Preview: February, 2016





Take a minute or two to reflect on your daily reminders and flick through the pages to access a wealth of useful tips, guidance and recommendations. February material includes:

- Promoting LGBT History Month
- LGBT equality... FREE e-learning
- Project 'Educate Out Prejudice' (Morley College)
- How many learners and staff are lesbian, gay or bisexual?
- Homophobic bullying
- LGBT History Did you know…?
- Coverage of Trans themes in the curriculum
- Promoting LGBT role models, campaigns and events
- Workforce equalities... 'Thank you for the data!'

This is in addition to multi-faith, equality and health and wellbeing reminders.



Month, 2016 LGBT History

February (whole month)

Lesbian, Gay, Bisexual, Trans History Month celebrates the lives and achievements of the LGBT community. Anyone can get involved, regardless of sexuality or gender identity.

The Rainbow Flag is a worldwide symbol of LGBT equality. Test your knowledge at www.empowertoolkit.org.uk



Chinese New Year

Monday 8th February, 2016

and Chinese descendants and is This is the most important annual festival celebrated by Chinese based on the lunar calendar.

2016 is 'Year of the Monkey'!

Also this month:

Interfaith Harmony Week 1st

Dignity Action Day

World Cancer Day Safer Internet Day World Day of Social Justice

International Mother Language Day



Multifaith Dates – February, 2016

Imbolc (Pagan) 2nd

Selebrated by Pagans midway between the winter solstice and the spring equinox.

Shrove Tuesday (Christian) 46

Lent. It's also known as Pancake Tuesday or Pancake he day before Ash Wednesday, the beginning of

Ash Wednesday (Christian) 10 12

The beginning of Lent for Western Christian churches and is a day of penitence.

(-24th March) Lent (Christian)

The period of 40 days which comes before Easter in the Christian calendar.

Vasant Panchami - Saraswati Puja (Hindu) 12th

he Hindu festival that welcomes spring.

Nirvana Day (Parinirvana) (Buddhist) I 5th

he day when Buddhists from the Mahayana tradition remember the death and enlightenment of the

Regional variations possible, based on the Western calendar, not an exhaustive list.



you accept it as a gift, and it is your lifelong commitment to "When you learn something from people, or from a culture, preserve it and build on it"

Yo-Yo Ma, Cellist (1955 -)

February

- Equality Planner 2016 -

Sunday

Saturday

Friday

Thursday

Wednesday

Luesday

Monday

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- Driving diversity, embedding equality -

| Monday | , 1st | February | y 2016 |
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| Today is 'Dignity Action Day' |
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| Gives everyone the opportunity to contribute to upholding people's rights to dignity and provide a truly memorable day for people receiving care. This day aims to ensure people who use care services are treated as individuals and are given choice, control and a sense of purpose in their daily lives. |
| http://www.dignityincare.org.uk/Dignity in Care events/Dignity Action Day/ |
| Today is also |
| Start of LGBT History Month (whole month, see Wednesday) Start of Interfaith Harmony Week (see Tuesday) |
| Reminder: In one week - Chinese New Year 'Year of the Monkey' (8/2) |
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Tuesday, 2nd February 2016

Multifaith today: Imbolc (Pagan)

Celebrated by Pagans midway between the winter solstice and the spring equinox

This week is... 'Interfaith Harmony Week'

The World Interfaith Harmony Week is based on the pioneering work of The Common Word initiative. This initiative, which started in 2007, called for Muslim and Christian leaders to engage in a dialogue based on two common fundamental religious Commandments; Love of God, and Love of the Neighbour, without nevertheless compromising any of their own religious tenets. The Two commandments are at the heart of the three Monotheistic religions and therefore provide the most solid theological ground possible.

| More info at: http://worldinterfaithharmonyweek.com/ | |
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| This month is 'LGBT History Month' (whole month) |
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| Lesbian, Gay, Bisexual, Trans History Month celebrates the lives and achievements of the LGBT community. Anyone can get involved, regardless of sexuality or gender identity. How will you celebrate? |
| For more information visit <u>www.lgbthistorymonth.org.uk</u> |
| Reminders: |
| In one week - Safer Internet Day (9/2) In one month - World Book Day (3/3) |
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| Thursday, 4 th February 2016 |
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| Today is 'World Cancer Day' |
| A global observance that helps raise people's awareness of cancer and how to prevent, detect or treat it. Are all of your colleagues and learners aware cancer is considered a disability under The Equality Act 2010? |
| More information at: <u>www.worldcancerday.org</u> |
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Friday, 5th February 2016

| LGBT equality Why do we use the acronym 'LGBT'? |
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| Sexual orientation and gender identity are two different things. However, they are often referred to together (e.g. with the acronym LGBT – Lesbian, Gay, Bisexual, Trans) because people within these groups can face similar issues and barriers. |
| Reminders - next month: |
| Self Injury Awareness Day and start of Ovarian Cancer Awareness Month (1/3) |
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| Today is 'Chinese New Year' |
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| This is the most important annual festival celebrated by Chinese and Chinese descendants and is based on the lunar calendar. 2016 is 'Year of the Monkey'! |
| Reminder: In one month - International Women's Day (8/3) |
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| Tuesday, | 9 th | February | 2016 |
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Multifaith today: Shrove Tuesday (Christian)

