



A HANDBOOK

FOR INCLUSIVE SPACES



DGB
BILDUNGSWERK

BUND

FOR AN INCLUSIVE UNIONISM THAT IS RESPECTFUL OF THE RIGHTS OF LGBTIQ+ PEOPLE

The labour movement around the world is facing a wide variety of challenges and commitments that it must address consciously and with responsibility. One of these challenges is the continuous struggle against inequality and any form of violence suffered by historically vulnerable people including members of the LGBTIQ+ community. The labour movement response requires a commitment to both social and political advocacy.

As labour movement, we must dedicate ourselves to thorough and substantive defense of human rights. Our organizations exist to defend ourselves and to fight for social justice throughout society.

The LGBTIQ+ community endures permanent violations of rights, limitations on expressions of their gender and identities, and a permanent culture of structural violence. For example, trans people are one of the demographic groups with the lowest life expectancy rates.

The reality of finding ourselves in an unequal world, where it is commonly accepted, legitimized and reinforced that some people are 'second-class citizens', makes the limits or even denial of rights to LGBTIQ+ people clear. This denial of rights reaches into all aspects of life including access to decent jobs, social security, building a family, and even freedom of expression.

Driven by these concerns, PSI's Subregional LGBTIQ+ Committee for Mexico, Central America, and the Dominican Republic, with the support of the subregional office, has prepared a ***trade union declaration for organizations that are free of discrimination on the basis of sexual orientation and gender identity*** and a ***Handbook for Inclusive Spaces***. The goal of these publications is support trade unions and trade unionists in their efforts to understand, recognize, and implement inclusive spaces that are free of discrimination against LGBTIQ+ people. The Handbook is a clear and straightforward educational tool and the accompanying declaration that was created to be presented, debated and approved by executive boards and assemblies, are tools that support our organizations in taking concrete steps to becoming inclusive organizations.

The declaration is a resource for all our organizations in Interamerica. It can be used in educational, awareness-raising, and decision-making spaces, ultimately strengthening the fight for inclusion and equality and renewing trade union action.

Our workplaces are constantly changing; something that has become even more clear in the context of COVID-19. Many working men and women in public services who are part of the LGBTIQ+ community are on the front line of emergency care, working with commitment and dedication. This is worth highlighting because historically we have fought for everyone's rights, but exceptions continue to exist that leave some behind.

It is time for the labour movement to make a difference, including in countries with forms of thinking and governing guided by conservative visions. We can advance the fight for rights and equality without leaving anyone behind. We can raise our voices, advocate, and contribute to eliminating inequalities and the various forms of discrimination and violence using all means available to us, including collective bargaining agreements, labour law, regulations, and public policies.

We are human beings who love, dream, contribute to, and believe in a world in which all of us have the same opportunities and the same rights.

Deiby Porras Arias
ANEP-Costa Rica
PSI LGBTIQ+ Coordinating Committee



What does it mean to be a trade union organization that is free of discrimination on the basis of sexual orientation and gender identity?



#1 Zero tolerance for discrimination on the basis of sexual orientation and gender identity:

A space free of discrimination on the basis of sexual orientation and gender identity. Condemning violence, harassment, discrimination, exclusion, stigmatization, and prejudice based on sexual orientation and gender identity, and other expressions such as one's clothes, mannerisms of the way one speaks.



#2

Fighting for equality for LGBTIQ+ working people and the adoption of trade union policies:

A trade union organization that respects and promotes human dignity and the fundamental human rights of all members, as well as elimination of all forms of discrimination on the basis of sexual orientation and gender identity.

Creating an inclusive policy that fosters a culture of respect and education within trade union organizations and contributes to the eradication of homo-lesbo-bi-transphobia, ensuring that every person with a diverse sexual orientation and gender identity is treated equally.

#3 Raising awareness about equality and respect for the rights of LGBTIQ+ working people:



Campaigning so that trade unions and other organizations sign and implement this declaration and support positive actions with the aim of eradicating all forms of violence against sexually diverse people that are usually driven by myths, stereotypes, prejudice, and pseudoscientific and stigmatizing rhetoric.

Also, education events, forums, workshops, and talks on Human Rights and sociopolitical themes related to the rights of the LGBTIQ+ community.

#4 Committing to support and implement practices in favor of LGBTIQ+ working people:



Setting up an organizing space – a Committee – where LGBTIQ+ working people may develop and work on their demands.

Trade unions must foster a culture of integration, in addition to conducting activities in commemoration of May 17, the International Day against Homophobia; June 28, LGBTIQ+ Pride Day; and fostering reflection processes that are respectful of sexual diversity and gender identity.

#5 An organization that promotes and engages in bargaining in favor of the rights of LGBTIQ+ working people:

Participating in economic, social, and labour-related negotiations that are conducive to equality, as well as making use of collective bargaining agreements that may support claims for the rights of the LGBTIQ+ community.

#6 Urging union executive boards to promote inclusion practices and respect for LGBTIQ+ workers:

Creating spaces that promote respect for gender identity in addition to much-needed changes in bylaws and collective bargaining agreements so that “couples” may be considered as such, regardless of their sexual orientation.

Sick or funeral leave should be granted to a worker’s companion as set forth in the law, agreement, or contract in addition to imposing penalties on those who discriminate on the basis of sexual orientation or gender identity during or after work hours.

#7 Communication campaigns:



Devising communication strategies inside trade unions and at workplaces that make it clear that the trade union is a space free of discrimination on the basis of sexual orientation and gender identity.



