

PINK SHIRT DAY – FEBRUARY 23, 2022

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

This year's Pink Shirt Day initiative celebrates our diversity and promotes acceptance and inclusion in our workplaces and communities.

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 psychologically healthy and safe workplace. This Pink Shirt Day, BCNU is encouraging members to be kind to themselves and continue to promote workplace civility and respect by engaging members in discussions about bullying and harassment.

BCNU encourages stewards and JOHSC members to pick an activity to support Pink Shirt Day at work:

Option A:

- > Add your organization's Respect in the Workplace policy/program to your JOHSC agenda. Discuss opportunities for improvement, inclusion of diversity and equity factors and related education opportunities for managers, supervisors and workers. Advocate for an evaluation of the current program for its effectiveness.
- > Add Psychological Health and Safety to your JOHSC agenda. Discuss and request a copy of the Employer's Psychological Health and Safety Plan for the committee to review. Review the employer's action plans, policies, and implementation guides that outline how the organization will implement the CSA Standard on Psychological Health and Safety in the Workplace.

Option B:

- > Speak with other BCNU members about bullying and harassment and empathize with concerns. Act as a liaison between members and their local stewards, and/or JOHSC rep for support and follow up.
- > Address bullying and harassment concerns brought forward in collaboration with your steward team and regional OH&S and Mental Health representatives.

Steps to support your Pink Shirt Day Activity

1. Prepare for Pink Shirt Day

- > **Review** Pink Shirt Day resources on the BCNU website.
- > **Find** existing workplace specific policies, procedures, reporting mechanisms and documentation tools designed to prevent and address workplace bullying and harassment., and share this information with colleagues when needed.
- > **Create** a contact list for members needing assistance. This may include the Workplace Health Call Centre, EFAP, worksite stewards, the BCNU JOHSC representative, and the BCNU regional OHS and Mental Health representatives.
- > **Promote** Pink Shirt Day on social media. Like and share BCNU social media posts ahead of Feb. 23 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 colleagues to do so as well.*

The following BCNU resources are available starting the first week of February to support your outreach activities:

Please check out these online resources for sharing electronically or for hosting Zoom meetings:

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

Note: In support of COVID-19 safety plans, BCNU is advising against the use of print materials and handing out of buttons in 2022.

2. Consider mini activities to engage with members

Here are some suggestions:

- > Add Pink Shirt Day discussions to upcoming meetings and planning days and present the PowerPoint presentation. The Pink Shirt Day conversation prompts (listed below) and accompanying Discussion Guide offer excellent suggestions to stimulate the conversation.
- > 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.
- > Use social media to promote wearing pink on Feb. 23rd – Pink Shirt Day. Like and share BCNU social media posts ahead of Feb. 23rd 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.*

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?
- > 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 to 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 online brochure* for more details.
- > **Connect** with your LRO about specific/individual cases to maintain the confidentiality of those involved.
- > **Highlight** general concerns at the next JOHSC meeting and discuss suggestions that members have shared with you. Ensure action items are Specific – Measurable – Assigned – Realistic – Timebound (SMART).
- > **Contact** your regional OHS 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 outstanding concerns.

4. Connect with your region

- > Provide a summary of your event/activity and outcome to the regional OHS representative.
- > Share a summary of the psychological health and safety issues members are facing in your region* with the regional OHS and Mental Health representatives.

**Please do not include member specific/personal information in these reports.*