

NO: **R215**

COUNCIL DATE: **November 18, 2019**

REGULAR COUNCIL

TO: **Mayor & Council**

DATE: **November 7, 2019**

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

FILE: **0330-01**

SUBJECT: **2020 Staff Inclusion Calendar**

RECOMMENDATION

The Corporate Services Department and the Parks, Recreation & Culture Department recommend that Council receive this report for information.

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 2020 Staff Inclusion Calendar (the “Calendar”), attached to this report as Appendix “I”.

BACKGROUND

Each year, the City hosts a variety of inclusion initiatives for staff that serve to instill critical knowledge and skills relating to providing a welcoming and respectful environment when dealing with the public and co-workers. These initiatives are carried out in the spirit of our City 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.

A number of the City's inclusion initiatives are 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 and the community 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 2020.

As outlined in the Calendar, the City will be holding four staff events at City Hall to celebrate Pink Shirt Day, Vaisakhi, Access Awareness Day, and Christmas. The events typically include speakers, entertainment and food. All events will be recognized through one or more of the City's staff communication channels (e.g. CityNet intranet, City Hall display, Staff E-Newsletter). Other annual City events such as Party for the Planet, National Indigenous Peoples Day, Surrey Fusion Festival, and Canada Day will also be promoted to staff via the same communication channels

A new addition to the 2020 Calendar is Autism Awareness Day, which will be celebrated on April 2, 2020. The City recognizes that a large part of its growing population includes residents who are on the Autism Spectrum or have a family member with a diagnosis of Autism Spectrum Disorder. Raising awareness about Autism, among staff, will help ensure they have the knowledge and skills to work inclusively with those living with Autism.

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.

SUSTAINABILITY CONSIDERATIONS

The 2020 Staff Inclusion Calendar and the related events will assist in achieving the corporate sustainability objectives and strategies as set out in the City's Sustainability Charter 2.0, specifically:

- Objective #6: Celebrate the cultural diversity of Surrey's workforce, and work to educate all staff of the backgrounds and needs of diverse cultural groups.

CONCLUSION

Based on the above discussion, it is recommended that Council receive this report for information.

Rob Costanzo
General Manager, Corporate Services

Laurie Cavan
General Manger, Parks, Recreation & Culture

Appendix "I": 2020 Staff Inclusion Calendar

2020 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:

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 25	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 • Plaza Lights: Red • CityNet E-Card

FEBRUARY

Date	Celebration/Event	Action
February 1 - 29	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 26	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"> • City Hall Celebration • CityNet posting • Plaza Lights: Pink • City Hall Display

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 19	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 • Plaza Lights: Spring Green Leaves & Flowers • CityNet E-Card
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 • Plaza Lights: Purple

APRIL

Date	Celebration/Event	Action
April 2	Autism Awareness Day Autism Awareness Day is internationally recognized as a day to raise awareness about people with Autism Spectrum Disorder throughout the world.	<ul style="list-style-type: none"> • CityNet posting • Plaza Lights: Dark Blue
April 8- 16	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 12	Easter A Christian holiday that celebrates Jesus Christ's resurrection.	<ul style="list-style-type: none"> • CityNet Posting • Display • CityNet E-Card • Plaza Lights: Yellow
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"> • City Hall Celebration • CityNet Posting • Display • CityNet E-Card • Plaza Lights: Yellow
April 22	Earth Day 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.	<ul style="list-style-type: none"> • CityNet Posting • Plaza Lights: Green Leaves
April 23 – May 23	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 • Display • CityNet E-Card

MAY

Date	Celebration/Event	Action
May 4 – 10	Mental Health Week Raises awareness about mental health issues faced by Canadian children, youth and adults.	<ul style="list-style-type: none"> • CityNet posting • Display • Plaza Lights: Green
May 23 - 24	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

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 • Plaza Lights: June 21 – 25 Rainbow
June 6	Access Awareness Day (1st Saturday in June) Raises awareness about disability, accessibility and inclusion.	<ul style="list-style-type: none"> • City Hall Celebration • 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 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
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 • Display • Plaza lights: Red & White Canada Flag & Maple Leaves • CityNet E-Card

AUGUST

Date	Celebration/Event	Action
August 3	Rakhi Hindu and secular festival celebrating the love and duty between brothers and sisters.	<ul style="list-style-type: none"> • CityNet Posting • Plaza Lights: Purple

SEPTEMBER

Date	Celebration/Event	Action
September 18 – 20	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 • CityNet E-Card

September 30	Orange Shirt Day People from all walks of life wear orange shirts to honour the resilience and bravery of former students of the Indigenous Residential Schools and commit to ongoing reconciliation.	<ul style="list-style-type: none"> • CityNet posting • Display • Plaza lights: Orange
--------------	---	--

OCTOBER

Date	Celebration/Event	Action
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 • Display • Plaza lights: Red & Black
November 14	Diwali Known as 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"> • CityNet posting • Display • Plaza Lights: White, Blue, Pink • CityNet E-Card
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 • Display

DECEMBER

Date	Celebration/Event	Action
December 10 – 18	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
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"> • City Hall Celebration • CityNet posting • Display • Plaza lights: Red & White Snowflakes • CityNet E-Card