

March 2023

ABOUT US

The Racial Justice Committee (RJC) is a resource hub for racialized members, union leaders, and the Carleton community on equity, diversity, inclusion, and anti-racism practice and education. The RJC, in conjunction with other union committees, hosts and consults on programming, facilitates community education, and provides advocacy for racialized members.

COMMEMORATIVE DAYS IN MARCH

Zero Discrimination Day

Wednesday, March 1, 2023

Zero Discrimination Day, observed annually on March 1, celebrates the right of everyone to live a full and productive life—and live it with dignity—highlighting how people can become informed about and promote inclusion, compassion, peace and, above all, a movement for change. Zero Discrimination Day is helping to create a global movement of solidarity to end all forms of discrimination.

On Zero Discrimination Day this year, under the theme [“Save lives: Decriminalise”](#), UNAIDS is highlighting how the decriminalisation of key populations and people living with HIV saves lives and helps advance the end of the AIDS pandemic.

International Women's Day (IWD)

Wednesday, March 8, 2023

Officially recognized by the United Nations in 1977, International Women's Day first emerged from the activities of labour movements at the turn of the twentieth century in North America and across Europe. It is a day to recognize women for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political.



[Why 8/3? To learn why IWD is celebrated on March 8, click here.](#)

UN Women's theme for International Women's Day, 8 March 2023 is, “DigitALL: Innovation and technology for gender equality”, in alignment with the priority theme for the upcoming [67th Session of the Commission on the Status of Women](#).

The Government of Canada's theme for International Women's Day (IWD) 2023 is [Every Woman Counts](#).

This International Women's Day, CUPE is celebrating [women's union activism](#). To download CUPE's IWD poster, [click here](#).



[Click to see a list of local International Women's Day events and activities.](#)

International Day to Combat Islamophobia

Wednesday, March 15, 2023

The [working definition of Islamophobia](#), adopted by the United Nations, is as follows:

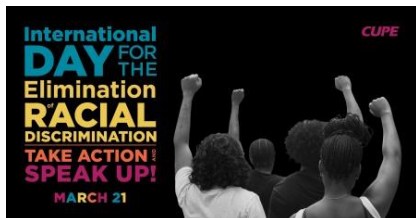
“Islamophobia is a fear, prejudice and hatred of Muslims that leads to provocation, hostility and intolerance by means of threatening, harassment, abuse, incitement and intimidation of Muslims and non-Muslims, both in the online and offline world. Motivated by institutional, ideological, political and religious hostility that transcends into structural and cultural racism, it targets the symbols and markers of being a Muslim.”

The United Nations General Assembly adopted a [resolution](#), sponsored by 60 Member-States of the Organization of Islamic Cooperation (OIC), which designated 15 March as the International Day to Combat Islamophobia.

Watch UN Secretary-General António Guterres' remarks to mark the first International Day to Combat Islamophobia, in 2021, [here](#).

International Day for the Elimination of Racial Discrimination

Tuesday, March 21, 2023



The International Day for the Elimination of Racial Discrimination is observed annually on March 21. On this day, in 1960, police opened fire at a peaceful demonstration in Sharpeville, South Africa, against the apartheid pass laws; 69 people were killed, and 180 were injured. The [resolution](#) to proclaim March 21 as the International Day for the Elimination of Racial Discrimination was adopted by the United Nations General Assembly in 1966.

In Canada, this date is an opportunity to reflect on the fact that while progress has been made, Indigenous Peoples, racialized communities and religious minorities in Canada continue to face racism and discrimination every day. It is also a day to re-commit our efforts to combat all forms of racial discrimination, injustice, systemic racism and hate to ensure a world where everyone is respected, safe, and has equitable access to contribute meaningfully to all aspects of society. Canada ratified the [International Convention on the Elimination of All Forms of Racial Discrimination](#) in 1970.

Click [here](#) to read CUPE's statement on the International Day for the Elimination of Racial Discrimination and to learn about what you can do.

International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

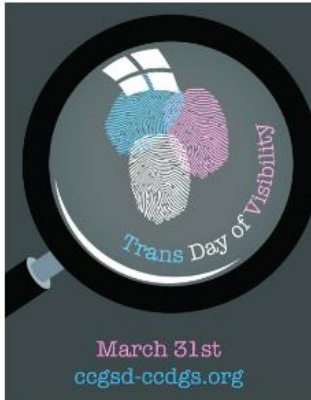
Saturday, March 25, 2023

The United Nations General Assembly [resolution](#) that established the [Outreach Programme on the Transatlantic Slave Trade and Slavery](#), also designated 25 March as the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade. The purpose of this observance is to honour the memory of those who died as a result of slavery as well as those who have been exposed to the horrors of the middle passage and have fought for freedom from enslavement. In addition, it is a day to discuss the causes, consequences, and lessons of the transatlantic slave trade in order to raise awareness about the dangers of racism and prejudice. The Day is observed with ceremonies and activities at United Nations Headquarters in New York and at United Nations offices around the world.

The [theme](#) for the 2023 Remembrance Program is “Fighting slavery’s legacy of racism through transformative education”.

International Transgender Day of Visibility

Friday, March 31, 2023



International Transgender Day of Visibility is an annual event occurring on March 31 dedicated to celebrating transgender people and raising awareness of discrimination faced by transgender people worldwide, as well as a celebration of their contributions to society.

The International Transgender Day of Visibility reminds us that we can all be allies in many ways and work together to stand up for the protection and promotion of the human rights of people in Canada who are lesbian, gay, bisexual, transgender, queer or Two-Spirit, or who use another term that refers to gender or sexual diversity. The human rights of all people are universal and indivisible, regardless of their sexual orientation and their gender identity and expression.

The [2021 Census of Population](#) included, for the first time, a question on gender in addition to a question on sex at birth. The introduction of gender in the 2021 Census will provide a more complete picture of the growing diversity of Canadian families. Click [here](#) to learn more.

[Statement by Minister Ien on the International Transgender Day of Visibility \(2022\)](#)

RESOURCES TO ADD TO YOUR TOOL KIT

CUPE Cast

[Episode 22 – Black Workers Matter](#)

This month the CUPE Cast is discussing the topic, Black Workers Matter. In this episode we will be covering everything from the Black Class Action Lawsuit, the Coalition of Black Trade Unionists, the Black Sleeping Car Porters, and more. This is also an extra special episode where we are welcoming our brand new CUPE Cast co-host, Brianna Plummer and saying goodbye to CUPE Cast co-host Elise.

CUPE 2424 – FAQ’s

Browse the CUPE 2424 website for answers to frequently asked questions.



[CONTACT US](#)

If you are interested in joining the RJC or have comments, please contact us at cupe2424@carleton.ca.

