

UFCW CANADA NATIONAL COUNCIL POLICY

RE: Inclusiveness

Policy DIV-1

Approved Date: November 12, 2007

This policy shall apply to this Council and its affiliated local unions.

This Council shall promote the establishment of Community Action Networks ("CAN") to create a more inclusive union and to build genuine relationships with various ethnic communities.

CAN initiatives shall be coordinated by a committee consisting of both rank-and-file activists and representative staff; moreover, each CAN committee will be reflective of the local union's respective diversity.

This Council shall endeavour to develop programmes to assist the affiliated local unions in educating UFCW Canada members about the issues facing ethnic and minority groups.

CAN committees shall be guided by the following priorities:

- Develop genuine relationships with diverse communities, historically oppressed groups, and the community at large
- Embrace and promote UFCW Canada's multi-cultural and diverse mosaic
- Educate UFCW Canada members, staff, and leadership about the issues facing diverse communities and historically oppressed groups

END OF POLICY

rev.11/11/07