

# GLBT Representatives

## Terms of Reference

### **GAY LESBIAN BISEXUAL TRANSGENDER (GLBT)**

The Gay, Lesbian, Bisexual and Transgender persons Committee of the Alberta Federation of Labour recognizes and supports the ability of organized labour to work towards achieving social justice for all workers. In particular we believe that the labour movement has a unique opportunity and obligation to foster and support Gay, Lesbian, Bisexual and Transgender workers and their allies to maximize opportunities at work, at home and in the community.

#### **The GLBT Committee shall:**

- a) Encourage active involvement of Gay, Lesbian, Bisexual and Transgender persons in union activities and other activities affecting them.
- b) Promote, audit and organize educational programs including communication materials, concerning Gay, Lesbian, Bisexual and Transgender persons in the workplace, home and community.
- c) Foster working class culture amongst Gay, Lesbian, Bisexual and Transgender persons and their allies by initiating meetings ,forums, workshops, conferences, conventions, demonstrations, mass action and education course where appropriate.
- d) Inform Gay, Lesbian, Bisexual and Transgender persons and their allies about the resources and opportunities that are available within the labour movement to further awareness of the union advantage.
- e) Advance solidarity amongst workers Gay, Lesbian, Bisexual and Transgender persons and their allies to strive towards common interests.
- f) Encourage formation of Gay, Lesbian, Bisexual and Transgender committees with labour organizations at all levels.
- g) Work with the Gay, Lesbian, Bisexual and Transgender community to outreach through community groups such as the Pride Centre of Edmonton and the Gay and Lesbian Community Services Association (GLCSA) of Calgary.
- h) Facilitate discussion on the socioeconomic quality of life of Gay, Lesbian, Bisexual and Transgender persons their families and allies about special circumstances and situations facing them.
- i) Work with the AFL Executive Council, other Federations committees and the larger global community.