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June 23th, 2021 Virtual ProPride: Beyond Diversity Towards Dignity

Captioning Transcript



Content Warning: discussions of sexual violence.

Claire Yick

Welcome everyone to this Virtual ProPride session: Beyond Diversity Towards Dignity. This event is part of the 2021 Virtual ProPride series put together by Pride at Work Canada, focused on moving beyond equity, diversity and inclusion. My name is Claire Yick, my pronouns are she/her and I serve on the board of Pride at Work Canada. In my day job I work as a senior policy analyst with the BC Public Service.

I'm pleased to be your emcee here today and so whether it's the first time that you attended a Pride at Work event or you join us every time, thank you. We're really happy to have you all here. Pride at Work Canada empowers employees to build workplaces that celebrate all employees regardless of gender expression, gender identity or sexual orientation. We provide education and training, create spaces for dialogue and strategically through leadership, we help create safer, more inclusive workplaces that help realize the full potential of all employees while bringing down barriers to employment. Our events connect the most inclusive employers in Canada and I'm proud to work for one of those. As we are a national organization, our events take place virtually on the traditional territories of different First Nations, Inuit and Métis peoples and I can see in the chat already, many of you are sharing where you're calling in from. So I invite you to do that. We recognize that there are multiple systemic barriers that impact Two-Spirit and LGBTQ+ Indigenous folks from accessing meaningful, affirming and inclusive employment and we're working to reduce those barriers. So if you do have feedback for us, we're really open to that, so we can make that a reality.

I would like to recognize that our presenters all live on different territories across Turtle Island, as some in the chat have mentioned. Pride at Work Canada's main office is located in Toronto, or "Dish with One Spoon" territory. I would like to acknowledge I'm calling in from Lekwungen (*ləkʷəŋən*) territory, whose people are now known today as the Esquimalt

and Songhees Nations. As I'm a settler on this land, one of my acts towards reconciliation is understanding language, so Lekwungen (*ləkʷəŋən*) means place to smoke herring. When I go to Beacon Hill Park near the water there's a hill called "Meeqan" which means warmed by the sun. In learning more about this park, it used to be a settlement for defence during war times and also an important reef net fishing area for all of those herring. There were also starchy bulbs from Camas wildflowers which were an important food source gathered by those that lived in the area. In my own personal reconciliation journey, I'm educating myself on various issues facing Indigenous folks in Canada, including Missing and Murdered Indigenous Women and Girls Inquiry. This past Monday, June 21st was National Indigenous Peoples Day and what a beautiful intersection of Indigenous History Month and Pride Month which is of great significance to Two-Spirit, Indigiqueer, and LGBTQ+ Indigenous members of our community. Pride at Work did a great post on this and I think we can throw that in the chat, in case you're looking for more links and resources for your journey. So, again, I do invite you to type in the chat where you're calling in from and any reflections that you have on reconciliation.

So for today's agenda, first up was the welcome and I do hope you feel welcomed. We'll be thanking our community sponsor which is the Inclusive Workplace and Supply Council of Canada. We'll then be hearing remarks from Elder Albert McLeod and then we'll have our panel and lastly we'll close out with some resources. Just for some housekeeping, at the bottom of your screen, there is a closed captioning option available under subtitles and that's being provided to us by National Captioning Canada. This session is being recorded and the registrants will be sent the link after. This session is in Zoom webinar mode which means that participants are able to use the chat and the Q&A box but as much as I would love to see your faces and hear your voices, you won't be able to turn your video or audio on.

This session will last 90 minutes and end at 1:30pm Eastern Daylight Time. If you're experiencing any technical difficulties, please connect with our team, via chat. This includes Pru Girme and Jade Pichette, and if your questions are not answered during this session, you can feel free to email them in to info@prideatwork.ca and keep that conversation going in the chat. It's an inclusive space. And then if you do have a specific question for the panelists, please keep them in the Q&A so they can be sorted and monitored. Happy Pride, everyone.

So I just want to thank, again, our community sponsor, the Inclusive Workplace and Supply Council of Canada for helping make today's event a success and for their work promoting businesses run by veterans and people with disabilities. So business owners that the council supports are veterans and persons with disabilities and their countless examples of abilities and achievements deserve great admiration and respect. They're really proud to work with these entrepreneurs who exemplify what it means to be worthy of honour and respect.

So, today's event is focused on moving from diversity towards dignity. So shifting from that traditional equity diversity and inclusion model to belonging, justice and dignity. If you've been following along with the other ProPride events, you may have seen earlier this month we're moving beyond inclusion towards belonging. today's session is moving beyond diversity towards dignity and next month there's still time to register for beyond equity towards justice.

While diversity changes things in the room, not everyone may feel welcome or able to honour their full selves. Dignity recognizes that all of us are worthy of honour and respect and I just want to underscore that again, I'm speaking to all of you individually at this point: you are worthy.

One way that we can see creating dignity requires that we communicate with each other, with curiosity and compassion. Looking to call people in instead of calling them out; that is to create a dialogue which would provide the opportunity for both of us to grow and know the impact of our actions. We're all on this learning journey and we're all learning together. It's only when everyone has their dignity recognized that we can honour 2SLGBTQIA+ employees and job seekers as their authentic selves. And again in the spirit of reconciliation in the recently released 2021 Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People National Action Plan the first guiding principle in this National Action Plan focuses on reclaiming the power, place and dignity of Indigenous women, girls and 2SLGBTQIA+ people.

Dignity honours our full authentic selves and allows us to participate in creating welcoming workplaces. So today we get to hear from a panel of experts who are working to create dignity for gender, romantic and sexual minorities in the workplace. To start that today, we're grateful that Elder Albert McLeod will be opening our discussion in a good way. Albert uses he/him, she/her pronouns and is one of the directors of the Two-Spirited People of Manitoba, a community-based organization focused on helping Indigenous LGBTQ2S+ folks improve their lives.

Albert is a Status Indian with ancestry from the Nisichawayasihk Cree Nation and the Métis community of Norway House in northern Manitoba. He has 30 plus years of experience as a human rights activist and began his Two-Spirit advocacy in Winnipeg in 1986 and became an HIV/AIDS activist in 1987. He was the director of the Manitoba Aboriginal AIDS Task Force from 1991 to 2001 and holds an honorary doctorate of laws from the University of Winnipeg. Albert lives in Winnipeg where he works as a consultant, specializing in Indigenous peoples cultural reclamation and cross-cultural training. Welcome Albert.

