

NO: R223

COUNCIL DATE: December 12, 2022

REGULAR COUNCIL

TO: **Mayor & Council**

DATE: **December 8, 2022**

FROM: **General Manager, Corporate Services
General Manager, Parks, Recreation & Culture**

FILE: **0330-01**

SUBJECT: **2023 Staff Inclusion Calendar**

RECOMMENDATION

The Corporate Services Department and the Parks, Recreation & Culture Department recommend that Council:

1. Receive this report for information; and
2. Direct staff to publish Mayor & Council greetings through local print media advertisements in the Cloverdale Reporter, Peace Arch News, and Surrey Now Leader for nine events, as provided in this report.

INTENT

The purpose of this report is to provide Council with information on the key cultural events and important awareness days to be celebrated as outlined in the 2023 Staff Inclusion Calendar (the “Calendar”), attached to this report as Appendix “I”.

BACKGROUND

To support our strategic objective of cultivating a safe, desirable and engaging workplace, the City of Surrey engages staff in a variety of inclusion initiatives each year to raise awareness of important awareness dates and cultural events observed in our community. These initiatives are carried out in the spirit of our City of Surrey values which include:

- **Community:** we care about and contribute to the broader well-being of the community, we strive to make Surrey a great place our citizens to live, work, play, invest, and raise a family;
- **Innovation:** we welcome change. We actively look for leading-edge initiatives and welcome new approaches and original thinking. We are committed to continuous improvement; we recognize all experiences as important learning opportunities;
- **Teamwork:** we support each other. We trust each other. We respect each other. We take a City-wide view of the challenges we face. We value everyone's ideas;
- **Integrity:** we are honest. We are accountable for our decisions. We meet our commitments. We are forthright in our communications. We understand and comply with all laws, regulations and policies; and

- **Service:** customers are important to us, we want to help our customers, we seek to understand our customers' needs and actively work to achieve responsive, balanced solutions.

Several of the City's inclusion initiatives have been linked to the Calendar celebrating key cultural events and important awareness days. These events are typically recognized through a variety of communication initiatives and staff events at City Hall.

The City seeks input from staff to identify the events to be recognized and to determine appropriate celebration standards.

DISCUSSION

The Calendar provides Council with information on the key cultural events and important awareness days to be celebrated in 2023.

As outlined in the Calendar, the City will be holding four in-person staff events at City hall to celebrate Pink Shirt Day, Vaisakhi, World Mental Health Day and Christmas. All events will be recognized through one or more of the City's staff communication channels as described in Appendix I (e.g. CityNet intranet, CityNet E-card, City Hall Event, Staff E-Newsletter). The City's major festivals, such as Surrey Canada Day and Surrey Fusion Festival, will be promoted to staff via the same communication channels.

A new addition to the 2023 Calendar is Emancipation Day, which will be celebrated on August 1, 2023. The City recognizes that our population includes people from the Black community and it is important to celebrate the strength and perseverance of Black communities in Canada. This day also provides an opportunity for staff to learn more about Canada's history of enslavement and segregation in order to create a more inclusive working relationship with our Black communities.

Staff will continue to review the impact of these events to ensure they best meet the City's commitment of having engaged, welcoming and knowledgeable staff.

Option to Publish Mayor and Council Greetings in Local Print Media

Mayor and Council may opt to share its greetings with the community through local print media advertisement for nine events, also reflected in Appendix "I". Accordingly, the Mayor and Council greetings would be published in the Cloverdale Reporter, Peace Arch News, and Surrey Now Leader at a cost of \$2,500 for each greeting. The total cost to publish nine greetings in all three local community papers will be \$22,500.

Funding to publish the nine greetings is available in the Mayor and Council's Operating Budget.

SUSTAINABILITY CONSIDERATIONS

The 2023 Staff Inclusion Calendar supports the objectives of the City's Sustainability Charter 2.0. In particular, the Calendar relates to the Sustainability Charter 2.0 theme of Inclusion. Specifically, the Calendar supports the following Desired Outcome ("DO"):

- Diversity and Accessibility DO1: Surrey welcomes, includes, embraces and values the diversity of people who live here.

