

October 14, 2025

Addressing Rising Misinformation and Hate Towards Trans and Gender-Diverse Workers through Education

WHEREAS

Misinformation and disinformation related to trans and gender-diverse individuals is increasingly common, resulting in increased hatred and misunderstanding of trans and gender-diverse workers who are often vulnerable to mistreatment in the workplace in a way that directly disrupts workplace solidarity:

BE IT RESOLVED THAT

1. CAPE provide training or educational events to locals, including but not necessarily limited to local leaders and stewards, in a way that includes the lived realities of queer, trans and gender-diverse workers and ideally is led by and consulted with individuals with such lived experience;
2. CAPE provide a list of recommended educational resources on queer and trans issues, including a focus on the importance of solidarity in the context of rising homophobia and transphobia, as well as pinkwashing, to CAPE locals.

IMPLEMENTATION COSTS – FINANCE COMMITTEE

As per s 3.41. of the Bylaws, the Finance Committee has the authority to amend any resolution to include a special levy or budget amendment to ensure that the funds are available to implement the resolution. The total cost of implementing this resolution was estimated by the Finance Committee at approximately \$125,000 and would work out either as a one-time special levy of approximately \$5 per member, or smaller amounts spread over an amount of time, in addition to your regular dues.

Submitted by:¹

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Miranda Ketita, Statistique Canada, Andrew Caldwell, EDSC, Joanne Pinches, AAC,
Vienne Watt, ASPC, Theo Hug, LICC, Timothy Schwinghamer, AAC, An Gie Yong,
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¹*Under By-Law 3.37, All resolutions shall be submitted by either ten (10) Regular or Pending members or by one local by completing the resolution submission form.*