Elder Albert McLeod Thank you Claire, and welcome everyone to this event. I want to acknowledge all of you who are on the panel as well as those who are joining us virtually and recognize you for the gifts that you carry and that is a traditional Indigenous world view that everyone who joins the circle is considered to have a purpose, a role, a destiny and possess a divine gift. And so, as we discuss these issues around employment in various sectors, whether it is private, corporate, civil government or nonprofit sector, and the inclusion of people who are LGBTQ2+ and those issues of navigating the oppression that we've experienced over the last hundred years of Canada's colonization. And considering that employment is an inherent right as a Canadian citizen, but also it's a determinant of health, and that, from my history, you know, I was experiencing racism and homophobia in the small town I was raised in, in the north and I quit school in grade 10. So again my trajectory was already being affected negatively by social attitudes towards gays or Indigenous people.

However, you know, my employment history goes back 40 years. And despite that disruption, I've managed to be employed, sometimes, you know, with my sexual identity or sexual orientation, known and in other cases, not known. But again, I think as we move forward in Canada today, we have some sort of pathways to follow as well, such as Claire mentioned, the idea of decolonization and reconciliation and again that will influence the workplace, particularly for Two-Spirited people. And then recently, you know, the bill that prohibits conversion therapy passed in our parliament and so I just wanted to talk about that, that the is-isms, whether it's phobias intersect in our society and the work that we do is really dismantling them and realizing as a civil society we have the right to do that. We have the right to advocate and I know that the word advocate is kind of taboo these days but certainly for the LGBTQ2+ community, it has served us well in making these safer spaces for ourselves over the last 40 years.

So we have that right to be employed, to be educated, to have a career, to have an interest in our society and that we've come a long way in providing those tools that make these spaces safe and safer. We have legislation, which are the laws in our society as well as policies that aim to provide these spaces so that everybody can participate in our society, in our nation, the work of our nation. So I welcome you all to this circle. And as we are guided by our knowledge keepers, as humans we have to acknowledge the natural world in which we live and which we survive. That is the world that gives us life. The water, the sky, the plants and the animals, and to remind us that we don't exist in isolation. That we have an obligation and a relationship with the natural world, as well as the world of our ancestors who have given us these gifts that we carry into the present, into the 21st century, that we can also relate to them, even though they may have passed, that we still have a spiritual relationship with our ancestors. So I welcome you everybody today to be a part of this conversation, to learn about each other, and also to learn about how our society is structured and what places we have for LGBTQ2+ Canadians to again, to experience, the beauty of our society, the beauty of our country and to live good lives. So thank you. Thank you, Claire. Welcome to the panel.

Claire Yick

Thank you so much, Albert.

So now we're moving on to our panel and I'll be introducing our moderator. So here we have Colin Druhan. It's been a pleasure to work with you, Colin, over the past two-and-a-half years. Colin's pronouns are he/him and he's a business strategist with more than 15 years of experience working with Two-Spirit and LGBTQ+ communities. He served as our Executive Director at Pride at Work Canada since 2014, he's also the vice chair of Volunteer Toronto, Canada's largest volunteer centre and is on the advisory board of the Diversity Institute at the Ted Rogers School of Management. Originally from Cole Harbour, Nova Scotia, Colin received a BFA from NSCAD University and has completed executive education programs at both the

Rotman School of Management and Harvard Business School. Welcome, Colin. So excited to hear from you and the panelists.

Colin Druhan

Thank you, Claire, both for your skills as an emcee today and for your service on the Pride at Work board of directors over the past two years and thank you so much, Albert, for your opening remarks and for sharing both your knowledge and advice on how we can dismantle that which keeps so many from fully participating in society. I'm really excited to be here today, speaking to you from the territory of the Odawa, Ojibwe and Potawatomi First Nations, on our topic of moving from diversity towards dignity. I know everybody's very active in the chat today and I love to see that. I just want to let everybody know that in order to focus on my conversation with our outstanding panelists, I'm not going to be able to keep tabs in the chat. But as Claire mentioned, if you have a question, we have time for those at the end of our conversation and I would encourage you to submit them through the Q&A function at the bottom of your screen. That helps us keep track of the questions that come in and I'll be able to look there to hopefully get an answer from one of our panelists after our conversation.

Like I said, I'm really excited for this specific conversation, the topic of dignity is one that's quite close to my heart and I want to introduce our panelists and have them each share their definition or what comes to mind for them when they think about dignity in the area of employment. But first I'll perhaps share why dignity is so important to me. As Claire mentioned, I was born in Nova Scotia. My first job was in Dartmouth, Nova Scotia, where I grew up, at a local burger place. Knowing that I wanted to go into sales out of high school, I really wanted to work on the cash register. I thought that I was really good with people, I thought it would be a really good experience. I was told by my manager at 16 years old that my voice was too gay for me to work with customers. I was told that it wasn't the image that the restaurant wanted for the public. And it was a while later, after, you know, I made a really good impression on one of the assistant managers, that she actually afforded me the dignity of moving me up front

to work with customers from the back. And for me, I went from I think making 5.50 to 5.65 an hour but the 15 cents an hour raise was not a big deal, it was the fact I got to smile, make people laugh, talk to them and wear a name tag.

That simple act of affording me the dignity of doing something that somebody said I wasn't able to do because of who I was my first encounter with today's topic in the workplace. So I'm excited to speak with our outstanding panelists about both their accomplishments and their views on today's topic. Perhaps, first I'll introduce Ryan Cooper. So we can move to seeing Ryan's video and Ryan's accomplishments up on the screen.

Ryan, a Co-CEO of Rainy Storm Productions Inc. and as you can see from their biographical information on the screen, quite accomplished in the area of television and film. Ryan, welcome, thank you for joining us. And can you please share with our audience your views on today's topic, perhaps what dignity means to you in the area of employment in the workplace.

Ryan Cooper

Hi. Absolutely. I just want to say first off, thank you to Pride at Work Canada for making this panel possible and everybody a part of the panel and everybody watching thank you all so much.

