

2023

YEAR OF
BLACK
WORKERS



Equalities Calendar
2023



Equality is at the heart of UNISON. We challenge discrimination and win equality in the workplace and beyond. Everyone shares responsibility for equality in UNISON. 2023 is the Year of Black Workers.

Within Yorkshire and Humberside when we talk about equality and diversity, as a basic descriptor it is:

- Equality means ensuring we campaign and negotiate to ensure that everyone at work has equal opportunities, regardless of their abilities, their background or their lifestyle.
- Diversity means appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles with respect.

But our equality work includes self organised groups for members who experience particular types of prejudice and discrimination, that you will see highlighted in this calendar of events.

These groups meet locally and nationally to discuss, campaign and organise around the specific issues that affect them. They help UNISON understand equality and meet our equality aims.

Our four self-organised groups are for black members; disabled members; lesbian, gay, bisexual and transgender members; and women members. We also have equality groups for young members and retired members.

As the senior lay and staff leaders in the region we are committed to do all we can to support the equality agenda of the union.



Wendy Nichols
Regional Convenor



Karen Loughlin
Regional Secretary

This interactive calendar contains links to events and campaigns throughout the year which you can use in your plans to promote and campaign around equality issues. It will be updated throughout the year to include new training events, new campaigns and other relevant information.





JANUARY 2023


2023 YEAR OF BLACK WORKERS

UNISON *the public services union*

Establishing legacy to generate change



Y&H Training Courses

MON	TUE	WED	THU	FRI	SAT	SUN
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
				Black Members Conference (Edinburgh)		
				Hope not Hate Misinformation		
23	24	25	26	27	28	29
		Race Protocol				
30	31					
		How to be a good trans ally				

FEBRUARY 2023

MON	TUE	WED	THU	FRI	SAT	SUN
LGBT+ History Month		World Hijab Day  Confidence Building for Women (Day 1)	2	3	4	5
	6	7	8	9	10	11
 International Day of Zero Tolerance for Female Genital Mutilation	Show Racism the Red Card (Day 1)	Confidence Building for Women (Day 2)				
13	14	15	16	17	18	19
 Retired Members Meeting	Show Racism the Red Card (Day 2)	UNISON National Women's Conference, Bournemouth (16 - 18 February)				
20	21	22	23	24	25	26
Black Leadership: An introduction				How to be a good trans ally	 Disabled Members SOG Meeting	
27	28	Race Equality Week: 6-12 February Sexual Abuse and Sexual Violence Week: 6-12 February				
Show Racism the Red Card (Day 3)	HeartUnions Week: 13-19 February					



Y&H Training Courses

MARCH 2023



MON	TUE	WED	THU	FRI	SAT	SUN
Women's history Month		1 Zero Discrimination Day Making Equality Central to your Union Practice	2	3 World Hearing Day	4 Black Members SOG Meeting	5
6	7 Show Racism the Red Card (Day 4)	8 International Women's Day Race Protocol	9 Women & Leadership (Day 1)	10	11	12
13 Neurodiversity Celebration Week	14 Show Racism the Red Card (Day 5)	15	16 Disabled Access Day Women & Leadership (Day 2)	17	18	19
20	21 International Day for the Elimination of Racial Discrimination	22	23 Women & Leadership (Day 3)	24	25	26
27 Start of Autism Acceptance Week	28 Show Racism the Red Card (Day 6)	29	30	31 Transgender Day of Visibility	Autism Acceptance Week: 27 March - 2 April Neurodiversity Celebration Week: 13-19 March	

APRIL 2023



Y&H Training Courses

MON	TUE	WED	THU	FRI	SAT	SUN
STRESS AWARENESS MONTH 		Autism Acceptance Week: 27 March - 2 April		1		2
		Lesbian Visibility Week: 24-30 April				
3	4	5	6 International Asexuality Day	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21 Neurodiversity Understood	22 Women's SOG Meeting LGBT+ SOG STEPHEN LAWRENCE DAY	23
24	25	26 Lesbian Visibility Day Makaton Taster	27	28 International Workers Memorial Day	29	30

