

November 2020

## **LAND ACKNOWLEDGMENT**

ACTRA Montreal would like to acknowledge that we are located on unceded indigenous lands.

The Kanien'kehá:ka (Gane-yung-ge-HA-ga) Nation is recognized as the custodians of the lands and waters on which we gather today, although it is historically known as a gathering place for many First Nations, including, but not be limited to, the Kanien'kehá:ka (Gane-ya-ge-HA-ga) of the Haudenosaunee (Hoe-de-ne-show-nay) Confederacy, Huron /Wendat (HYEW-ron WEN-dat), Abenaki, and Anishinaabeg (Anish-NA-be).

Tiohtià:ke (Tjo-TJA-geh)/Montreal has been the site of community, human creativity and story-telling for thousands of years. ACTRA Montreal commits to respect and honour this tradition.

In our effort to actively make change, we encourage our members to review the 231 Calls for Justice from the MMIWG Inquiry addressed to all Canadians. We'd like to share two of the actions at this time:

Create time and space for relationships based on respect as human beings, supporting and embracing differences with kindness, love and respect. Learn about Indigenous principles of relationship specific to those Nations or communities in your local area and work and put them into practice in all of your relationships with Indigenous peoples.

Help hold all governments accountable to act on the Calls for Justice, and to implement them according to the important principles we set out.

We also encourage you to read through all the Calls to Justice and review the Indigenous Ally Toolkit found in the chat.

<https://www.cbc.ca/news/indigenous/mmiwg-inquiry-report-1.5158385#Calls%20for%20Media%20and%20Social%20Influencers>

<https://www.actramontreal.ca/wp-content/uploads/2020/11/Indigenous-Ally-ToolkitNETWORK.pdf>

## **EQUALITY STATEMENT**

ACTRA fosters an environment that supports solidarity based on the principle that all union members are equal. Mutual respect, cooperation, and understanding are our goals.

We neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, or offensive environment.

ACTRA's Constitution, By-Laws, practices, and collective agreements reflect our commitment to equality and respect. Complaints of harassment and discrimination are taken seriously by ACTRA, and should be directed to the President, or their designate. All will be investigated and those substantiated will result in action by the union.

Discriminatory speech or conduct of any kind hurts and divides us.

ACTRA activities are to be harassment-free zones where our members' dignity and equality are respected.