What it means to me. I grew up in a pretty entrepreneurial mind-set. I lived on my community of Peguis First Nation pretty much for my entire life. I didn't realize that - I knew I was different, is what my teachers used to tell me. I didn't really know what that meant until I got older and I really started to understand that I was Two-Spirit and I actually learned from my teacher in school what that was and really focusing on that and learning about that. And every time I created a new job, I started working at 12 years old delivering newspapers, mowing lawns and baby-sitting and all these things and started a little business with other youngsters and all that kind of stuff. So I always like remembered going towards people of the LGBTQ,

Two-Spirit community and asking them if they wanted to help make this little business possible

So, it was always kind of like second nature for me personally. I helped my parents with their businesses as well and, you know, made it very inclusive with who we hired. And my parents also taught me how to respect everyone for their differences as well. So, yeah that was a really great learning from my parents and growing up with dignity at the core of everything that I've done. So I hope that answers your question, Colin. Thank you.

Colin Druhan

Thanks, Ryan. Thank you for sharing your perspective on today's topic. I'm happy you were able to share that personal information from your childhood and growing up. We look forward to hearing more of you as we continue the conversation.

But next we'll introduce Erin, our friend from Finning. Maybe we can move Erin's information up on screen here. Thank you. Erin is the Global Director, Inclusion and Diversity at Finning International Inc. and as you can see we've got some of Erin's accomplishments on the screen. If you could please unmute yourself, share your and share your views on today's topic of dignity.

Erin Leonty

Thank you so much, Colin and I echo Ryan's comments. Thank you so much for including me. This is an area that I'm passionate about, both personally and professionally. I think, for me, dignity, it's rooted in this respect factor and sometimes, especially currently, the topic of diversity and inclusion can be so polarizing, right? There's just such a multitude of views and beliefs but I don't know anyone who doesn't believe in the need to feel respected and feel that sense of dignity. And, you know, throughout my career and also upbringing, similar to Ryan, I was raised in a fairly religious, misogynist, homophobic upbringing, very traditional values. And quickly, I started to understand there was a ranking of hierarchy in society.

And I saw the damage that that did to me and some of my community, in terms of our feelings of self-worth and value and I truly believe that every single individual on this planet has the power to drive for the collective good and contribute for the strength of our communities. But if we have a society that isn't recognizing and treating each individual with that dignity and respect, we actually tear away and erode at that power inside each of us.

For me, dignity is really about the act of respect, recognizing that every single person is deserving of love and value, and if we can try to anchor in that common need for dignity and respect, just think of the power that we can drive together. So that's my sound bite but really looking forward to getting into the conversation with the panelists. Thanks so much, Colin.

Colin Druhan

Thank you, Erin. I think that's a really beautiful sentiment to start us off, tying the value of respect to personal value. I look forward to hear more of your views as we continue our conversation.

Last but not least, I would like to introduce Ivan Coyote. Maybe we can have Ivan's accomplishments put up on the screen. Ivan, I invite you to share your video and your audio so we can hear a little bit about your personal views or perspective on today's topic of dignity as it pertains to employment in the workplace.

Ivan Coyote

Hi, Colin. thanks, I'm not seeing my video, but I have unmuted my video, so should I just continue?

Colin Druhan

Yeah, we can see you perfectly.

Ivan Coyote

Thanks, maybe I'll change my view here. there we go. There I am.

Yeah, my name's Ivan Coyote and I'm joining you from the traditional lands of the Kwanlin Dün and Ta'an Kwäch'än Council in Whitehorse, Yukon where I was born and raised here and I'm home for the summer. And for

me, especially in terms of the workplace, as a trans person, and even before I transitioned as a female assigned person working in, so-called nontraditional - I was an electrician and worked in the trades, landscaper before that and some construction - and I really loved that work and I never struggled with the work itself, I never struggled with the physical components. I always always struggled with the facilities and the culture in the workplace. And for me, you know, access to basically washrooms and change rooms, you know, in terms of my workplaces, has always been a consistent struggle. And I feel like having to advocate for something as basic a human need as a washroom or a change room consistently over and over again in every workplace that I've ever, ever worked in, that is such an undignified thing to repeatedly force an employee to do.

And so, I guess, if you wanted to widen the lens, you know, providing for the basic human needs, and above and beyond a bathroom, to me, that's 101, that's literally the bottom line. But if you want to truly diversify your workforce and make it a more welcoming and safe(r) place, you have to provide for those basic elements of support for the individual humanity of each of your employees, whatever that might be. And not constantly put the work to advocate for that back on the individual. It's not fair to have to show up at work, be the only trans person, be the only Indigenous person, if that's who you are, be the only Two-Spirit person, be the only Black person and then have to also on top of that advocate for something as basic as a washroom or, you know, for your -- the pronunciation of your name, things like that. And to me, they're almost frustratingly simple at this point that we're still having to advocate for such basic things, in order to fully participate in something as, like Albert was saying, as important to your future trajectory as solid, well-paid employment is. With access to all the things that that brings; stability, health care, you know, resources, yeah. I think I'll stop there for now.

Colin Druhan

Great, thanks, Ivan. Thank you so much for sharing your views on how we can unburden folks, just by giving them the basic needs that they have at work. That's great.

I will actually go back to you, Ivan, for our first question. I know that your work often addresses having a sense of community. And speaking of your work, I know that you've been quite busy because your book just came out. This is my plug for "Care Of" by Ivan Coyote, you might want to purchase it and have it delivered to your door.

Your work often addresses having a sense of community and I know that we have a lot of folks who are on the line today who perhaps lack a sense of community in their workplace or they're in the process of building communities in their workplace. What advice would you have for those folks?

Ivan Coyote

Well, okay, just jump right in, hey. I think that we have to start looking at community as more of a reciprocal relationship. I had a student in my - this last semester, in one of my classes at western where I was teaching and, you know, he - I remember him saying, I want this - he was unhappy. He wanted more technical skills to be dealt with in the class, but it was a live performance class. And he said, this is what I need and you said that this was going to be an - this class was going to be an artistic community where I could come and get my needs met. And I said, well, let's - this was in a private, a student hour session - time out for a second. If everybody came to the community, to the concept of community only looking to have their needs met, that's an unsustainable model for a community. Completely unsustainable. And the people it's going to burn out the quickest and the most and the deepest are the people who actually bring the most to the community. They will be only taken from. And community is not a library that you go to withdraw resources from and return them when you're done. Community is an active act of love and engagement.

