

NO: R233

COUNCIL DATE: December 6, 2021

REGULAR COUNCIL

TO: **Mayor & Council**

DATE: **December 2, 2021**

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

FILE: **0330-01**

SUBJECT: **2022 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 2022 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.

The City seeks input from staff and the community to identify the events to be recognized and to determine appropriate celebration standards. To this end, 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.

DISCUSSION

The Calendar provides Council with information on the key cultural events and important awareness days to be celebrated in 2022.

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. To ensure a safe work environment for all staff, in-person events will be organized in compliance with Public Health Orders and the City's workplace safety plans. In addition, all celebrations will be recognized through one or more of the City's staff communication channels (e.g. CityNet intranet, Staff E-Newsletter – a weekly email sent to City staff to inform them about employee-related news, events, training and programs.).

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 2022 Staff Inclusion Calendar and the related activities 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 as information.

Rob Costanzo
General Manager, Corporate Services

Laurie Cavan
General Manger, Parks, Recreation & Culture

Appendix "I": 2022 Staff Inclusion Calendar

2022 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
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.

FEBRUARY

Date	Celebration/Event
February 1 - 28	Black History Month A remembrance and celebration of important people and events in the history of the African diaspora.
February 1	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.
February 23	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.

MARCH

Date	Celebration/Event
March 8	International Women's Day Celebrates women's achievements throughout history and across nations.
March 20	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.
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.

APRIL

Date	Celebration/Event
April 2	World Autism Awareness Day Autism Awareness Day is internationally recognized as a day to raise awareness about people with Autism Spectrum Disorder throughout the world.
April 2 – May 2	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.
April 14	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.
April 15 – 23	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.
April 17	Easter A Christian holiday that celebrates Jesus Christ's resurrection.
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.

MAY

Date	Celebration/Event
May 2 – 8	Mental Health Week Raises awareness about mental health issues faced by Canadian children, youth and adults.
May 2 – 3	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.
May	Asian Heritage Month Raises awareness about and honours the contributions of people of Asian descent to the history and culture of Canada

JUNE

Date	Celebration/Event
June 1 – 30	Pride Month Celebrates people's diverse sexual and gender identities, histories and cultures.
June 4	Access Awareness Day Raises awareness about disability, accessibility and inclusion.
June 20	World Refugee Day Honours the spirit, courage and contributions of millions of refugees worldwide.
June 21	National Indigenous Peoples Day Recognizes the accomplishments and contributions of First Nations, Inuit and Métis people of Canada.
June 24	St. Jean Baptiste Day Honours and celebrates the French Canadian culture and heritage.
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.

JULY

Date	Celebration/Event
July 1	Canada Day A national holiday celebrating when Canada became a country.

AUGUST

Date	Celebration/Event
August 11	Rakhi Hindu and secular festival celebrating the love and duty between brothers and sisters.

SEPTEMBER

Date	Celebration/Event
September 25 – 27	Rosh Hashanah Marks the beginning of the Jewish New Year and covers two of the 10 High Holy days that conclude with Yom Kippur.
September 30	National Day for Truth and Reconciliation This day honours the lost children and survivors of residential schools, their families and communities. September 30 th is also known as Orange Shirt Day, where 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.

OCTOBER

Date	Celebration/Event
October 10	World Mental Health Day Raises awareness of mental health issues around the world and mobilizes efforts in support of mental health.
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.
October 24	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.

NOVEMBER

Date	Celebration/Event
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.
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.

DECEMBER

Date	Celebration/Event
December 18 – 26	Hanukkah Celebrated for eight days, Hanukkah is a Jewish holiday commemorating the rededication of the second Holy Temple in Jerusalem.
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.

* City Hall events will take place in-person and will comply with Public Health Orders and the City's workplace safety plans.