

Appendix D

Diversity Calendar

Introduction

The Council has a strong commitment to equality, diversity, and inclusion as evidenced by the Equality, Diversity and Inclusion (EDI) Strategy and Action Plan 2021- 2025 approved by the Council in February 2021.

A key action within the Equality, Diversity and Inclusion Action plan is to develop and publicise an annual Diversity Calendar and the adoption of a corporate approach to supporting events connected with equality, diversity and inclusion throughout 2022.

A Diversity Calendar has been collated based on national and international events that are planned to occur during 2022. Information has also been obtained from other public sector organisations and the events that they support each year. It is important to note that the Council will pay appropriate regard to all events linked to equality, diversity, and inclusion and that it is not possible to commemorate or support each activity.

This Calendar and events being supported will be subject an annual review completed at the end of each calendar year.

Background

The Council has previously marked, and commemorated events related to equality, diversity, and inclusion on an ad-hoc basis.

This report details the events that will be supported by the Council each year and the procedure for how each will be co-ordinated, managed and evaluated.

The events to be supported have been discussed with EDI specialists from neighbouring councils and other public and private sector organisations.

Detail

Appendix 1 contains a calendar of dates to be marked for 2022. It is proposed that, once approved by the EDI Steering Group and the Council, the calendar will be published in the Equality, Diversity, and Inclusion section of the Intranet and the Council's website.

These dates are national and international observances of events relating to the nine protected characteristics defined in the Equality Act 2010. These characteristics are:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race

- religion or belief
- sex
- sexual orientation.

Key events that the Council will mark, honour and commemorate in 2022

In addition to the publishing of the calendar, it is proposed that the Council supports the following events through the publishing of materials and other resources using its current communication channels (website, social media etc). The table below shows each event and the link to one of the protected characteristics where appropriate:

| Month | Date(s) | Event | Protected characteristic |
|----------|-------------|--|--|
| January | 27 | Holocaust Memorial Day | Religion |
| February | whole month | LGBT+ History Month | Sexual orientation/gender reassignment |
| February | 7 -11 | Apprenticeship and work experience week | Age |
| March | 8 | International Women's Day | Gender |
| May | 9-15 | Mental Health Awareness Week | Disability |
| May | 17 | IDAHOBIT Day (International Day against Homophobia, Biphobia and Transphobia) | Sexual orientation/gender reassignment |
| May | 21 | Armed Forces Day | Not applicable |
| June | 3 | Queens Platinum Jubilee | Not applicable |
| June | whole month | National Pride Month | Sexual orientation/gender reassignment |
| October | whole month | Black History Month | Race |
| November | 8-15 | Inter Faith Week | Religion or belief |
| November | 13 | Remembrance Sunday | Not applicable |
| November | 3 | International Day for People with Disabilities | Disability |

There are no specific events listed for the protected characteristics of marriage or civil partnership and pregnancy and maternity. The Council will ensure that, working with the EDI Steering Group, that activities and actions to reduce any form of discrimination or unfair treatment based on all protected characteristics will be progressed as and where required.

Detail on the events

Holocaust Memorial Day

Held each year on the anniversary of the liberation of Auschwitz concentration camp in 1945. The event is co-ordinated by the Holocaust Memorial Trust which decides on a theme for the commemoration each year – this is wider than the number of Jewish victims of the Nazi Holocaust and in the past has included LGBT+ and Gypsy/Roma victims of the Nazi Holocaust and subsequent genocides such as those in Rwanda. This can be commemorated by sharing information from the Holocaust Memorial Trust on the Council's website and social media channels. Resources available at: [Holocaust Memorial Day Trust \(hmd.org.uk\)](http://hmd.org.uk).

LGBT+ History Month

Held throughout the month of February, the event has a different theme each year. The theme for 2021 was Mind, Body, Spirit. The event seeks to educate about the lives of prominent LGBT+ individuals in history. There is the option to source local case studies from LGBT+ Derbyshire. The national and local materials can be shared on the Council's website and social media channels. Resources available at: [LGBT+ History Month \(lgbtplushistorymonth.co.uk\)](http://lgbtplushistorymonth.co.uk).

Apprenticeship week

During apprenticeship week, 7 to 11 February 2022, to host several events to promote apprentice week, specifically aiming at young people in school and college.

International Women's Day

Held annually each year, the aims of the day are to celebrate women's achievement, raise awareness against bias and challenge gender stereotypes. There is the opportunity to use case studies within the Council of senior female officers, Elected Members and/or women working in jobs traditionally carried out by men. These can be shared on the Council website and social media channels. Resources available at: [International Women's Day 2021 \(internationalwomensday.com\)](http://internationalwomensday.com).

Mental Health Awareness Week

Held annually during May, the week aims to challenge stereotypes around mental illness and provide support to people struggling with mental health issues – signposting them to sources of help. The Council supports the campaign each year with training and awareness raising activities to staff. Resources are available at: [Mental Health Awareness Week | Mental Health Foundation](http://mentalhealthfoundation.org.uk)

IDAHOBIT Day

Held on 17 May each year, the day aims to support those facing persecution on the grounds of sexual orientation or gender reassignment. This can be supported by a social media campaign in the lead up to the event and on the day.

