

NO: R246

COUNCIL DATE: **November 7, 2016**

REGULAR COUNCIL

TO: **Mayor & Council**

DATE: **November 2, 2016**

FROM: **General Manager, Parks, Recreation and Culture
General Manager, Human Resources**

FILE: **2510-01**

SUBJECT: **2017 Staff Inclusion Calendar**

RECOMMENDATION

The Parks Recreation and Culture Department and the Human Resources Department recommend that Council receive this report as information.

INTENT

For more than a decade, the City of Surrey has engaged in a series of initiatives to ensure staff has the knowledge and skills to be welcoming to all City residents. The purpose of this report is to inform Council of the 2017 Staff Inclusion Calendar.

BACKGROUND

The City of Surrey values include:

- **TEAMWORK** – we support each other, we trust each other, we respect each other, we take a Citywide view of the challenges we face, we value everyone’s ideas;
- **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; and
- **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, invest, recreate and raise a family.

To ensure staff has the knowledge and skills to work inclusively and respectfully with the public and with co-workers, the City undertakes a variety of educational opportunities, communication initiatives, celebrations, and work programs to build staff capacity.

For many years, part of the City’s inclusion initiatives has been linked to a calendar celebrating key cultural events. Over time the list of events communicated to staff has expanded. Typically, selected cultural events or important cultural milestones have been recognized with a variety of communications, learning events and celebrations at City Hall. The City seeks input from staff, the community, and Council Committees to identify the events to be recognized and to determine appropriate celebration standards.

DISCUSSION

Appendix “1” to this report provides Council with information on the cultural celebrations/recognition initiatives planned for 2017. The City will hold staff events at City Hall (typically including speakers, entertainment and food) to celebrate Vaisakhi, Eid-UI-Fitr, Diwali and Christmas. Staff appreciates Council’s ongoing support and attendance at the City Hall events. Other City events such as Fusion Fest, Canada Day, etc. will also be promoted with staff.

In 2017, Canada will celebrate 150 years of Confederation; Surrey is planning a multi-faceted, year-long celebration that will engage both staff and the community. These events include “Canada 150 Zones” at all of the City’s Major Festivals; SESQUI, a federally-sponsored interactive touring exhibit in Holland Park with dates to be confirmed; a Dominion Day Festival; Sounds of Summer events in City Parks and the City Hall Plaza as well as numerous arts and cultural exhibits, will celebrate Canada’s and Surrey’s diverse communities. Over the next few months a report on Surrey’s 150 years of confederation celebrations will be forwarded to Council.

Staff will continue to review the impact of these initiatives to ensure they best meet the City’s objectives of having engaged, welcoming and knowledgeable staff.

SUSTAINABILITY CONSIDERATIONS

The City of Surrey is a major corporation, employer and owner of land and facilities. Our activities have a significant impact and influence on residents, businesses and institutions. Surrey’s leadership, by the way that it does business, is essential to advancing sustainability in our city. The City of Surrey will continue to embed sustainability in City operations in a number of ways and through the work of all departments and staff.

The 2017 Staff Inclusion Calendar and the related events are linked to the Sustainability Charter’s commitment to:

- Celebrate the cultural diversity of Surrey’s workforce, and work to educate all staff of the backgrounds and needs of diverse cultural groups.

CONCLUSION

The Parks Recreation and Culture Department and the Human Resources Department recommend that Council receive this report as information.

Laurie Cavan
General Manager,
Parks, Recreation and Culture

Nicola Webb
General Manager,
Human Resources

Appendix “1” – 2017 Staff Inclusion Calendar

2017 Staff Inclusion Calendar

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

Holidays to be Celebrated:

JANUARY

Date	Celebration/Event	Action
Jan 7	Orthodox Christmas -- Orthodox Christmas is celebrated in many nations and is customarily celebrated after the New Year in the Gregorian calendar.	<ul style="list-style-type: none"> • CityNet posting • Employee Profile
January 28	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 • Display • Employee Profile • Plaza Lights: Red

FEBRUARY

Date	Celebration/Event	Action
Feb 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 • Display
Feb 22	Pink Shirt Day -- Raises awareness about the effects of bullying. On this day people wear pink to symbolize their stand against bullying.	<ul style="list-style-type: none"> • City Hall Celebration – February 22 • CityNet posting • Plaza Lights: Pink

