

# Pink Shirt Day – February 24, 2021

LIFT EACH OTHER UP AND PROMOTE CIVILITY AND RESPECT IN THE WORKPLACE

## ***Hints and Tips for Stewards and Joint OH&S Committee Representatives***

The COVID-19 pandemic has introduced additional stressors to the workplace and challenged many of us to work differently. The BCNU would like to thank you for your activism and continued commitment to building a physically and mentally healthy and safe workplace. This Pink Shirt Day, BCNU is encouraging members to be kind to themselves, and continue to strengthen workplace civility and respect by engaging members in discussions about bullying and harassment. We realize COVID-19 safety plans discourage in-person meetings so many of this year's activities can be hosted online.

Stewards and JOHSC members please review your Respect in the Workplace policy/program at the next JOHSC meeting and explore the elements that are working and what could be improved. Document the strengths and opportunities for improvement along with possible recommendations. Consider inviting a representative from the policy/program author group to an upcoming JOHSC meeting to discuss how the JOHSC can support implementation and program improvement at your location and/or share the committee's written feedback and recommendations with the program owner – remember to request a written response.

### **1. Prepare for Pink Shirt Day**

- > Familiarize yourself with the resource materials on the BCNU website.
- > Find out what is available at your health authority or worksite (policies, procedures, reporting mechanisms, documentation tools, etc.) to prevent and address workplace bullying and harassment, so you can share this information with members when needed.
- > Have contact information readily available for members needing assistance. This may include Workplace Health Call Centre, EFAP, worksite stewards, the BCNU JOHSC representative, and the BCNU regional OH&S and Mental Health representatives.
- > Use social media to promote wearing pink on Feb. 24 – Pink Shirt Day. Like and share BCNU social media posts ahead of Feb. 24 and invite members to post photos and stories that demonstrate civility and respect. Use the hashtags **#PinkShirtDay** and **#LiftEachOtherUp**. This year's slogan is "Lift each other up and promote civility and respect in the workplace." *Please follow the employer's applicable confidentiality policy when taking and posting photos and advise members to do so as well.*

The following BCNU resources will be made available starting the **first week of February** to support your outreach activities:

*Note: In alignment with COVID-19 safety plans the BCNU is advising against the use of print materials and distribution of buttons in 2021.*

- > [Discussion guide](#) for stewards and JOHSC reps – 2021 (PDF)
- > [PowerPoint presentation](#) with speakers notes – 2021
- > [Pink Shirt Day Brochure](#) – 2021 (PDF)

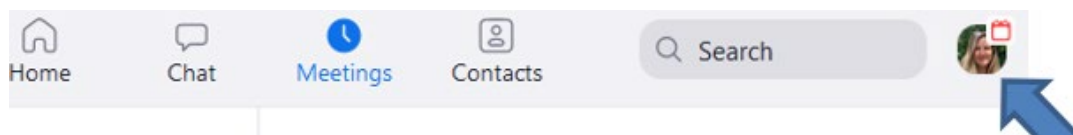
## 2. Try hosting an online Pink Shirt Day activity with members.

Here are some suggestions:

- > Add Pink Shirt Day discussions to upcoming meetings and planning days. The Pink Shirt Day conversation prompts listed below, and Discussion Guide offer excellent suggestions to stimulate the conversation.
- > Request employer Psychological Health and Safety action plans, policies, and implementation guides that share how the organization will implement the CSA Standard on Psychological Health and Safety in the Workplace and the meet the 13 factors that contribute to safe workplace, including Factor 4 – Civility and Respect.
- > Organize an online poetry contest on the topic of bullying and harassment, civility and respect and/or psychologically healthy and safe workplaces.
- > Hold a Zoom open forum on a topic related to civility and respect in the workplace and/or deliver the PowerPoint presentation to initiate the conversation.

### Need help with Zoom?

- > Checkout the Zoom helpdesk (menu and help can be found by clicking on your picture in the top right of the Zoom application).



- > Attend a BCNU “How to participate in Zoom meetings” webinar, see the *BCNU Events Calendar*.
- > Ask your regional member educator for further assistance.

### Pink Shirt Day conversation prompts. Refer to the Discussion Guide for details:

- > What is workplace bullying?
- > What actions can you take if you are the target of bullying?
- > What is a psychologically healthy and safe workplace?
- > What can allies do to promote civility and respect in the workplace?
- > What actions can you take if you are the target of bullying?
- > How can a BCNU steward help?

### **3. What to do if members have raised bullying and harassment or respect in the workplace concerns with you**

- > Encourage the member report incidents of bullying and harassment or disrespectful behaviour following employer policies (incidents involving health authority employees can be reported to the Provincial Workplace Health Call Centre 1.866.922.9464). Please refer to the *BCNU Pink Shirt Day brochure* for more details.
- > Connect with your LRO about specific/individual cases to maintain the confidentiality of those involved.
- > Raise general concerns at the next JOHSC meeting and discuss the suggestions that members have shared with you. Ensure action items are Specific – Measurable – Assigned – Realistic – Timebound (SMART).
- > Contact your regional OH&S representative if you need further assistance to come up with a plan to address member concerns.
- > Follow up with members and share updates on what has been done to address the issues raised.

### **4. Connect with your region**

- > Provide a summary of your event/activity and outcome to the regional OH&S representative.
- > Share a summary of the psychological health and safety issues members are facing in your region with the regional OH&S and Mental Health representatives.  
*Please do not include member specific/personal information in these reports.*