

## **Land Acknowledgment – CUPE Local 3906**

We begin this meeting by acknowledging that the vast majority of us are gathered on the traditional lands of the Mississauga and Haudenosaunee peoples. Those who are currently occupying lands outside of ‘Hamilton’ – perhaps due to life changes in light of COVID-19 – are encouraged to learn about the Indigenous Nations that continue to care for and protect said lands, and about the Treaties that govern their own relationships to said lands. The lands on which ‘Hamilton’ was built are protected by the Dish With One Spoon Wampum Agreement, a treaty between the Anishinaabe, Mississaugas of the Credit First Nation, and Haudenosaunee that bound them to peaceably share the territory and care for the land and resources around the Great Lakes. We recognize that ‘Canada’ is a white settler nation, and its projects are ongoing, enduring, and felt in the everyday lives of Indigenous people.

As CUPE members dedicated to the principles of social unionism, we recognize that our goal of securing better wages and working conditions cannot be separated from the struggle for a better world beyond the workplace. It is in that spirit that we commit ourselves to decolonization, not just as an outside objective, but as a principle guiding our internal policies and practices. Each of us has a responsibility in understanding the spirit and intent of Treaties to hold both the Union and the University accountable to Treaties as the laws of the land – laws that supersede settler law. We recognize and uphold the inherent rights and titles of Indigenous peoples, the implementation without qualification of the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), and our support for the 94 Calls to Action by the Truth and Reconciliation Commission. From 1492 Landback Lane to the fisheries at Sipekne’katik and far beyond, we stand in solidarity with Indigenous people who continue to assert their territorial sovereignty despite mounting risks of settler colonial violence. We will continue to be an active partner with these and other Indigenous allies across Turtle Island, so long as we are welcome.