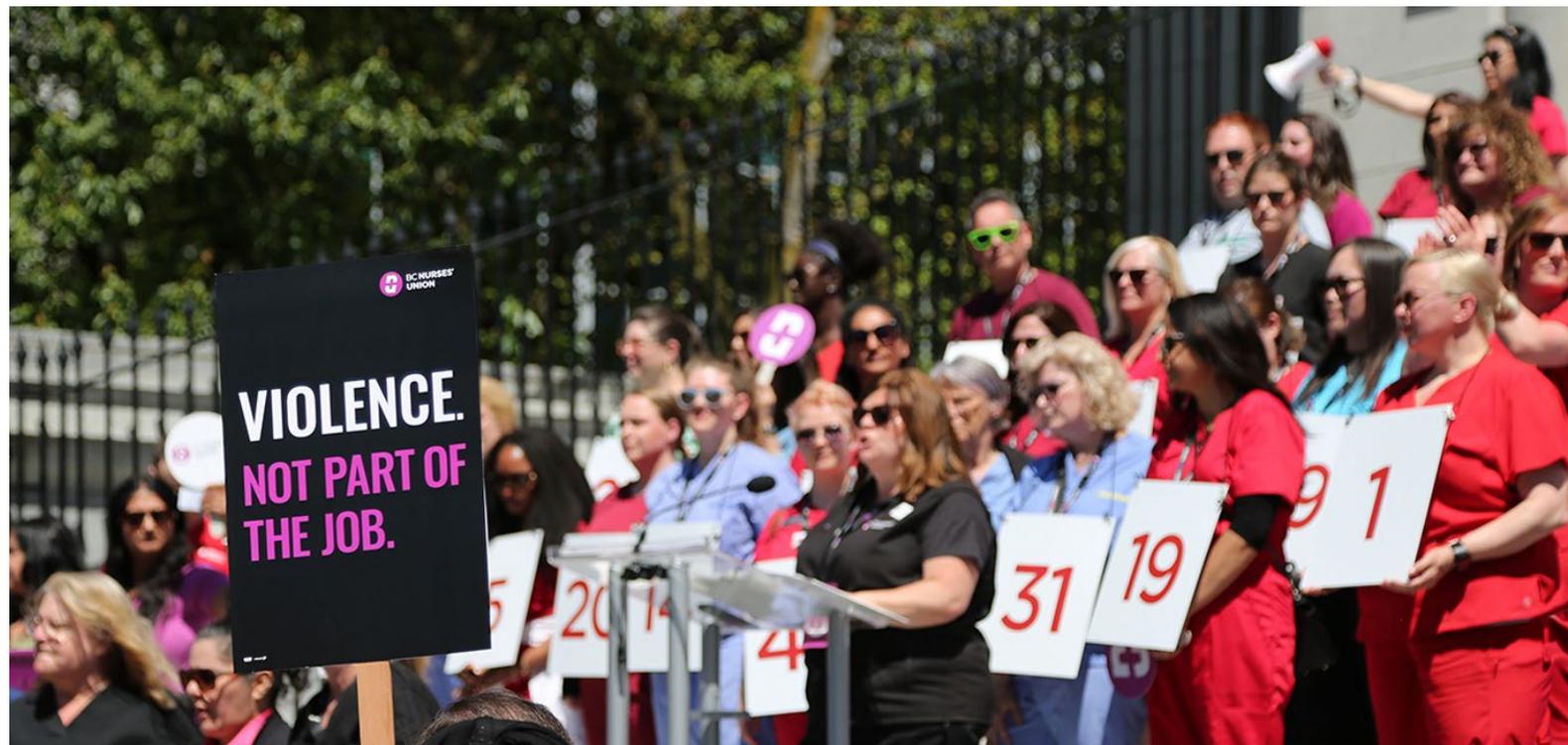
Name an ally...



