

Committee(s): Equality Diversity & Inclusion Sub-Committee	Dated 21 March 2024
Subject: Diversity Calendar 2024-2025	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5, 8
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Dionne Corradine, Chief Strategy Officer	For Information
Report author: Siyka Radilova, EDI Officer	

Summary

The Equality, Diversity, and Inclusion (EDI) team has developed a Diversity Calendar 2024-2025 to inform staff, promote inclusion and recognition of diverse groups and individuals. The calendar is an internal resource highlighting significant dates, facilitating awareness, understanding, and planning around team members' specific needs and special occasions.

The intention is to post the Calendar on COLNET so that it provides a centralised platform to access information pertaining to various cultural, religious, and social events significant to different communities and demographics represented within the organisation and beyond. Hard copies will be available upon request and at sites where staff do not have regular access to the intranet. There is no expectation that City Corporation events would need to be organised in relation to the calendar's contents. It is for information.

This report provides an overview of the purpose, background, current position, and benefits of the Diversity Calendar within the context of the City Corporation's commitment to promoting inclusion and celebrating diversity.

Recommendation(s)

Members are asked to:

Note the report.

Main Report

Background

To support the City Corporation's commitment to fostering an inclusive workplace environment, the EDI team has developed a Diversity Calendar 2024 -2025. This initiative stems from the recognition of the importance of acknowledging and celebrating the diverse backgrounds, cultures, and identities represented within the organisation and the broader community that the Corporation serves.

Purpose

The Diversity Calendar for 2024 – 2025 includes dates that are significant to various diverse groups and individuals, encompassing a wide range of protected characteristics including age, disability, gender, race, religion, sexual orientation. The content has been drawn from the Chartered Institute of Personnel and Development (CIPD) Diversity Calendar 2024, the Verdica Diversity Calendar 2024 and other reputable sources. The calendar has been informed by the CoLC staff networks.

The Diversity Calendar serves as a comprehensive reference tool celebrating diversity, promoting awareness, and understanding of diverse perspectives and experiences. It offers valuable insights for managers and colleagues to better accommodate the needs and preferences of team members, enabling proactive planning and support for special occasions and cultural observances. The Diversity Calendar is dynamic and although it does not aim to include every celebratory or commemorative date, the intention is to list a wide range of significant dates. The availability of the Calendar on COLNET ensures accessibility for those seeking to learn, engage, and participate in activities that foster inclusion and celebrate diversity. Hard copies will also be available for those without regular access to the intranet.

Corporate & Strategic Implications

1. The Calendar supports all of the Corporate Plan outcomes. It also aligns with the CoLC's Social Mobility Strategy 2018 to 2028 and other Strategic Plans.
2. Resource implications – No resource implications re creating and updating the Calendar on COLNET. Requests to professionally print the document will be covered by the Corporate EDI Budget.
3. Legal implications – Publishing a calendar to raise awareness and support inclusion will contribute to CoLC's requirement to have due regard to the aims of the general Duty as set out in the Public Sector Equality Duty (Section 149 of the Equality Act 2010), in particular the aim to Foster Good Relations.
4. Risk implications - The Calendar covers an array of dates and events to mitigate the risk of showing favouritism to one protected, marginalised or minority group over another. The Calendar will remain a living document so can be updated in-year should dates change or new events are added.

5. Equalities implications – This proposal will support CoLC’s commitment to be an organisation where people feel they are respected and belong.
6. Climate implications – N/A
7. Security implications – N/A

Conclusion

The Diversity Calendar for 2024 represents a step forward in the ongoing efforts to promote equality, equity, diversity, inclusion and belonging within the City Corporation. By recognising and commemorating significant dates relevant to diverse communities and individuals, the City Corporation reaffirms its commitment to creating an inclusive workplace culture where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents.