The day before Ash Wednesday, the beginning of Lent. It's also known as Pancake Day

| Today is 'Safer Internet Day' |
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| Organised by Insafe in February of each year to promote safer and more responsible use of online technology and mobile phones, especially amongst children and young people across the world. |
| More information at: http://www.saferinternet.org/safer-internet-day/ |
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Multifaith today:

Ash Wednesday (Christian)

The beginning of Lent for Western Christian churches and is a day of penitence

Lent (Christian) (-24th March)

The period of 40 days which comes before Easter in the Christian calendar

Good practice project – 'Educate Out Prejudice' (Morley College, 2014)

6 pieces of video that were created have been a huge success gaining positive feedback at internal and external events. This included:

- 3 short interviews were specifically designed for particular lessons in the ESOL curriculum
- A brief film following the activities during LGBT history month which was a useful promotional tool during the project
- One animation used the voice and life experience of a student in an entry ESOL class discussing LGBT activism in Kyrgyzstan

| For more details on this project and others visit the Equalities Toolkit website: |
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| http://www.equalitiestoolkit.com/content/educate-out-prejudice-film-page |
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| Thursday, 11 th February 2016 |
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| LGBT equality FREE e-learning |
| 'Project Empower' involved research into LGBT-equality (and inequality) in education. The project launched a toolkit targeted at staff working in the FE and skills environment. This free resource is very popular, thousands of people across the country have completed it and received their certificate. Simply log-on and follow the on-screen instructions. |
| Test your LGBT equality knowledge now at www.empowertoolkit.org.uk . |
| Reminder: In approximately one month – No Smoking Day (9/3) |
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Friday, 12th February 2016

Multifaith today: Vasant Panchami - Saraswati Puja (Hindu)

The Hindu festival that welcomes spring

| LGBT equalityHow many learners and staff are lesbian, gay or bisexual? |
|---|
| The honest answer is you will probably never know because not everyone will share this information with you. Some organisations ask their stakeholders about their sexuality. This is so they can monitor to ensure people with certain characteristics are not excluded or receive unfair treatment. |
| The LGBT charity Stonewall estimate that 5-7% of the population are lesbian, gay or bisexual. This means 1 in 20 learners could be LGB. |
| Reminder: In one month - Disabled Access Day (12/3) |
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| Sunday, 14 th February 2016 |
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Monday, 15th February 2016

Multifaith today: Nirvana Day (Parinirvana) (Buddhist)

Buddhists remember the death and enlightenment of the Buddha

LGBT equality... The Forum for Sexual Orientation and Gender Identity Equality Formed in 2007, the forum brings together national F and HE sector organisations in a community of practice. The aim is to co-ordinate work that advances sexual orientation and gender identity equality in post-school education. Their shared purpose is to support the work of all learning providers by providing high quality information, advice and guidance in our equality areas. url: https://saforum.org.uk/ e mail: satkin@ucu.org.uk (Seth) Reminders: This Saturday - World Day of Social Justice (20/2) This Sunday - International Mother Language Day (21/2) In one month - Brain Awareness Week (14/3)

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| Tuesday, 16 th February 2016 |
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| LGBT equality Homophobic bullying |
| Research into Sexual Orientation and Gender Identity in Adult Learning, conducted for the Skills Funding Agency in 2011 found that a quarter of lesbian, gay and bisexual 19-21 year olds in adult learning had experienced bullying and/or harassment. |
| Together we can change this. What are you doing to tackle bullying and harassment? Make sure you are familiar with your provider policy. |
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Wednesday, 17th February 2016

| LGBT History – Did you know? |
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| The first same-sex weddings took place in England and Wales from March 2014. Following the passing of the Marriage (Same-Sex Couples) Act the definition of marriage has been updated. |
| Activity suggestion – Why not ask learners to research LGBT history? There are numerous timelines online that will help both them and you! |
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| Thursday, 18 th February 2016 |
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| Gender Reassignment guidance from the equality commission suggests: |
| Gender reassignment is a personal process (rather than a medical process) which involves a person expressing their gender in a way that differs from or is inconsistent with the physical sex they were born with. |
| This personal process may include undergoing medical procedures or, as is more likely for young people, it may simply include choosing to dress in a different way as part of the personal process of change. The process of changing one's gender role can be referred to as "transition". |
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Friday, 19th February 2016