BCNU HUMAN RIGHTS AND EQUITY CAUCUSES



BUILDING A CULTURE OF SAFETY, TOGETHER

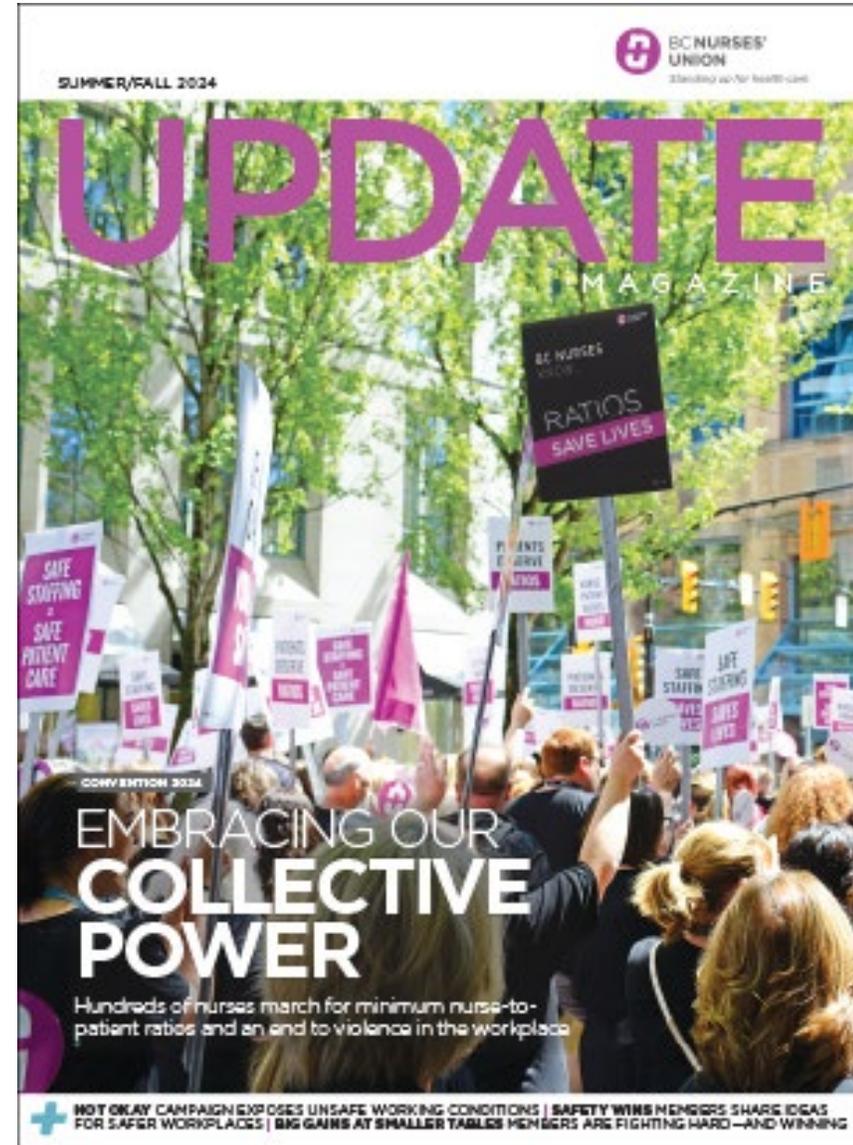


KINDNESS AS COLLECTIVE ACTION

BCNU members teach us every day how kindness is critical to bullying and harassment prevention.

Kindness grounds our relationships in respect, inclusion and care.

Kindness looks like...



ACT NOW: WAYS TO SPRINKLE KINDNESS

- > Become an ally to those who experience discrimination, oppression and/or bullying in the workplace.
- > Learn about the histories and experiences of people who have faced oppression because of their identity.
- > Reflect on how your own actions (or non-actions) may contribute to the oppression of others.
- > Practice becoming more aware of your biases and how these might be shaping your words and actions.
- > Amplify the voices of those who are disempowered.
- > Act with open-heartedness and compassion.



REPORTING BULLYING AND HARASSMENT

Here are actions you can take if you experience bullying and harassment in the workplace:

- > Document every interaction
- > Report bullying and harassment to your employer
- > Contact a BCNU steward
- > Seek mental health support if needed



RESOURCES

- [Bookmark](#)
- [Pronouns Matter](#)