

NO: R255

COUNCIL DATE: December 18, 2017

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## REGULAR COUNCIL

TO: **Mayor & Council** DATE: **December 14, 2017**

FROM: **General Manager, Parks, Recreation & Culture** FILE: **0330-01**  
**General Manager, Corporate Services**

SUBJECT: **2018 Staff Inclusion Calendar**

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## RECOMMENDATION

The Parks, Recreation & Culture Department and the Corporate Services 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 have the knowledge and skills to be welcoming to all City residents. The purpose of this report is to inform Council of the 2018 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 have 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 “I” to this report provides Council with information on the cultural celebrations/recognition initiatives planned for 2018. The City will hold staff events at City Hall (typically including speakers, entertainment and food) to celebrate Pink Shirt Day, Vaisakhi, Access Awareness Day, Orange Shirt Day, Diwali and Christmas. Staff appreciate Council’s ongoing support and attendance at the City Hall events. Other City events such as Surrey Fusion Festival, Canada Day, etc. will also be promoted with staff.

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 2018 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 & Culture Department and the Corporate Services Department recommend that Council receive this report as information.

Laurie Cavan  
General Manager,  
Parks, Recreation & Culture

Rob Costanzo  
General Manager,  
Corporate Services

JB/js

Appendix “I” – 2018 Staff Inclusion Calendar

## 2018 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	<b>Orthodox Christmas</b> 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"> <li>CityNet posting</li> </ul>

#### FEBRUARY

Date	Celebration/Event	Action
Feb 1 - 28	<b>Black History Month</b> A remembrance and celebration of important people and events in the history of the African diaspora.	<ul style="list-style-type: none"> <li>CityNet posting</li> <li>Display</li> </ul>
Feb 16	<b>Lunar New Year</b> 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"> <li>CityNet Posting</li> <li>Display</li> <li>Plaza Lights: <b>Red</b></li> </ul>
Feb 28	<b>Pink Shirt Day</b> 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"> <li>City Hall Celebration</li> <li>CityNet posting</li> <li>Plaza Lights: <b>Pink</b></li> </ul>

#### MARCH

Date	Celebration/Event	Action
Mar 8	<b>International Women’s Day</b> Celebrates women’s achievements throughout history and across nations.	<ul style="list-style-type: none"> <li>CityNet posting</li> </ul>
March 21	<b>Norwuz</b> 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"> <li>CityNet posting</li> <li>Plaza Lights: <b>Spring Green   Leaves &amp; Flowers</b></li> </ul>
Mar 26	<b>Purple Day</b> 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"> <li>CityNet posting</li> <li>Plaza Lights: <b>Purple</b></li> </ul>
Mar 30 – Apr 7	<b>Passover</b> Passover is an eight-day Jewish festival that is celebrated in early spring, from the 30 <sup>th</sup> through April 7 of the Hebrew month of Nissan.	<ul style="list-style-type: none"> <li>CityNet posting</li> </ul>

**APRIL**

<b>Date</b>	<b>Celebration/Event</b>	<b>Action</b>
Apr 1	<b>Easter</b> A Christian holiday that celebrates Jesus Christ's resurrection.	<ul style="list-style-type: none"> <li>• CityNet Posting</li> <li>• Display</li> </ul>
April 14	<b>Vaisakhi</b> 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"> <li>• City Hall Celebration</li> <li>• CityNet Posting</li> <li>• Display</li> </ul>
Apr 22	<b>Earth Day</b> Celebrates our natural environment and encourages people to get involved in learning about protecting and enhancing the natural world. As the largest civic event in the world, Earth Day is celebrated around the globe by people of all backgrounds, faiths and nationalities. Celebrated in the City through Party for the Planet.	<ul style="list-style-type: none"> <li>• CityNet Posting</li> <li>• Plaza Lights: <b>Green   Leaves</b></li> </ul>

