Equity, Diversity, Inclusion, Anti-Racism and Anti-Oppression Statement

CAPE is an organization that values equity, diversity, inclusion, anti-racism, and anti-oppression, which we view as fundamental principles that guide and inform all our work including collective bargaining, organizing, representation, advocacy, and education.

Our Association is made strong by colleagues working together to improve their working conditions and to preserve the rights that we have achieved for the membership. Mutual respect is the cornerstone of these successes.

In accordance with CAPE's Constitution, By-laws, and Position Statement, CAPE is committed to:

- Fostering a culture of collaboration where people with different experiences, backgrounds, and perspectives can work together in solidarity to do something meaningful. No two CAPE members are the same and that uniqueness is one of our greatest strengths.
- Actively seeking diverse voices for our committees and leadership structures, because we recognize that meaningful inclusion means ensuring that the members who shape our union's direction truly reflect the communities we serve.
- Dismantling systemic racism, colonialism, and interconnected forms of structural oppression that shape workplace experiences, access to opportunities, representation, and labour outcomes. We are committed to anti-racist and anti-oppressive action that addresses not only interpersonal harm, but also institutional practices, policies, and power structures that reproduce inequity and injustice.
- Actively identifying, challenging, and removing the systems, practices, barriers, and behaviours that create or reinforce oppression. CAPE endeavours to take responsibility for creating structures that prevent harm, support equity and reconciliation, and ensure that all of our members can participate fully, safely, and with dignity.

CAPE acknowledges and values the diverse and intersecting identities people hold, including, Indigeneity, race, national/ethnic origin, colour, religion, age, gender identity and expression, sexual orientation, disability, family status, and other lived experiences.

We are committed to putting these principles into practice every day in order to build a union where every member feels seen, heard, valued, and empowered to bring their whole selves to union activities. Advancing equity and challenging oppression require ongoing attention, accountability, and action, and we will continue to build systems and behaviours that reflect these values.