CONCLUSION

This report provides information regarding key cultural events and important awareness days to be celebrated as outlined in the 2023 Staff Inclusion Calendar. In addition, and as an option reflected in the recommendations of this report, Council may direct staff to publish Mayor & Council greetings through local print media advertisements in the Cloverdale Reporter, Peace Arch News, and Surrey Now Leader for nine events, as provided in this report.

Rob Costanzo
General Manager, Corporate Services

Laurie Cavan
General Manger, Parks, Recreation & Culture

Appendix "I": 2023 Staff Inclusion Calendar

2023 Staff Inclusion Calendar

Goal: Expand staff awareness and education of the diversity of Surrey and strengthen our inclusiveness.

Cultural events and awareness days to be celebrated and recognized through the following actions:

- CityNet posting – an event listing on CityNet (the City’s intranet) with information about the cultural celebration or important awareness day to be recognized.
- CityNet E-Card – an E-Card available on CityNet (the City’s intranet) that City staff can use to send a greeting or best wishes to their colleagues and co-workers.
- City Hall event – a staff event that typically include speakers, entertainment and/or food to raise awareness about the cultural celebration or important awareness day to be recognized.
- Staff E-Newsletter – a weekly email sent to City staff to inform them about employee-related news, events, training and programs.
- Print Media Advertisement – a message from Mayor & Council will be shared with the community through local newspaper organizations.

JANUARY

Date	Celebration/Event	Action
January 7	Orthodox Christmas Orthodox Christmas is celebrated in many nations all over the world and is customarily celebrated after the New Year in the Gregorian calendar.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card
January 22	Lunar New Year Recognized around the world by Chinese, Korean and Vietnamese people as a celebration of the New Year based on the lunar calendar.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • Print Media Advertisement

FEBRUARY

Date	Celebration/Event	Action
February 1 - 28	Black History Month A remembrance and celebration of important people and events in the history of the African diaspora.	<ul style="list-style-type: none"> • CityNet posting
February 22	Pink Shirt Day Raises awareness about the effects of bullying. On this day people wear pink to symbolize their stand against bullying. Originated in Nova Scotia, Canada in 2007.	<ul style="list-style-type: none"> • CityNet posting • City Hall event

MARCH

Date	Celebration/Event	Action
March 8	International Women’s Day Celebrates women’s achievements throughout history and across nations.	<ul style="list-style-type: none"> • CityNet posting
March 21	Nowruz Meaning “The New Day”, this signifies the Persian New Year and spring Equinox. Celebrated by people from diverse ethnic communities and religious backgrounds for thousands of years.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card
March 22 – April 20	Month of Ramadan Muslims honour the teachings of scriptures; abstain from food during the day-light hours and activities that distract from the central values of Islam.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • Print Media Advertisement
March 26	Purple Day This is an international grassroots effort dedicated to increasing awareness about epilepsy worldwide. People around the world are invited to wear purple and host events in support of epilepsy awareness.	<ul style="list-style-type: none"> • CityNet posting

APRIL

Date	Celebration/Event	Action
April 2	Autism Acceptance Day Autism Acceptance Day is internationally recognized as a day to increase understanding, support and acceptance of people with Autism Spectrum Disorder.	<ul style="list-style-type: none"> • CityNet posting
April 5-April 13	Passover Passover is an eight-day Jewish festival that commemorates the Israelites’ Exodus from Egypt and their transition from slavery to freedom. In Israel, Passover is celebrated for seven days.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card
April 9	Easter A Christian holiday that celebrates Jesus Christ’s resurrection.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • Print Media Advertisement
April 13	Vaisakhi Celebrated as a harvest festival in many northern states of India and around the world. During Vaisakhi, Sikhs and Hindus reflect on the values taught to them by their Gurus.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • City Hall Event • Print Media Advertisement
April 21-22	Eid-al-Fitr Recognized by Muslims all over the world, Eid-al-Fitr is a feast that celebrates the culmination of the month of Ramadan.	<ul style="list-style-type: none"> • CityNet Posting • CityNet E-Card • Print Media Advertisement
April 22	Earth Day	<ul style="list-style-type: none"> • CityNet posting

