



### **Recognition of the Second International Decade for People African Descent (2025-2034)**

In recognition of the Second International Decade for People African Descent, CUPE Ontario pays tribute to the countless contributions made by people of African origin and descent to our labour movement, recognizing the lasting benefits they bring to our union and society, and affirming our commitment to working toward justice and reparations.

CUPE Ontario also honours the history of ancestors who came involuntarily to the country we call Canada. We acknowledge this country's complicity in the Atlantic slave trade and the ongoing legacy of enslavement that continues to impact Black communities in Canada.

We recognize that that existence of enslavement in Canada, from the 16<sup>th</sup> century to 1834, continues to be a source of ongoing inequalities and injustices faced by people of African descent.

As members of a progressive labour union, we have a responsibility to act and to work towards reparations and justice.

We commit to action in support of Black communities and to taking part in unity with them in seeking reparative justice and unwinding harm.

We commit to furthering the work of CUPE Ontario's Anti-Racism Organizational Action Plan. AROAP is key to the work that CUPE Ontario undertakes with intention to ensure the full inclusion of people of African descent in our union.

We will continue to work to combat anti-Black racism, racial discrimination, xenophobia, and all other forms of oppression.

No one is free until we are all free.

*This recognition is based in part on the Ancestral Acknowledgment written by Elsa Perez.*