And then I also think of my friend Bett who was one of my sort of butch mentors, I remember her saying to me, community also includes the person that you want there the least. And so, I guess I would like us to start approaching community - and I think queer youth do this - they approach community as a place that they're going to get their needs met and they don't understand that it's actually reciprocal and they have much to bring, and that the whole community will benefit if everybody enters community thinking about not just what they need, and what's important to them, and their requirements for engagement, but what they bring to the table and what they have to offer, and how they can help. You know, and this comes around a lot when you start talking about mentorship and eldership and guiding the youth. If it's approached consistently by either party as a one-way street, I really feel that it's -- we're not doing justice to those relationships.

And, you know, there's all kinds of stuff online about how to be a good mentor and there's a real dearth of knowledge of how to be a good mentee and what you bring to that relationship and how you respect the person who's giving you the knowledge. I think I'm starting to really try to come to all engagements thinking about not just what I'm there to get but what I'm there to give, and how I can facilitate that exchange in the most positive, least harmful, respectful and approach it all with integrity. I guess that's my, that's my advice.

Colin Druhan

Great. So community through a series that gives and gets, where respect is reciprocal. I love that, Ivan. Thank you so much for sharing your perspective.

Ivan Coyote

I wouldn't say gives and gets. I think that's boiling it down to something that's still a currency exchange as opposed to an energy exchange, not to sound too hippy because I'm in the Yukon. But yeah, I wouldn't say gives or gets, like, that's not how I would choose to sum that up, but essentially I guess we're agreeing.

Colin Druhan

Thanks, Ivan.

Ryan, in terms of creating a sense of community, as a producer, you create spaces where people have to work together and collaborate to create creative product. Can you talk a little bit about your approach to creating those spaces and how you build a sense of community and dignity for the folks that are working with you?

Ryan Cooper

Yeah, absolutely. Thanks for that question. As a producer, as a filmmaker, as a person that got into film, I joined these programs, projects, you know, sets that were ultimately this hierarchical structure. It was really hard for me to understand that structure because I come from a first nation community and our structure is very circle. Where we hold hands and everybody is, you know, equal, irregardless of what job they do. So coming into that kind of system that I just mentioned, this film industry system, that has been this way since the dawn of filmmaking, it didn't work for me, it doesn't work for Indigenous people, like at least in my perspective, in my community.

So, when I became a producer and started producing my own stuff and making my own stuff, I always thought about how I want to bring it back to community. I want everyone to feel involved. I want everybody to feel loved, I want everybody to feel supported. And that's exactly what I did, and we changed the structure of how a set works, like, we're a family. We're all working together to create this product that's going to be meaningful to so many people because we and I put everything and pieces of who I am [unclear] as an Indigenous person, all of these things, I put little pieces of myself into these projects and, you know, I invite everybody who's working on set to also give their two cents of what should be done in terms of the project that we're working on. If there's a better way, that's more sensitive to the things we're talking about and are working on. We created this amazing, wonderful place.

And, you know, I created originally something that was all diverse communities, not just Indigenous but I wanted to include everybody, like,

as an Indigenous producer and as an Indigenous person, I feel very, like, I felt very pushed out of things, just five years ago. And when I moved into, like, this world five years ago and kind of really figuring out what that is, kind of saw the invisible lines that people were being kept from coming in. So I wanted to shatter those lines and that's exactly what I did, and invite people in that wouldn't have been advanced otherwise or if they did have a chance, they would have to work for years and years and years to get a chance. But I think it's really important that everybody have a chance [unclear] and that's the kind of mentality I have around filmmaking, everything I do in life honestly. And in terms of what Ivan said, I think everything you said was golden, it was so perfect and I just want to give a shoutout to Peguis today too. We're doing our Pride Parade, the first one ever, on the 26th, and right after this panel, I'm going to help build that float. That's going to be exciting. What a great day, so yeah!

Colin Druhan

Thank you. It's great to hear you're bringing that entrepreneurial spirit you talked about from your childhood and your youth into the work you're doing now and building those environments that are truly collaborative. Thank you so much for sharing that.

I'll go on to Erin. Erin works at Finning International. And Erin, I hope you don't mind me saying, I think a lot of people might look at the industry you work in, manufacturing, you know, creating a lot of tools that are used in skilled trades, and might not immediately associate that with the most inclusive environment. So, as a person who's in charge of developing and fostering and cultivating an inclusive environment at Finning International, you know, how do you do that? And how do you approach your work with that sense of dignity and respect that you spoke about in our opening?

Erin Leonty

Thanks, Colin. So, it's been a journey for us and I would say, you know, in the simplest form, I work to rally everyone around a common goal and common objective and I think it speaks to the power of community rather than hierarchy. We early on developed a campaign to help leaders believe

in the why, why this was so important, what was to gain but also what was at risk if we didn't treat this seriously in terms of a multi-year strategy with measurable, you know, measures of success and a road map of actions led by leaders. And so, I could go on and on about that strategy but I think why we were successful is we anchored it in something we all had in common which was safety, in the industrial context, we're in Argentina, Bolivia, Chile, UK, Ireland, as well as across Canada and safety is really important. But we had always been talking about safety at Finning in the physical context and what I introduced was the psychological context of safety and in order to achieve psychological safety which is directly correlated to physical safety, we needed to really start to empower leaders and equip leaders to be interrupting disrespectful and unsafe discriminatory bullying types of behaviours in order to protect our employees.

So we started there and built upon that foundation of respect to then talk about, okay, then what does it mean to be inclusive, which is to draw on the diverse perspectives and the diverse talents to identify first the risks and barriers and work collaboratively to resolve them and then game.

Ivan was speaking about the washrooms. That was one of the first things we tackled. We talked to our union and our employees and underrepresented talents and said, what are some of the big barriers in your way and one thing you would change. And we heard, we need washrooms for our women, we need change rooms. And it was startling for some of our leaders to realize that we had facilities throughout the world that, you know, our women couldn't feel safe changing in. So we very quickly did a global audit of all of our facilities and also started piloting more inclusive personal protective equipment for all sizes and genders to ensure that individuals felt that dignity and respect when they showed up on the job, so they could focus on operating safely as opposed to worrying about where's the nearest washroom.

We anchored it in the safety context and built from there as opposed to polarizing the population too quickly on complicated and tricky topics. We didn't want people to feel a fear of stepping into this space. We wanted to help them dip their toe and get comfortable and then find their power in it.

Colin Druhan

Thanks for sharing that Erin. I'm really struck by what you're talking about, creating environments where people feel psychologically safe and the messages you send through the measures create that psychological safety. One of the statements or phrases that's pretty well worn in this community is this idea of bringing your whole self to work. When you talk about creating that psychologically safe environment, I think that really illustrates how that's not something that just helps employees, it also helps employers because it encourages more full participation in the workplace. So thank you so much for sharing some of those practices that you've instituted. We're really looking forward to hearing more from you.