| Useful source of information – 'GIRES' |
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| The Gender Identity Research and Education Society (GIRES) provide information for trans people, their families and professionals. |
| They advise policy makers, distribute information, run workshops and training, commission research and produce literature. |
| Find out more at: <u>www.gires.org.uk</u> . |
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| Saturday, 20 th February 2016 |
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| Today is 'World Day of Social Justice' |
| Social justice is an underlying principle for peaceful and prosperous coexistence within and among nations. We uphold the principles of social justice when we promote gender equality or the rights of indigenous peoples and migrants. We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability. |
| More information at: http://www.un.org/en/events/socialjusticeday/ |
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| Sunday, 21st February 2016 |
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| Today is 'International Mother Language Day' |
| This Day is observed every year to promote linguistic and cultural diversity and multilingualism. It was created to promote the dissemination of mother tongues and a fuller awareness of linguistic and cultural traditions throughout the world and to inspire solidarity based on understanding, tolerance and dialogue. |
| More information at: www.un.org/en/events/motherlanguageday/ |
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| Monday, 22 | ^{2nd} Febru | ary 2016 |
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| LGBT equality Coverage of Trans themes in the curriculum |
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| The majority of project Empower research respondents (60%) said that they had been taught about different sexualities and gender identity issues (e.g. history, introduction of civil partnerships, famous gay and trans people, etc.). However, 40% said that they had not |
| Make it your mission to include LGBT and other equality themes in your delivery on a regular basis. Having a system in place to prompt you will be a big help. |
| Reminders - In approximately one month: |
| International Day of Happiness and Wellbeing (20/3) International Day for the Elimination of Racial Discrimination, World Poetry Day, World Down Syndrome Day (21/3) World Water Day (22/3) |
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| Tuesday, 23 rd February 2016 |
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| LGBT equality Promoting LGBT role models, campaigns and events |
| The use of positive role models is a great way to drive equality in this area. This could be people in the media or, perhaps more of a challenge, is using positive role models in your staff group or local community. Take care to ensure you are not attracting attention to someone that does not want it. |
| Try and think of one role model in the media and one local role model that may help you promote LGBT-equality. |
| Reminders - In approximately one week: |
| Self Injury Awareness Day and start of Ovarian Cancer Awareness Month (1/3) |
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Wednesday, 24th February 2016

LGBT equality... Be aware that many trans people can experience:

- Lack of understanding from family, friends, employers, medical professionals
- Difficulty finding work or retaining it once their background is known
- Rejection by family and friends
- Transphobic comments
- Violent intimidation on the streets and outside their homes
- Being stared at or laughed at when out shopping

| Bullying and name-calling | (NHS Live Well) |
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| Thursday, 25th February 2016 |
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| Good practice project - Developing transgender inclusive curriculum content and materials (Knowsley Family and Community Education, 2014) |
| Having found there was a lack of data available on the number of transgender individuals within the area resulted in a lack of awareness, tolerance and understanding of the issues that transgender people face, the service worked with staff, tutors, learners and local community partners to raise awareness of transgender and develop new curriculum content/materials. |
| For more details on this project and others visit The Equalities Toolkit website: http://www.equalitiestoolkit.com/content/transgender-inclusive-curriculum |
| Reminder: In one week – World Book Day (3/3) |
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| LGBT equality Charity Stonewall now campaigning for 'trans rights' too |
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| The charity, which previously lobbied only on gay, lesbian and bisexual issues in England and Wales, has announced that will would now also include trans issues in its brief. |
| Ruth Hunt, Stonewall Chief Executive said: "Whether we're challenging bullying in our schools, tackling hate crime on our streets or working to make our public services truly equal for users, we have a responsibility to use our voice and share our 25 years of experience". |
| Find more information at: http://www.stonewall.org.uk/ |
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Monday, 29th February 2016

| Workforce equalities 'Thank you for your data!' |
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| A parody of the ABBA song 'Thank You for the Music' has been created to support work to increase workforce diversity and social mobility. Check it out, it's brilliant! |
| Plus, look out for the playlist containing raw footage, outtakes, 3-verse versions including the British Sign Language (BSL)-only musical interpretation which includes a specially developed new BSL sign for 'Superdiversity'. |
| Go to https://www.youtube.com/ and search for 'Thank you for your data'. |
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My notes: Markin Mark

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