



January 30, 2025

Dear 901 Members,

### **In Response to Recent Membership Text Blast**

It was brought to our attention that a text we sent out on January 22nd, 2025 addressed some members by legal/deadnames, rather than their chosen names. We sent out texts that auto-populated greetings using the employee list we get from Queen's and we failed to catch the discrepancy. Deadnaming is a form of transphobic violence that the local takes very seriously. We apologize for all the harm and discomfort we have caused to members. We're reaching back out now as we recognize the importance of correctly addressing all our members.

As a result of this mistake, we immediately stopped using the text blast system for outreach while we determined a fix and we won't be using the auto-populate feature in future communications. We're also working to flag this in the local and regional office's operating procedures so future 901 leaders can learn from our team's mistakes.

One of our bargaining priorities is to collect the updated member list from our employer, which must include members' chosen names and any name changes. For now, we want to support our members and keep our outreach lists up to date internally – generally and in light of our mistakes. If your preferred name for when 901 reaches out differs from your legal one, please let us know by filling out this form to give your consent for us to collect and use your personal information for future communications:

<https://forms.gle/38hDJW4JyJLU3sAW9>.

# PSAC 901

For members who intend to pursue legal name change, or would want to update their personal information to include their preferred names, resources are available here to help you through these processes to update your personal information: <https://shorturl.at/hCf04>

For members who intend to pursue legal name change, or have done so in the past academic year, we offer financial support via our Gender Affirmation Bursary: <https://psac901.org/gender-affirmation-bursary/>

If you have any further comments or concerns, or if you wish to report any harm caused, please reach out to [staff.psac901@gmail.com](mailto:staff.psac901@gmail.com), [info.officer.psac901@gmail.com](mailto:info.officer.psac901@gmail.com), [equity.psac901@gmail.com](mailto:equity.psac901@gmail.com), or [safety.psac901@gmail.com](mailto:safety.psac901@gmail.com), and we will follow up shortly.

In Solidarity,

**PSAC 901**