MARCH

Date	Celebration/Event	Action
Mar 8	International Women's Day -- Celebrates women's achievements throughout history and across nations.	<ul style="list-style-type: none"> • CityNet posting
March 21	Norwuz -- 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 • Plaza Lights: Green
Mar 26	Purple Day -- This is an international grassroots effort dedicated to increasing awareness about epilepsy. 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 • Plaza Lights: Purple

APRIL

Date	Celebration/Event	Action
Apr 10 - 18	Passover -- Passover is an eight-day Jewish festival that is celebrated in early spring.	<ul style="list-style-type: none"> • CityNet posting
April 14	Vaisakhi -- Celebrated as a harvest festival in 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"> • City Hall Celebration – April 10 • CityNet Posting • Display
Apr 16	Easter -- A Christian holiday that celebrates Jesus Christ's resurrection.	<ul style="list-style-type: none"> • CityNet Posting • Display • Employee Profile

Apr 22	Earth Day -- Celebrates our natural environment and encourages people to get involved in learning about protecting and enhancing the natural world. Celebrated in the City through Party for the Planet.	<ul style="list-style-type: none"> • CityNet Posting • Plaza Lights: Green
--------	---	---

MAY

Date	Celebration/Event	Action
May 1 – 8	Mental Health Week -- Raises awareness about mental health issues faced by Canadian children, youth and adults.	<ul style="list-style-type: none"> • CityNet posting • Leverage wellness activities at City Hall
May 27	Month of Ramadan (1st Day) - Muslims honour the teachings of scriptures; abstaining from food and activities that distract from the central values of Islam from sunrise to sunset.	<ul style="list-style-type: none"> • CityNet Posting • Display

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 • Display
June 3	Access Awareness Day (1st Saturday in June) -- Raises awareness about disability, accessibility and inclusion.	<ul style="list-style-type: none"> • CityNet posting • Display
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 Aboriginal Day -- Recognizes the accomplishments and contributions of First Nations, Inuit and Métis people of Canada.	<ul style="list-style-type: none"> • CityNet posting • Display
June 24	St. Jean Baptiste Day Honours and celebrates the French Canadian culture and heritage.	<ul style="list-style-type: none"> • CityNet posting
June 26	Eid-al-Fitr -- Recognized by Muslims, Eid-al-Fitr is a feast that celebrates the culmination of the month of Ramadan.	<ul style="list-style-type: none"> • City Hall Celebration – June 26 • CityNet Posting • Display
June 27	Canadian Multiculturalism Day -- Celebrates Canada’s multicultural diversity and appreciates all contributions 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 150 -- A national holiday celebrating when Canada became a country.	<ul style="list-style-type: none"> • CityNet posting • Display • Plaza lights: Red

AUGUST

Date	Celebration/Event	Action
August 7	Rakhi - Hindu and secular festival celebrating the love and duty between brothers and sisters.	<ul style="list-style-type: none"> • CityNet Posting • Display

SEPTEMBER

Date	Celebration/Event	Action
Sep 20 – 22	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 • Display

Sep 30	Orange Shirt Day -- People wear orange shirts to honour the experiences of students of Indian Residential Schools and commit to ongoing reconciliation.	<ul style="list-style-type: none"> • CityNet posting • Display • Plaza lights: Orange
--------	--	---

OCTOBER

Date	Celebration/Event	Action
Oct 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
Oct 19	Diwali -- The celebration of light - Diwali is celebrated by Hindus, Sikhs and Jains as the victory of good over evil, spiritual enlightenment and new beginnings.	<ul style="list-style-type: none"> • City Hall Celebration – October 2 or 23 • CityNet posting • Display

NOVEMBER

Date	Celebration/Event	Action
Nov 11	Remembrance Day -- Canadians honour the contributions veterans and current members of the armed forces have made and continue to make.	<ul style="list-style-type: none"> • CityNet posting • Display • Plaza lights: Red

DECEMBER

Date	Celebration/Event	Action
Dec 25	Christmas Day -- Christmas celebrations combine Christian religious ceremonies with traditions and customs influenced by ancient winter festivals.	<ul style="list-style-type: none"> • City Hall Celebration – December 4 or 18 • CityNet posting • Display • Plaza lights: white snowflakes