Armed Forces Day

Armed Forces Day, held on 21 May, an event will be held to recognise the service of the men and women of the British armed forces. During this week we will promote service men and women in the District to mark this event.

Queens Platinum Jubilee

The Queen will become the first British Monarch to celebrate a Platinum Jubilee, seventy years of service, having acceded to the throne on 6 February 1952 when Her Majesty was 25 years old.

An extended bank holiday, from Thursday 2 to Sunday 5 June, will provide an opportunity for communities and people throughout the United Kingdom to come together to celebrate the historic milestone. The four days of celebrations will include public events, community activities, as well as national moments of reflection on The Queen's 70 years of service.

Although the majority of events will take place between June 2 and June 5, a key to the concept is that the whole nation are encouraged to celebrate. This includes South Derbyshire District Council and all of its partners.

National Pride month

Every year, during the month of June, the LGBT+ community celebrates in a number of different ways.

A range of resources, events and information will be shared to commemorate and recognise the influence LGBT+ people have had around the world.

Black History Month

Held each October, Black History Month is an annual campaign to highlight the role played by black people in British society. National resources can be supplemented by local case studies. These can be shared on the Council website and social media channels. Resources are available at: [Black History Month 2022 - Proud To Be](#)

Inter Faith Week

Held each November, Inter Faith Week aims to strengthen good relations between all faiths in the UK and also increase understanding between people of religious and non-religious beliefs. National resources are available at: [Inter Faith Week](#).

Remembrance Sunday

An event will be held to mark the contribution of military and civilian servicemen and women involved in the two World Wars and later conflicts.

International Day for People with Disabilities

Held on 3 December, organised by the United Nations, the day is an opportunity to raise the profile of people living with disabilities. The theme for 2021 was 'Fighting for rights in the post-Covid era'. Resources are available at: [International Day of People with Disabilities \(idpwd.org\)](https://www.idpwd.org)

Flag flying

The Council has an approach to flag flying which reflects the guidance received from the Government on the days for which flags are flown on the flag pole at the Civic Offices.

Neighbouring local authorities have revised their policy which allows their authorities to fly specially-purchased flags on the flag pole, in addition to the Union Flag which has to take the superior position, to mark dates related to equality, diversity, and inclusion.

This paper proposes that the EDI Steering group discusses and considers flags on the flag pole to mark dates related to equality, diversity and inclusion. It is suggested that these are as follows:

- National Pride Month (following Queen Jubilee week)
- Black History Month
- Armed Forces Day (already flown)
- Remembrance Sunday (already flown)
- Queens Platinum (already flown)
- International Day of Disabled People

It is also recommended that the EDI Steering group and Council review the above list on an annual basis.

Financial Implications

Online campaigns can be completed within existing budgets. Any events are planned that could incur additional expenditure will be determined and approved by Leadership Team on a case by case basis.

Support may be required by the Events and Marketing Officer.

Risk Impact

There are possible reputational risks involved in both promoting and not promoting the events given that residents have strong feelings on equality, diversity, and inclusion issues and there is the potential for negative responses to any of the events listed.

Agreeing a list with the EDI Steering Group and having it reviewed on an annual basis will mitigate this risk whilst ensuring the Council is promoting and enhancing its reputations as Champion for EDI within the community.

Recommendations

1. That the Steering Group recommends the use of the Diversity Calendar (Appendix 1) and supports the separate events listed in the paper for the Council to support through additional activities during 2022.
2. That the Council considers the potential of using approved and recognised symbols of support including the raising of flags, in addition to the Union Flag in a superior position, for the following events;
 - National Pride Month (following the Queen's Platinum Jubilee week)
 - Black History Month
 - Armed Forces Day (already flown)
 - Remembrance Sunday (already flown)
 - Queen's Platinum Jubilee (already flown)
 - International Day of Disabled People

Appendix 1
South Derbyshire District Council Diversity Calendar 2022

January

16 Holocaust Memorial Day

February – LGBT+ History Month

7 Apprentice and work experience week (focusing on young people)

March

8 International Women's Day

21 International Day of the Elimination of Racial Discrimination

28 World Autism Acceptance week

31 International Trans Day of Visibility

April

22 Stephen Lawrence Day

26 Lesbian Visibility Day

May

? Liberation Day

2 Deaf Awareness Week

9 Mental Health Awareness Week

15 Dementia Awareness Week

17 (IDAHOBIT) International Day against Homophobia, Biphobia and Transphobia

21 Armed Forces Day

24 Pan sexual Visibility Day

June

Pride Month

3 Platinum Jubilee of Queen Elizabeth II

22 UK Windrush Day

July

14 International Non Binary Day

September

TBA Derbyshire and Derbyshire Pride event

23 Bi Visibility Day

October – Black History Month

1 international Day of Older People

TBA Hate Crime Awareness Week

TBA Wear Red Day – show racism the red card

November

TBA Inter Faith Week

12 International Men's Day

- 13 Remembrance Sunday - commemoration of those who have lost their lives in the First World War and subsequent conflicts
- 13 Transgender Awareness Week
- 22 Disability History Month
- 25 Carers Rights Day

December

- 1 World Aids Day (red ribbon)
- 2 International Day of abolition of slavery
- 3 International Day of People with Disabilities

TBA – Date to be advised and will be added to the calendar one announced.