MAY 2023



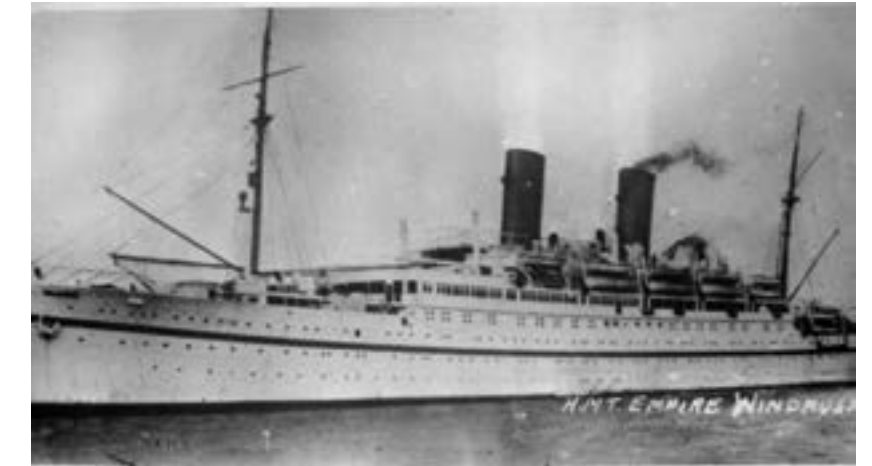
MON	TUE	WED	THU	FRI	SAT	SUN
International Labour Day 1 	2	3	4	5	6	7
8	9	10	11	12	13 Disabled Members SOG Meeting 	14
15 Retired Members Meeting 	16	17 International Day against homophobia, biphobia & transphobia 	18	19	20	21
22	23	24	25	26	27	28
29	30	31	Deaf Awareness Week: 1-7 May			
			Mental Health Awareness Week: 15-21 May			



Y&H Training Courses

JUNE 2023

MON	TUE	WED	THU	FRI	SAT	SUN
Carers Week: 5-11 June			1	2	3 	4
International Men's Health Week: 12-18 June						
Learning disabilities week: 20-26 June						
5	6	7	8	9	10 Young Members Meeting 	11
12	13	14	15	16	17	18
19	20 	21	22 Windrush Day 	23	24	25
26	27	28 	29	30	<u>Gypsy, Roma & Traveller History Month</u>	



JULY 2023



MON	TUE	WED	THU	FRI	SAT	SUN
31	<u>South Asian Heritage Month</u> <u>Sparkle Weekend - Date TBC</u>				1 Bridlington / Ilkley / London Pride Women's SOG Meeting	2 Batley Pride
3	4	5	6	7	8 Black Members SOG Meeting	9
10	11	12	13	14 Non Binary People's Day	15 National Trans Pride Day	16
17	18	19	20	21	22	23
24	25	26	27	28	29 Hull Pride	30

AUGUST 2023



MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9 International Day of World's Indigenous People	10	11	12 International Youth Day Doncaster Pride	13 Wakefield Pride
14 Retired Members Meeting	15	16	17	18	19	20
21	22	23 International Day for the Remembrance of the Slave Trade	24	25	26	27
28	29	30	31			

SEPTEMBER 2023



MON	TUE	WED	THU	FRI	SAT	SUN
National Inclusion Week: 25 Sep - 1 Oct				1	2	3
International week of happiness at work: 18-24 September						
4	5	6	7	8	9 Disabled Members SOG Meeting	10
11	12	13	14	15	16 LGBT+ SOG inc. training	17
18 International Equal Pay Day	19	20	21	22	23 Bi Visibility Day Women's SOG Meeting	24
25	26	27	28 World's Biggest Coffee Morning MACMILLAN CANCER SUPPORT		30	



Y&H Training Courses

OCTOBER 2023

MON TUE WED THU FRI SAT SUN

October is Black History Month

						1 International Day of the Older Persons
2	3	4	5	6	7 Black Members SOG Meeting	8
9 World Mental Health Day	10	11 National Coming Out Day	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	Hate Crime Awareness Week: 9-16 October European Health and Safety Week: 23-29 October				



Y&H Training Courses

NOVEMBER 2023

MON	TUE	WED	THU	FRI	SAT	SUN
Islamophobia Awareness Month Disability History Month 16 Nov - 16 Dec		1	2	3	4 LGBT+ SOG	5
6	7	8	9	10	11	12
				LGBT+ Conference (Liverpool)		
13	14	15	16	17	18	19
20 Transgender Day of Remembrance Retired Members SOG Meeting	21	22	23	24	25 International Day for the Elimination of Violence Against Women	26
				UNISON Young Members Conference (Newcastle)		
27	28	29	30	Transgender Awareness Week: 13-19 Nov		
				Living Wage Week: TBC		



DECEMBER 2023

MON	TUE	WED	THU	FRI	SAT	SUN
				 1	2	 International Day for persons with Disabilities
4	5	6	7	8	 9 Black Members SOG AGM Disabled Members SOG AGM	 10 HUMAN RIGHTS DAY 10 DECEMBER
11	12	13	14	15	16	17
 18 International Migrants Day	19	 20 International Human Solidarity Day	21	22	23	24
25	26	27	28	29	30	



BLACK MEMBERS SOG

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Visit the UNISON College website for activist and member learning opportunities.

UNISON has a proud history of providing high quality learning opportunities for our members. We work with trusted national institutions like The Open University and the Workers' Educational Association (WEA) and a host of local providers, and we also deliver informal learning in-house.

Activate!



You can also visit the e-learning website

UNISON EQUALITY



Learn more about the Self Organised Groups



Learn more about UNISON's Race Discrimination Protocol



Visit the UNISON Shop for publications, leaflets and merchandise