Appendices

- Appendix 1 - Diversity Calendar 2024-2025

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Appendix 1

Diversity Calendar 2024-2025

April 2024	May 2024	June 2024
<p>Neurodiversity Awareness Month/ Stress Awareness Month 2nd World Autism Awareness Day 7th World Health Day 8th Ramadan ends 13th Vaisakhi/Baisakhi (Spring Festival) (Sikh) 22-30th – Passover (Pesach) (Judaism) 10th Eid al-Firt 22nd Stephen Lawrence Day 26th International Lesbian Visibility Day 26th Lesbian Visibility Week 30th Passover</p>	<p>Mental Health Awareness Month 1st Deaf Awareness Week 5th Orthodox Easter 8th National Day for Staff Networks W/C 13th Mental Health Awareness week/ Black Inclusion Week 15th International Day of Families 16th Global Accessibility Awareness Day 17th International Day Against Homophobia, Biphobia and Transphobia W/C 20th Learning at Work Week 23rd Wesak (Buddha Day) (Buddhism) 28th International Day of Action on Women’s Health</p>	<p>Pride Month Gypsy, Roma & Traveller History Month 1st Global Day of Parents 5th World Environment Day 8th Parents’ Day 9th Race Unity Day 13th Social Mobility Day/ CoLC Social Mobility Staff Diversity Network launch 14th Hajj Pilgrimage begins. 16th Neurodiversity Pride day 17th Eid-al-Adha (Islam) 17th Refugee Week 19th Learning Disability Week (19–26) 20th World Refugee Day 21st World Humanist Day 22nd National Windrush Day</p>

<p>July 2024</p> <p>Disability Pride Month 14th International Non-Binary People’s Day 17th International Justice Day</p> <p>15th World Youth Skills Day 18th South Asian Heritage Month begins. 30th International Day of Friendship/ World Day Against Human Trafficking</p>	<p>August 2024</p> <p>Intersectionality Awareness Month 1st World Breastfeeding Week (1–7) 9th International Day of the World’s Indigenous People 12th International Youth Day 23rd International Day for the Remembrance of the Slave Trade and its Abolition</p>	<p>September 2024</p> <p>Parents and Carers Month 10th World Suicide Prevention Day 18th International Equal Pay Day 21st International Day of Peace/ World Alzheimer’s Day 23rd National Inclusion Week begins. 23rd Bisexual Visibility Day 23-25th – Rosh Hashanah (Judaism) 23-29th International Week of Happiness at Work 29th World Deaf Day</p>
<p>October 2024</p> <p>Black History Month Menopause Awareness Month 1st International Day of Older Persons 2-4th Rosh Hashanah (Judaism) W/C 7th National Work-Life Balance Week 8th World Dyslexia Day 10th World Mental Health Day 16th International Pronouns Day 18th World Menopause Day 22nd International Stammering Awareness Day 26th Intersex Awareness Day</p>	<p>November 2024</p> <p>Movember Men’s Health Awareness Month Islamophobia Awareness Month 1st Diwali (Hindu) 10th UK Interfaith Week 12th Purple Tuesday 13th World Kindness Day 16th Disability History Month begins 16th International Day of Tolerance 19th International Men’s Day 20th World Children’s Day 20th International Transgender Day of Remembrance</p> <p>25th International Day of Elimination of Violence against Women (beginning of 16 days of Action)</p>	<p>December 2024</p> <p>Disability Confident Month Universal Month for Human Rights AIDS Awareness Month 1st World AIDS Day 2nd National Grief Awareness Week (2–8) 3rd International Day of People with Disabilities 10th International Human Rights Day</p> <p>18th International Migrants Day</p> <p>25th Christmas day 25th Dec 2024- 2 Jan 2025 Hanukkah</p>

January 2025

1st World Day of Peace
4th World Braille Day
19th World Religion Day
20th Martin Luther King Jr. Day
27th Holocaust Memorial Day
29th - Chinese New Year

February 2025

LGBT+ History Month
4th World Cancer Day
6th- Time to Talk Day
3rd - 9th - National Apprenticeship Week
20th World Day of Social Justice
28th International Stand Up to Bullying Day

March 2025

Women's History Month
1st Ramadan begins
3rd- World Hearing Day
TBC -National Carers Week
8th International Women's Day
14th Holi
15th International Day to Combat
Islamophobia
TBC Neurodiversity Celebration Week
21st International Day of Eliminating Racial
Discrimination
21st World Down Syndrome Day
30th Ramadan ends
31st Transgender Day of Visibility