I'll go back to Ivan, since we were talking about some skilled trades environments. Ivan, you know, just like me, you grew up in an environment with a family of tradespeople. And you've worked in trades throughout your lifetime. You spoke a little bit before about covering folks' basic needs and going beyond. What are some things that you've noticed from your experience that folks could do in skilled trades to create better environments where people can feel safe?

Ivan Coyote

Well, I'm a storyteller. That's my, that's my bag so I'm just going to tell a story. I just think that's the best way to get your point across most times. So I want to take you back to 1992, when I had just graduated top of my class, valedictorian from electricity industrial electronics program at British Columbia Institute of Technology where I was one of - I'm a trans person, so I don't want to - I was assigned female at birth, so I was one of two female-assigned people in 650 tradesmen, while I was going to school. And then when I got out of school, I went to work on a 156 unit condominium complex in Surrey and I was carpooling out there with my

boss. So there was all kinds of active trades happening at different stages, so there was roofers and stucco guys and electricians. I was working as an electrician. Plumbers' crews, landscapers, multiple crews, multiple languages, multiple everything and two outhouses for probably upwards of about 400 trades- mostly tradesmen. There was me, who identified as kind of - I don't know what I identified back then, me, but younger and with less words to describe myself - as, and a female plumber, a woman plumber apprentice, third year apprentice. She and I were the only non-cisgendered men on the entire job site, except sometimes the first aid attendant would be a woman. Other than that, we were the only ones.

So we were expected to share filthy, filthy outhouses, two of them, with 400 dudes. And it was so - and I'm, I'm not OCD, but ah, I'm tidy, and I could not stomach, literally could not stomach it. So I walked, I spent my lunch hour, ate my sandwich and juice box, walked in my coveralls or work clothes, along the number 1 highway, to cross it - before there was a crossing there - duck across the highway to use the bathrooms at the Tim Hortons where I was inevitably hassled by some lady in there because I was wearing work clothes and look like I look, and then I would turn around and go back, and sometimes be five minutes late to access a bathroom that I could tolerate at all. And then, so, myself and the female, again, having to advocate for ourselves, constantly. So it's not enough that I'm the only me, and she's the only her, and the interesting thing is we spent all of our breaks together, even though we had absolutely nothing in common, other than the fact we were not dudes. She was a plumber, I was an electrician. She liked country music, going to rodeos, and I was a queer activist and she was kind of homophobic. But all we had was each other, and we became these weird, nonconsensual friends. We didn't really like each other but we were sort of stuck together by circumstance.

Anyway, we talked to the general contractor and said we need our own biffy, so they hummed and hawed and then this shiny new outhouse

showed up. And the rest of the dudes hated us that we had a clean bathroom. There was cocks drawn all over the outside and someone would go in and piss all over everything. It was nasty, right. Then I realized, you know, there was a lot of dudes who hated those bathrooms, too, right. They were nasty and disgusting, and just because we're tradespeople, just because we're blue collar people doesn't mean we don't want to wash our hands and, you know? And two washrooms for 400 people is never going to be enough. I don't care what gender you are or how tidy you are or how good your aim is or whatever, it's just not enough. so what we were advocating for was not just ourselves, but the basic human dignity of every person on that job site, regardless of their gender, right?

So, and that was the same job site where I was - I got caught in the underground parking lot after everybody had gone home and I had what I think, and I trust my instinct, what I think was a very close call with a multiple sexual assault. I got cornered by some stucco guys in the underground parking after everyone was gone. And we hadn't finished wiring all the fluorescent lights so there were cords, it was dull and dank and luckily it was a friday afternoon and I brought my electrical pouch with me, and I reached around and I grabbed my big, long, knock-out punch nasty dull flat head screwdriver and I looked at the guy who seemed - there was I think 6 or 7 of them and I looked at the guy who seemed like he was the most in charge of what was going on, they had surrounded around me, and I didn't understand the language that they were speaking, but I knew what they were saying anyway. and it wasn't good, looking good for me. So I just held out my screw driver, said, okay, are you first? Come at me because if this is going to happen, someone's getting a screwdriver in the ribs. And they sort of laughed it off and let me go. And I got into the truck with my journeyman, with my supervisor, and he was like, are you okay and I was like, yeah, just drive. It's friday, I want to go home, I want to have a beer, I want to put my feet up, I don't even - we were stuck in traffic because we were late leaving, and so we got stuck in traffic and we were

talking, I finally told him what happened and he was, like, I'm going to go to the general contractor and get that whole stucco crew fired this is nonsense. And I was like oh yeah and then they're going to love me after that, right? And again, it's not just that you have to advocate for your own human dignity, it's the consequences of having to do that because then, you're the queer dyke trans butch, whatever you are, who is now being a pain in the ass: now you want a bathroom, now you want to not be gang-raped. Like, what's next?

Just that constant having to advocate for yourself, and it in fact chased me out of my trade, which I loved, and I was a really good electrician, I was. And I'm wiring my cabin right now and remembering how much I just loved my trade. And so, what ended up happening was they moved me off that job site, and we were supposed to start another contract because my boss, he disregarded my request to just leave it be and instead of firing the potential gang rape stucco crew, they just moved me, because it was easier to move me than it was to move a crew of dudes. And that job ended up being delayed. So I had a couple of weeks and that's - I got asked to go work as an electrician in the film industry, and so that day turned out to be my last official day as a journeyman electrician.

I went to work in the film industry after that and I truly, truly deeply feel - and I'm tough, I'm thick-skinned, I can put up with 5,000 microaggressions, although I do want to know how many microaggressions make a macroaggression, is it metric or standard? I don't know - but anyway, I'm tough and I got chased out of my trade. And it was not because I was not competent, it was not because I was not good at my job. It was because I literally could not tolerate. And so I think about how are we going to change the environment in workplaces if we chase out all the good people who want to bring different culture, more diverse, if we just make it - you can say oh, yeah, you can't discriminate against someone but you can make

their workplace so hostile that they leave and that's harder to pin down and it's certainly harder to legislate around.

Colin Druhan

Thank you, Ivan. thank you so much for illustrating some of your views by using personal stories, you know, sometimes it's not the easiest thing to do. So really appreciate you sharing that with our audience.

