



2024 House of Delegates
Resolution Passed May 21, 2024

Resolution in support of trans, non-binary, and gender-nonconforming individuals

Whereas, the first provision of the ANA code of ethics for nurses states “the nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person,” [1] and;

Whereas, the United Nations states: “Deeply-embedded homophobic and transphobic attitudes, often combined with a lack of adequate legal protection against discrimination on grounds of sexual orientation and gender identity, expose many lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) people of all ages and in all regions of the world to egregious violations of their human rights. The intersection with racial discrimination, on the grounds of race, color, descent, national or ethnic origin, makes LGBTQI+ people even more vulnerable to discrimination and hate-motivated violence. Several international instruments and human rights mechanisms explicitly recognize the impact of intersecting forms of discrimination on the enjoyment of human rights,” [2] and

Whereas, The AFL-CIO constituent group Pride At Work recognizes that “unions have a moral and legal obligation to their members to provide fair representation, which includes representing LGBTQ+ union members and their unique issues equally,” [3] and;

Whereas, the moral panic of queerphobic rhetoric which seeks to demonize the LGBTQ+ community has lead to direct harm, death, and oppression of the community and death threats to healthcare workers [4], [5], [6], [7], [8], [9], and;

Whereas, the vision of the delegation presenting this resolution believes the union movement to be intersectional: “Intersectionality is a sociological analytical framework for understanding how groups' and individuals' social and political identities result in unique combinations of discrimination and privilege”, [10]

Therefore be it **resolved**, that the Oregon Nurses Association (ONA) recognizes the need to vocalize unyielding support and utilization of ONA resources to uphold trans, non-binary, and gender-nonconforming individuals and the LBTQIA+ community at large, both within ONA membership and without; and

Be it further **resolved** that, ONA uses its legislative and lobbying capacities to further reduce the discrimination of and the disparities of trans, non-binary, and gender-nonconforming individuals as well as using said capacities to increase access to and quality of healthcare for these individuals and;

Be it further resolved that, ONA vehemently opposes and vocalizes with extreme condemnation any connection of the queer and trans communities with a supposed “groomer” narrative and;

Be it further **resolved** that, ONA will foster an attitude of intersectional liberation for all, and;

Be it further **resolved** that this attitude be realized in day-to-day operations of the association with further training provided to all members on justice, equity, diversity, and inclusion; recognition of the importance of using correct personal pronouns; a vocal support on social media for queer and trans rights, and;

Be it further **resolved** that, ONA maintains a dedication to working alongside other unions in solidarity to recognize queer and trans pride, create inclusive and equitable prose in documentation, be a visual presence at vigils and demonstrations in support of queer and trans rights, and look to folks within the community for tone, guidance, and policymaking.

Sources:

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<https://www.nursingworld.org/~49866e/globalassets/practiceandpolicy/ethics/nursing-advocacy-for-lgbtq-populations.pdf> (2018)
2. UN: "LGBTQI+ Free and Equal NOT Criminalized" - <https://www.un.org/en/fight-racism/vulnerable-groups/lgbtqi-plus> (obtained 2024)
3. Pride at Work: "Union Guide to Discussing LGBTQ+ People and Issues" - <https://www.prideatwork.org/wp-content/uploads/2021/06/LGBTQGuide2021.pdf> (2021)
4. Last Week Tonight: "Transgender Rights II" <https://www.youtube.com/watch?v=Ns8NvPPHX5Y> (2022)
5. U.S. Department of State: "Transgender Day of Remembrance" - <https://www.state.gov/transgender-day-of-remembrance-2/> (2023)
6. Some More News: "Moral Panics And How to Spot Them" - <https://www.youtube.com/watch?v=oAeKAJFrb0w> (2022)
7. Erin Reed: "Anti-Trans Legislative Risk Assessment Map - February Update" - <https://www.erininthemorning.com/p/anti-trans-legislative-risk-assessment-96f> (2024)
8. OPB: "Bomb threat shuts down OHSU clinic after anti-trans information posted online" - <https://www.opb.org/article/2023/08/05/ohsu-bomb-threat-lgbtq/> (2023)
9. VICE: "Violence Against Black Trans Women Is One of the US' Deadliest Epidemics" - <https://www.youtube.com/watch?v=lpYadyI3EiE> (2021)
10. Wikipedia: "Intersectionality" <https://en.wikipedia.org/wiki/Intersectionality> (obtained 2024)