

PINK SHIRT DAY – February 26, 2025

LET KINDNESS GROW AND PROMOTE RESPECT IN THE WORKPLACE

Pink Shirt Day is an opportunity to mirror the solidarity demonstrated by two high school students from Nova Scotia that witnessed the homophobic bullying of a younger student for wearing a pink shirt. Rather than be silent bystanders, they took an active role in fighting against discrimination, encouraging the whole school to wear pink the next day, creating a movement of solidarity that continues today.

BCNU encourages members to participate in Pink Shirt Day on **Wednesday, Feb. 26** to promote diversity, equity and inclusion in our workplaces and communities. Join us in promoting a psychologically safe workplace that embodies principles of cultural safety and minimizes the risk of bullying and harassment in all forms. This year, our Pink Shirt Day outreach activities are supporting the 2SLGBTQ+ caucus *Pronouns Matter* campaign promoting the correct use and understanding of pronouns to help foster an inclusive workplace environment that affirms gender identity and avoids misgendering. The campaign is another step toward helping reduce members' experiences with bullying.

Consider some of the suggestions below for worksite, regional or online (e.g., Zoom) activities:

1. Engage members at the workplace.

- > Promote wearing pink on Feb. 26 and organize group photos of members. Share those photos on social media, tag **@BCNursesUnion** and add the hashtag **#PinkShirtDay**.
- > For stewards working with members under the NBA PCA, familiarize yourself with collective agreement language related to respectful workplace and complaints investigation process.
- > Conduct walkabouts and distribute *Pronouns Matter* handout cards explaining the importance of correct pronoun usage and bookmarks promoting correct documentation and reporting. These items will support your conversations with members that can include practicing how to comfortably incorporate correct gender usage into conversations, and how to document and report an incident of bullying.
- > Inform members of their rights and responsibilities related to workplace bullying and harassment, and the importance of documenting an incident.
 - > Encourage members to follow their employer policies and report bullying. Health authority employees should report to the Provincial Workplace Health Call Centre, 1-866-928-9464.
 - > For health authority and Providence members, BCNU bargained a new process in Article 31 to access a complaints investigator. Members can now also register a complaint through the Union.
 - > Bullying causes real psychological injuries, so members may need support during the reporting and investigation process. Members are encouraged to seek steward representation.

2. Add Pink Shirt Day discussions to a meeting agenda.

- Give the PowerPoint presentation at regional meetings and planning days to help educate people.
- Use content in the PowerPoint presentation and the *Pronouns Matter* handout card as conversation starters during the meetings.
- For JOHSC reps, add respectful workplace to your JOHSC agenda for February to discuss how all forms of workplace bullying and harassment are being addressed by the employer.
- For stewards, add respectful workplace to your Union Management Meeting agendas to discuss how members involved in workplace bullying and harassment situations can be supported in a psychologically and culturally safe way. Hand out bookmarks on documentation and reporting during walkabouts to inform members of the importance of documenting their experiences.

3. Plan Zoom meetings for members who can't attend in person.

- The PowerPoint presentation can be used as a discussion guide for these meetings. Consider inviting guests to share stories related to the theme of this day – people advocating for what's right and supporting those who are bullied.

The origin story of Pink Shirt Day demonstrates how a simple act of solidarity can become a catalyst for change. Let's do what we can to advance that work by influencing the people closest to us, emphasizing the importance of diversity, equity and inclusion and banding together in solidarity to fight bullying and harassment in all its forms.

To address the increase in bullying and harassment complaints in the workplace, connect with your regional mental health rep and LRO to help develop a plan that's right for you and your worksite to provide education to all members on how to recognize, address and resolve these situations.