I know that mentions of violence and threats of violence may trigger some people in our audience. If you require support, we really encourage you to reach out to jade pichette, available in the chat and Pru or Meike or Luis, who are also members of our staff. They would be happy to speak privately with you.

Thank you for sharing that. We appreciate your honesty. Ryan, going to move - sorry, Ivan, did you have something else to say?

Ivan Coyote

I wanted to say maybe I possibly should have said content summary, I should have given a head's up. My apologies.

Colin Druhan

No apologies necessary for your honesty. We're pleased you shared a story and we have staff members to provide support in case of such an instance. Thank you for your honesty.

Ryan, Ivan just mentioned film industry and, you know, kind of shifting gears from skilled trades to creative workplaces, I think similar to what I discussed about stereotypes, about skilled trades environments, not being inclusive, I feel that there also could be a stereotype that creative environments are very inclusive, which may not always be the case. Can you talk a little bit about what that - you know, the outward impression that folks may have of production or creative environments versus the reality for marginalized people working in creative industries?

Ryan Cooper

Yeah, absolutely. I just want to say, Ivan, thank you for sharing that story. That was amazing, and I definitely have stories like that, too, working in this

industry, especially with the microaggressions, not necessarily about being Two-Spirited but more with being Indigenous. And it's hard, it's really, really hard sometimes to get up in the morning and think that you want to do something that you love but then knowing that it's not a safe environment, and it's real hard.

But in terms of yeah, like, I think that people have this notion of just because we're creatives and queer and, you know, out of the box in terms of what the film industry is, I think that we all are this homogenous, it's like love everybody and it's not the case a lot of the times. Like I said, though, never - and I've never really not felt safe in the creative space as a Two-Spirited person but I felt very unsafe as an Indigenous person. And the microaggressions, in terms of being on set one time, and I was standing in the bush, because it was a scene within the forest and somebody said, I see you're in your natural habitat. And I'm like what, what does that mean? Like, because I am Indigenous I belong in the bush. Is that what you mean? and he just laughed and walked away and... it was a really hard thing for me to hear. That was the first time, that was my first day on set, the first time I ever got a gig to work on set so it was like oh, man, is this what I'm going to have to deal with for the rest of me working on set?

It was hard, it was a hard realization to understand but I decided to push through and become the best I could possibly be to run sets so I know that that kind of shit doesn't happen. That's exactly what I'm trying to do now. I created this writers room and a ton of different minorities, sexualities, identities and we all sat and cried together because we never felt so safe before, and it was a really powerful moment. And that's what I want to do and it's not - it wasn't just me, it was also my business partner Marylou Mintram, who is a part of my company Rainy Storm Productions as well and she's amazing, and I'm so happy we found each other and we have to fight all the time, too, share our own narrative, because I feel like people - not people but just like these institutions don't think we can tell our own

stories when we were born on the rez, you can tell I have a pretty heavy rez accent and I'm so freakin' proud of that because it shows where I'm from. People immediately know I'm from Peguis because of the words that I use and the lingo I talk with. They're like oh you're from Peguis - yep, yes, I am. so it's nice.

In terms of working on set outside of me becoming a producer was, it was hard. It was really, really hard. And I've had horrible things happen to me, I've had a staple remover thrown at me at one point. It was just a really hard industry to be a part of. It goes back to that hierarchy structure that I want to dismantle and I feel like I am. And also just a shoutout to Albert McLeod, as well, learning what being Two-Spirited is, I learnt a lot from Albert in terms of everything that he wrote and all the panels he's been on so it was really nice to be on a panel with you, just so you know, and I feel kind of, I don't know, I'm feeling like a fan girl but it's okay because I think it's cool.

But yeah, I hope I answered your question. That's kind of like how it was for me in my experience.

Colin Druhan

Yeah, absolutely answers the question, Ryan. I'm grateful to you and Ivan for sharing stories about your personal pain but also your personal resilience. I think that's really important for everybody to hear about. And we really appreciate your honesty about your experiences in your industry and are really happy to see that that resilience has resulted in a lot of success for you. And we really appreciate that so much.

Erin, you know, I'm going to ask you a question and I'm also just going to encourage folks, if you have questions, make sure you use the Q&A function because we're going to move into a few questions from the audience for our panelists, use the Q&A function at the bottom of your screen.

Erin, what Ivan and Ryan both described were environments in which there was diversity because they were present and they were not perhaps in the majority in those environments. But there, perhaps it wasn't the most inclusive or, you know, dignified experience for them because of the actions of their colleagues. So, I know that our events attract a lot of diversity of inclusion professionals like yourself, and I was thinking about those environments where they are quite diverse but perhaps not very inclusive. What advice would you have, based on your experience at Finning International?

Erin Leonty

Thanks, Colin. The point I want to start with is going back to the conversation around the energy exchange. I agree it's not a transactional give and get, yet there's an energy flowing in and out and we're all human beings. If you think about individuals who go through a traumatic experience or you hear of someone's traumatic experience, think about the feelings that that rises up. There's anger.

What I really want to explore a bit more is if we take that anger and translate it into passion, there's a lot of discretionary energy there. If we think about who has power, which can also be seen as energy, and who doesn't have power, how do we start to influence the system to rebalance the power so that everyone has energy to give. And so, I think about the role formally in the D&I space. It's how do you use the systems of power within the organization, to break down the barriers and create a place where everyone has power together, because together we will have more power as an organization. whatever the size. that can be a community, that can be a family, that can be a company. but it's all a system.

And so, you know, I'm very fortunate because we have the power of our board and our CEO behind us. We have a tremendous amount of executive sponsorship, so I have the distinct pleasure and responsibility to use that power in a way that's going to transform the organization, both in a cultural perspective around behaviours as well as systems like policies and process

changes. So for me, I'm constantly looking, okay, where are the gaps that I need to use and channel the power to close the gap and how do I prioritize the gaps based on the needs of the organization. I've tried to collapse the hierarchy and amplify the voices to empower the underrepresented folks and marginalized folks to help shine a spotlight on those priorities, to help inform where are the gaps that we need to channel the power. Because I see our CEO, he's so passionate about this, he wants to drive the change at a faster pace than we have. And so, my eyes and ears are really through the lens of our community.