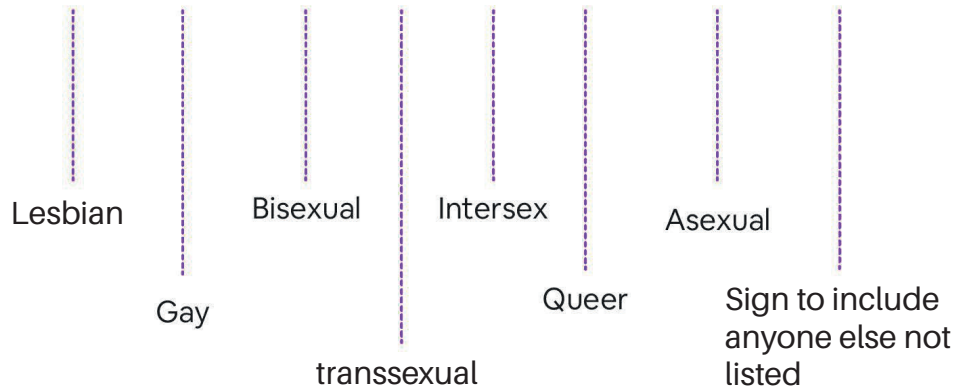
GLOSSARY

OF TERMS AND

CONCEPTS



LGBTIQ+



The rainbow flag was designed by Gilbert Baker in 1978. Its colors are used all over the world to claim the rights and freedoms of the LGTBIQA+ community as human beings.

GENDER

Gender refers socially assigned and defined traits, differentiating the masculine from the feminine based on biological characteristics: what society expects someone to think, feel, and behave for being a man or a woman. For example, the myths that “men don’t cry” or that “women like to buy shoes”. This includes gender roles, possibilities, actions, physical traits, and the way people express their sexuality.

GENDER IDENTITY

Gender identity is the way each person defines their gender, which can correspond or not with one’s birth sex. For example, persons to whom the male gender was assigned when they were born may feel their gender identity is a female and vice versa.

GENDER EXPRESSION

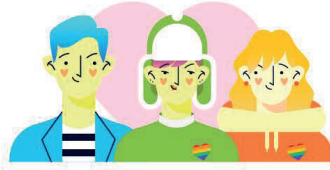
Gender expression is how we show our gender to the world: through our names, the way we dress, behave, interact, and so on.

BIOLOGICAL SEX

Biological sex is the set of biological characteristics (penis, vagina, hormones, etc.) that determine what is a male or a female for the human species. Once people are born, they are assigned a sex according to such characteristics, a sex which not always corresponds to one’s self-conceived gender.

SEXUAL ORIENTATION

Sexual orientation is the physical, emotional, erotic, affective, and spiritual attraction one feels for another person. This attraction can be directed to persons of the same gender (lesbian or gay), of the opposite gender (heterosexual), both genders (bisexual), or to people regardless of their sexual orientation and gender identity and/or expression (pansexual).



GAY AND LESBIAN BISEXUAL

As the term 'homosexual' began to be perceived as clinical and pejorative, gay became the general term de rigueur in the late 1960s and early 1970s to refer to attraction for people of the same sex. Gradually, as what used to be called the gay liberation movement gained momentum, the phrase 'gay and lesbian' became more popular as a way to describe similar yet separate problems faced by women in their struggle for tolerance.

A bisexual is someone who feels attracted to persons of the same gender or of other gender identities. It is not a passage toward gay as it has sometimes been described.

TRANS +/- TRANS*

These are general terms for non-cisgendered identities.



TRANSGENDER

Transgender is a broad term for persons whose gender identity or expression differs from their birth sex.



INTERSEX

An intersex person is someone who is born with biological sexual characteristics not traditionally associated with male or female bodies. Intersexuality does not refer to sexual orientation or gender identity.



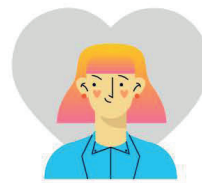
CISGENDER

A cisgender is a person whose gender identity corresponds with their birth sex.



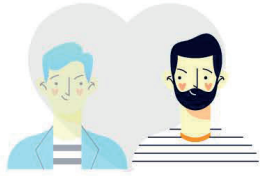
NON-BINARY

A non-binary person is someone who does not identify as a man or a woman and who sees themselves as being outside the binary gender. The term is sometimes reduced to NB or 'enby'.



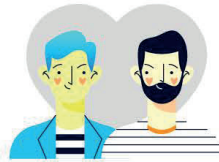
ASEXUAL

An asexual or "ace" is someone who experiences little or no sexual attraction. Asexual persons should not be confused with 'aromantic' persons, who experience little or no romantic attraction. Asexual persons do not always identify as aromantic, while aromantic persons do not always identify as asexual. Generally, some (asexual or otherwise) people identify with a romantic orientation that is different from their sexual orientation.



DEMISEXUAL

Demisexual persons generally experience no sexual attraction unless they have a strong emotional, yet not necessarily romantic, bond with someone.



GRAYSEXUAL

A graysexual is someone who occasionally experiences sexual attraction. The term covers a sort of 'gray area' between asexuality and sexual identity.



PANSEXUAL

A pansexual is someone who feels attracted to people of all gender identities and whose attraction is for a person's qualities regardless of their gender identity. The prefix 'pan' means 'all', thus rejecting binary gender that some argue is implicit in 'bisexual'.



GENDER-FLUID

Gender-fluid is a term used by people whose identity changes. These individuals may identify themselves as more male on some days and more female on others.



G.N.C

Gender Non-Conforming is someone whose gender does not match traditional norms associated with male/female. Not every gender non-conforming person is transgender, while some transgender persons express their gender in a conventional or male manner.

Bibliography

Manual Sindicalistas ¡Juntos por los derechos LGBT! (2007). Educational International and Public Services International.

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