**MAY**

<b>Date</b>	<b>Celebration/Event</b>	<b>Action</b>
May 7 – 13	<b>Mental Health Week</b> Raises awareness about mental health issues faced by Canadian children, youth and adults.	<ul style="list-style-type: none"> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza Lights: <b>Green</b></li> </ul>
May 15 – Jun 14	<b>Month of Ramadan (1<sup>st</sup> Day)</b> 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"> <li>• CityNet Posting</li> <li>• Display</li> </ul>

**JUNE**

<b>Date</b>	<b>Celebration/Event</b>	<b>Action</b>
June 1 – 30	<b>Pride Month</b> Celebrates people's diverse sexual and gender identities, histories and cultures.	<ul style="list-style-type: none"> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza Lights: June 21 – 25   <b>Rainbow</b></li> </ul>
June 2	<b>Access Awareness Day (1<sup>st</sup> Saturday in June)</b> Raises awareness about disability, accessibility and inclusion.	<ul style="list-style-type: none"> <li>• City Hall Celebration</li> <li>• CityNet posting</li> <li>• Display</li> </ul>
June 15	<b>Eid-al-Fitr</b> 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"> <li>• CityNet Posting</li> <li>• Display</li> </ul>
June 20	<b>World Refugee Day</b> Honours the spirit, courage and contributions of millions of refugees worldwide.	<ul style="list-style-type: none"> <li>• CityNet posting</li> </ul>

June 21	<b>National Indigenous Peoples Day</b> Recognizes the accomplishments and contributions of First Nations, Inuit and Métis people of Canada.	<ul style="list-style-type: none"> <li>• CityNet posting</li> <li>• Display</li> </ul>
June 24	<b>St. Jean Baptiste Day</b> Honours and celebrates the French Canadian culture and heritage.	<ul style="list-style-type: none"> <li>• CityNet posting</li> </ul>
June 27	<b>Canadian Multiculturalism Day</b> 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"> <li>• CityNet Posting</li> </ul>

**JULY**

Date	Celebration/Event	Action
July 1	<b>Canada Day</b> A national holiday celebrating when Canada became a country.	<ul style="list-style-type: none"> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza lights: <b>Red</b> &amp; White   Canada Flag &amp; Maple Leaves</li> </ul>

**AUGUST**

Date	Celebration/Event	Action
August 26	<b>Rakhi</b> Hindu and secular festival celebrating the love and duty between brothers and sisters.	<ul style="list-style-type: none"> <li>• CityNet Posting</li> <li>• Display</li> <li>• Plaza Lights: <b>Purple</b></li> </ul>

**SEPTEMBER**

Date	Celebration/Event	Action
Sep 9 – 11	<b>Rosh Hashanah</b> 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"> <li>• CityNet posting</li> <li>• Display</li> </ul>
Sep 30	<b>Orange Shirt Day</b> People from all walks of life wear orange shirts to remember the experiences of former students of the Indigenous Residential Schools and commit to ongoing reconciliation.	<ul style="list-style-type: none"> <li>• City Hall Celebration</li> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza lights: <b>Orange</b></li> </ul>

**OCTOBER**

Date	Celebration/Event	Action
Oct 16	<b>World Food Day</b> 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"> <li>• CityNet posting</li> </ul>

**NOVEMBER**

<b>Date</b>	<b>Celebration/Event</b>	<b>Action</b>
Nov 7	<b>Diwali</b> 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"> <li>• City Hall Celebration</li> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza Lights: White, Blue, Pink</li> </ul>
Nov 11	<b>Remembrance Day</b> 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"> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza lights: Red &amp; Black</li> </ul>
Nov 16	<b>Louis Riel Day (BC)</b> 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"> <li>• CityNet posting</li> <li>• Display</li> </ul>

**DECEMBER**

<b>Date</b>	<b>Celebration/Event</b>	<b>Action</b>
Dec 2 – 10	<b>Hanukkah</b> 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"> <li>• CityNet posting</li> </ul>
Dec 25	<b>Christmas Day</b> Christmas celebrations combine Christian religious ceremonies with traditions and customs influenced by ancient winter festivals.	<ul style="list-style-type: none"> <li>• City Hall Celebration</li> <li>• CityNet posting</li> <li>• Display</li> <li>• Plaza lights: Red &amp; White   Snowflakes</li> </ul>