We've been able to grow our allies for inclusion community to over 800 individuals around the globe and we leverage that community and empower that community to help drive the change at Finning, but through the leaders. So we've really driven the accountability for this programming through our executive leaders who have the power, but in concert we're empowering the voices of the individuals who are impacted. So I've really tried to think of a system and how do we rebalance the power and it's not about taking anything away from anyone. It's actually about how do we use the power that exists to empower others so that we're more powerful together. When you think of it that way, it can be exciting. It doesn't need to be a zero-sum game for anyone.

Ivan, you mentioned how the dudes didn't want a dirty porta-potty either. Dudes don't want to be disrespected either. We all as human beings have the universal need to feel safe, feel valued, feel that sense of belonging. If we can create a workplace where we're all working towards that together, I mean, maybe it sounds utopian but I don't think it's that complicated. So, I'll pause there. Hopefully that helps inspire some practitioners who may feel bogged down in boiling the ocean. There are ways to keep it simple and focused to drive energy to impact.

Colin Druhan

I'm all for utopian ideals. I work in a mission-driven environment. When we look at missions for organizations like Pride at Work Canada, they're not

small little things we can achieve in a day. They're big, lofty ambitions. I'm all for the utopian ideals.

We've got a lot of questions that have come in from the audience. I'm going to try to address as many as I can that are broadly applicable to all of our panelists. One of the things that has come up is the idea of collapsing hierarchies. You just mentioned it, Erin, about redistributing power in the workplace. I'm really interested, Ivan, maybe first you and then Ryan, because you both also mentioned this - do you have any other additional points or tips for the audience on how they can drive that type of change in their workplace based on your experience?

Ivan Coyote

Did you want to go first, Ryan?

Ryan Cooper

Sure. Honestly, I think for me it's just listening. And understanding and paying attention and then taking it to heart and figuring out a way to make a new blueprint because I feel like as an Indigenous producer, as an Indigenous creator, working in this industry, there wasn't really any space available, or there was, I was just not let in. And now I'm making this whole new blueprint for this. So it's a really hard question to answer and I wish I can give you pointers, but I'm really learning how to do this myself as I go. You know, there have been things that were harder than others, in terms of hearing everybody and listening to everybody and trying to make this cohesive structure for it to work. I'm glad that nobody is never left angry or hurt or not seen or heard.

But it's an ongoing process, this blueprint that we're making and learning how to deconstruct this hierarchy structure and turning it into a circle. In my community, it's already embedded with the way we think, in the way that we do things. You know, people might be spearheading something but we all have - we all are heard and seen about that thing being done because this person might have the necessary skills to make whatever we're doing

come together, but they're also listening to everybody around them to make it work. And that's what I'm trying to do. As best as I can.

But, yeah, I feel like the structure is, it's a blueprint and it's ongoing, it's evolving. And just do your best. Listen, pay attention. And I don't want to say it will work itself out. There's a ton of work you have to do to make it work, but just have faith in yourself that you can do it, and that's exactly what I'm doing. I wish I had a better answer than that but that's the answer I got.

Colin Druhan

I think it's a great answer, Ryan, because what I'm hearing from you is that if a leader is just talking, talking, talking all the time, they're not listening. What I'm hearing from you is that you need to cast that wide net of capturing feedback from folks and really stay agile and respond to it as it comes in and not think as a leader, you know, as somebody leading a production, you don't have all the answers. You're going to have to get those answers from your team. That's what I took from your statement. I think it's very valuable. So Ivan, interested to hear your thoughts on this idea of collapsing hierarchies.

Ivan Coyote

Yeah, well, I echo everything that Ryan just said for sure and also, and again, I think it echos my earlier point which is that when I go into a school to do advocacy work, I don't like - I don't like the word advocate, but when I go into school to, you know, tell stories and engage in conversations, when I enter into any kind of an organization and I'm there as the, you know, - I feel like again that I can't ask people to be my ally, without that being a reciprocal engagement.

So that puts the responsibility upon me to represent myself and the issues that most directly affect me, but the flip side of that is, I have to look at who's standing beside me and care about and listen to their issues. So, you know, I feel really strongly that I need to be aware of and up-to-date on and well-read about Indigenous issues in this country that we now call

Canada. And especially right now, with the 215 and like, we need to be engaged. And so, I can't go to any organization or school or group of people or community and only advocate for my issues. It doesn't work that way. When I tell students this, the way I get them to see it is, like I always say, there's more bullied than there are bullies. We just have to organize. So, if you think because you're not queer, that homophobia doesn't matter to you, or if you think because you're not, you know, a person of colour or an Indigenous person, or a Black person, that, you know, racism doesn't matter to you then you're not seeing who your allies are and you're not holding yourself accountable and responsible.

You're again, just coming to a community and asking for your needs to be met without reciprocating what it truly means to be an ally. Because, and I know that's a hot button word, people don't like it but I like the word *allied* - and not just because it's allied van lines which I also like their t-shirt - but I like allied, I like the concept we're in each other's corners and have each other's backs. If you look around at your average workplace and you took the Indigenous people and the trans people and the queer people and immigrant people and people who are not white and the disabled people and you gathered us all up together, we will always, almost always be larger numbers.

If you include the whole organization, not just the brass or the bosses or the heavies or whatever, but if you actually took all the workers. And you valued each and everything that those workers bring to the table, and then you took a look at who they all are, that there's a lot of built-in allies but we just need to, we need to see each other and we have to care about each other's basic human dignities and that involves a lot of learning and a lot of listening like Ryan said, and a lot of reading and educating yourself, you know? They talk about water cooler talk or, you know, coffee break talk or whatever, and now I'm like, cite your sources. Have your opinion but tell me where you got that opinion from, because it's like "well, my friend Dave

said”, that’s not good enough. Do your reading and then you can show up and say some bullshit at work around the water cooler but you better be able to back it up and be educated about it. Yeah, I’ll stop there.

Colin Druhan

Thank you, Ivan. We’re coming up on the time that we have for our conversation. But I want to give each of you the opportunity to kind of wrap things up and provide our audience with some kind of takeaway they can use when they go back to work either today, tomorrow, or next week. I know from this conversation, I’m taking away that when we truly create spaces in which people can feel safe, to share feedback or ideas, that’s when we truly get engagement from our colleagues and from those who we work with. And I think creating that, as Erin was talking about earlier, that kind of space, that psychological safety and by collapsing some of those hierarchical notions that we have about who should be in charge, we might start to achieve that.

So I’m really interested, Erin, maybe we can hear from you first on your final thoughts about today’s topic for our audience and what they can hopefully take away.