	Celebrates our natural environment and encourages people to get involved in learning about protecting and enhancing the natural world. It is celebrated around the globe by people of all backgrounds, faiths and nationalities. Surrey's Party for the Planet is BC's largest Earth day celebration.	
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MAY

Date	Celebration/Event	Action
May 1-7	Mental Health Week Raises awareness about mental health issues faced by Canadian children, youth and adults.	<ul style="list-style-type: none"> • CityNet posting
May 28, 2023 - June 3, 2023	National AccessAbility Week (NAAW) Celebrates the contributions of Canadians with disabilities and promote efforts to increase accessibility and inclusion in Canada.	<ul style="list-style-type: none"> • CityNet posting

JUNE

Date	Celebration/Event	Action
June 1 – 30	Pride Month Celebrates people's diverse sexual and gender identities, histories and cultures.	<ul style="list-style-type: none"> • CityNet posting
June 20	World Refugee Day Honours the spirit, courage and contributions of millions of refugees worldwide.	<ul style="list-style-type: none"> • CityNet posting
June 21	National Indigenous Peoples Day Recognizes the accomplishments and contributions of First Nations, Inuit and Métis people of Canada.	<ul style="list-style-type: none"> • CityNet posting • Print Media Advertisement
June 24	St. Jean Baptiste Day Honours and celebrates the French Canadian culture and heritage.	<ul style="list-style-type: none"> • CityNet posting
June 27	Canadian Multiculturalism Day Celebrates Canada's multicultural diversity and appreciates contributions of groups and communities to Canadian society. Surrey's Fusion Festival showcases the diversity of our City.	<ul style="list-style-type: none"> • CityNet posting

JULY

Date	Celebration/Event	Action
July 1	Canada Day A national holiday celebrating when Canada became a country.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card

AUGUST

Date	Celebration/Event	Action
August 1	Emancipation Day Celebrates the strength and perseverance of Black communities in Canada. It marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire.	<ul style="list-style-type: none"> • CityNet posting
August 30	Rakhi Hindu and secular festival celebrating the love and duty between brothers and sisters.	<ul style="list-style-type: none"> • CityNet posting

SEPTEMBER

Date	Celebration/Event	Action
September 15 – 17	Rosh Hashanah Marks the beginning of the Jewish New Year and covers two of the 10 High Holy days that conclude with Yom Kippur.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card
September 30	National Day for Truth and Reconciliation A national day to commemorate the history and legacy of the residential school system. This day honours the resilience, dignity and strength of survivors and intergenerational survivors and remembers the children who never came home.	<ul style="list-style-type: none"> • CityNet posting

OCTOBER

Date	Celebration/Event	Action
October 10	World Mental Health Day Raises awareness of mental health issues around the world and mobilizes efforts in support of mental health.	<ul style="list-style-type: none"> • CityNet posting
October 16	World Food Day A day of action against hunger where people around the world come together to declare their commitment to eradicate hunger in our lifetime.	<ul style="list-style-type: none"> • CityNet posting

NOVEMBER

Date	Celebration/Event	Action
November 11	Remembrance Day Remembrance Day serves as an opportunity for Canadians to recognize the contributions Veterans and current members of the armed forces have made and continue to make.	<ul style="list-style-type: none"> • CityNet posting
November 12	Diwali Known as the celebration of light, Diwali is celebrated by Hindus, Sikhs and Jains as the	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card

	victory of good over evil, spiritual enlightenment and new beginnings.	<ul style="list-style-type: none"> • Print Media Advertisement
November 16	Louis Riel Day (BC) Honours the contributions and achievements of Louis Riel who was an advocate for the rights of the Métis people and a symbol of native independence.	<ul style="list-style-type: none"> • CityNet posting

DECEMBER

Date	Celebration/Event	Action
December 7-15	Hanukkah Celebrated for eight days, Hanukkah is a Jewish holiday commemorating the rededication of the second Holy Temple in Jerusalem.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • Print Media Advertisement
December 25	Christmas Day A Christian holiday that marks the birth of Jesus Christ. Christmas celebrations combine Christian religious ceremonies with traditions and customs influenced by ancient winter festivals.	<ul style="list-style-type: none"> • CityNet posting • CityNet E-Card • City Hall event • Print Media Advertisement