Erin Leonty

Sure, you know, what’s coming to mind is to find something that’s working well and build from that. In the context of Finning, we have a really ingrained safety culture, safety systems and safety shares. What we’ve done is we’ve expanded the scope of our safety shares and we’ve embedded respect, inclusion and belonging into the safety system throughout the whole organization. And, yeah, just don’t try to reinvent the wheel and build something on the side. Integrate, integrate, integrate, embed, build and expand and all the power to you. I’ll leave it there.

Colin Druhan

Thanks, Erin. Ryan, what’s your takeaway for our audience?

Ryan Cooper

I would say what I always say to myself is lead with love, lead with education, lead with understanding and do the best that you can do. Don’t

try to do everything. And you know, self-care is really important, so please keep self-care in mind as well. That's what I would say.

Colin Druhan

Thanks, Ryan. Ivan, your final thoughts and takeaways for our audience?

Ivan Coyote

I guess if there are employers out there - I like to flip the conversation a lot of times and I tell this to schools, too, like, oh, you have a trans student. Oh, now what do we have to do to accommodate. And it's, like, actually, the process of meeting the basic needs of human dignity for that trans student will make that entire school safer for *everybody*, and it's not just students who walk into schools either. It's employees, custodial staff, admin staff, there's all kinds - so I would say to employers, if you provide for your employees basic facilities, a safe(r) workplace, if you address stuff, When you do that thing, what you will get is an extremely loyal employee who will bring their very best self to work.

People don't want to hate their job. They don't want to hate the people they work with. And think about your job and how you might have had a shitty job but you loved the people you worked with and made it fun to be there together. I'm thinking of digging ditches and I'm thinking of this guy Colin who I worked with was hilarious. I could have dug ditches with that guy all day because he was fun to be with. If you provide for your employees, it's not going to cost you, it's going to save you because it's going to save you money. If that's all you care about is money. Because those employees are going to stick around and you're not going to have to train new people all the time and you're going to have people that you can delegate to and you will have long-term employees and all of those things are going to result in a more stable, productive and workplace.

And so, there's so much, there's - with very little investment that's actually going to - like, I keep saying about the bathrooms, none of those dudes wanted to - so you're meeting the needs of everyone when you meet the needs of the so-called minority or so-called marginalized - I don't like that

term marginalize, I find it marginalizing - but if you do that, there are so many more benefits. And just having a more diverse workplace is just a surface benefit, you know. You will have a smarter, more efficient, engaging, healthy workplace and you will have less accidents, you will have less sexual harassment, you will have less of that. There's so much more to be gained than just the surface benefits.

Colin Druhan

Thank you for that, Ivan. I know, I've had a lot of employers that we hear from here at Pride at Work Canada focused on the diversity of the lens of recruitment and how are we going to diversify the talent pool for applications. What I'm hearing from all three panelists, this idea of creating an inclusive environment is as much about retention as it is attracting new employees from lots of different communities. So, I just want to thank all three of you for being so open and honest. Ivan, thank you so much for using the power of storytelling to illustrate some of your experiences and how our audience can learn to create better workplaces for them.

Ryan, thank you so much for sharing your entrepreneurial spirit and how that has benefitted not only you but other folks who have similar experiences in your industry.

Erin, thank you so much for the pioneering work you're doing in an industry that, like I said, has a stereotype around it for not being super inclusive but we at Pride at Work Canada know there's so much really good work being done by fabulous professionals like yourself in the area of skilled trades and manufacturing.

Once again, thank you so much to the audience for all your questions. Sorry we didn't get to all of them. We urge you to connect with our panelists on social media and Pride at Work Canada if you have further questions and would like further resources.

Ivan, Ryan and Erin, thank you so much. We're going to turn the event back to Claire.

Claire Yick

Thank you so much, Colin. Thanks to Colin, our wonderful moderator. Thanks so much to our panelists, Erin, Ivan and Ryan. I feel like we've all learned a lot about dignity and the need to feel respected. And I love that analogy with community and looking at it not as a library but as an act of engagement where you're able to reciprocate. It's an energy exchange. And from the building on what other panelists have said looking at what is working well and building on that. Not reinventing the wheel, listening and leading with love and understanding and really just doing your best.

I want to thank our sponsor, again, the Inclusive Workplace and Supply Council of Canada and I also want to thank you, the attendees, thank you for sticking with us for this past hour and a half. I hope that you learned a lot and you're able to apply these insights in your journey. I just want to note this session was recorded and it will be posted on Youtube once our Pride programming has concluded. and links and documents will be sent out to attendees. I think there might be a slide in here about, yeah, our website and please go to our e-learning portal. There's a discount code there, dignity23 that's valid until June 30. So if you are interested in learning the LGBTQ2+ 101 basics and getting a certificate, check our website.

And our upcoming events, I noted at the top of the session that we do have another ProPride event coming up on July 14, exploring moving beyond equity, towards justice. And if you are a member of Pride at Work Canada, there is a national webinar on July 7, and another workshop on July 21st. And I'm seeing here in the chat, the slide deck will be shared tomorrow in case you want to explore these links. And the resources page, giving links to some of the things that our panelists have spoken about. I'm going to plug Ivan's book, if you're looking to buy "Care Of", check out a local book store instead of an online super magnet, just so that you can support local business.

Lastly, I'm going to close our session by passing us back to Elder Albert McLeod. I love the phrase you had letting us know we don't exist in isolation. I'd love to hear from you again, Albert.

Elder Albert McLeod Thank you, Claire and panelists. It's been very enlightening about the challenges some people face. We're all invested in decolonization and reconciliation. Canada is a young nation. we're only 150 years old. But we are one, you know, of three civil societies that have apologized to our LGBTQ2+ citizens for the suppression and oppression in that era of colonization. And I think for many of us, we may be the ones that do that leadership role in educating, you know, situations, employers about our rights that we fought for. And I want to say my uncle went to fight in World War II at the age of 19 and was fighting fascism and homophobia and transphobia. And I think about that. That freedom that he fought for is what I get to live today. So I don't take it for granted. And we have legislation at our federal and provincial levels and at the First Nations governance level as well, that protect and uphold our rights. And so I would like to live in that understanding that he died very young and didn't get to experience that freedom he fought for but I do as his nephew. So I never discount that contribution. And that's why I do stand up when there is oppression around LGBTQ2+ discrimination, particularly in the area of employment. So, thank you, everybody and we'll see you again in the future.