



2023

**YEAR OF
BLACK
WORKERS**

Establishing legacy
to generate change

Equalities Calendar 2023

Welcome



Equality is at the heart of everything we do as a union, and we want to make it as easy as possible for you to get involved.

We hope it will be useful for you in knowing when equality events and training which interest you are going on. The calendar will be continually updated throughout the year as more events and training opportunities are added, so click on the link regularly to find out what's going on.

UNISON's Year of Black Workers campaign is underpinned by the following Mission Statement: "Establishing Legacy to Generate Change". Through this mission statement two main themes will be focused on: Legacy and Change as an overarching strategic intent of UNISON. These themes will foreground specific work and campaigns the National Black Members Committee is already involved in, as well as highlighting the shared ambitions of our various sector partners. Embedding this campaign in the work of branches and regions will become a focal point for developing change and a long-term legacy..

www.unison.org.uk/black-members-news/2023/01/year-of-black-workers-2023/



The Equality Act

The Equality Act 2010 makes sure that people with particular characteristics are protected from discrimination. It is your right that you should not be treated differently based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination means unfair treatment of somebody based on a particular characteristic. Your rights are things you are born with that belong to you that nobody can take away.

If you are interested in learning more about any of our self organised groups (SOGs) please click below to find out more.





JANUARY IS:

- Celebration of Life Month
- Alcohol Concern Dry January

JAN '23

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
						1
2	3		5	6	7	
9	10	11	12		14	
	17	18	19			
23		25				29
30	31					



FEBRUARY IS:

- [LGBT+ History Month](#)

FEB '23

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
		1		3		5
	7		9	10		12
13	14	15	16	17		19
			23	24	25	26
27						

A WOMAN'S PLACE



**IS IN
UNISON**

MARCH IS:

- [Women's History Month](#)
- [Ovarian Cancer Awareness Month](#)

MAR '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups

1

2

3

4

5

6

7

9

10

11

12

15

16

17

18

19

20

23

24

26

27

28



APRIL IS:

- [Autism Awareness Month](#)
- [Stress Awareness Month](#)
- [Parkinson's Awareness Month](#)
- [Sexual assault awareness month](#)

APR '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups

1

4

5

6

8

9

10

12

13

14

15

16

17

18

19

20

21

23

24

25

27

28

29

30

UNISON

EQUALITY



MAY '23

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
1		3	4	5	6	7
8	9	10	11	12	13	14
	16		18	19		21
	23	24	25	26		28
22						
29	30	31				



JUNE IS:

- [Pride Month](#)
- [Gypsy, Roma and Traveller History Month](#)

JUN '23

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
			1	2		4
	6	7	8	9		11
12	13	14			17	18
			15	16		
	20	21		23	24	25
			29	30		
26	27					

* Regional customs or moon sightings may cause a variation of the date for Islamic holidays, which begin at sundown the day before the date specified for the holiday



JULY IS:

- Disability Pride Month

JUL '23

Click on any
highlighted
date for more
information




KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

* Regional customs or moon sightings may cause a variation of the date for Islamic holidays, which begin at sundown the day before the date specified for the holiday

MON	TUES	WED	THURS	FRI	SAT	SUN
					1	
3	4	5	6			9
				7	8	
10	11	12	13			16
17		19	20	21	22	23
24	25			28		30
		26				
31						

A top-down view of a desk with a dark wood grain. In the top left, a black keyboard with a red key and a white equals sign is visible. To its left is a green artificial plant. On the right, a large pink sticky note is partially visible. In the center, a white sheet of paper with a small dot pattern is placed. Three smaller sticky notes are stacked on it: a pink one at the top, a yellow one in the middle, and a light green one at the bottom. Each sticky note has a word written on it in black marker.

DIVERSITY

EQUALITY

INCLUSION

AUG '23

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

MON	TUES	WED	THURS	FRI	SAT	SUN
		2	3	4	5	6
7	8	9	10	11		13
						20
14	15	16	17	18		
	22		24	25		27
28	29		31			



SEPTEMBER IS:

- Blood cancer awareness month
- World Alzheimers month

SEPT '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups

1

3

4

5

6

7

11

12

13

20

22

26

27

28

30



BLACK
HISTORY
MONTH

OCTOBER IS:

- [Black History Month](#)
- [Breast Cancer Awareness Month](#)
- [Menopause Awareness month](#)

OCT '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age
Religion or Belief
Gender Reassignment
Pregnancy and Maternity
Race
Sex
Sexual Orientation
Disability (Inc Mental Health)
UNISON Events
All groups

						1
	3		5		7	8
9				13	14	
16	17		19			22
23		25		27	28	29
30	31					



NOVEMBER IS:

- Disability History Month*
- Islamophobia Awareness Month
- Young Workers Month

NOV '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups

6

7

8

9

10

11

15

16

17

18

21

22

23

26

28

30

* Disability History Month runs from 16 November–16 December.



DEC '23

MON

TUES

WED

THURS

FRI

SAT

SUN

Click on any
highlighted
date for more
information



KEY:

Age

Religion or Belief

Gender Reassignment

Pregnancy and Maternity

Race

Sex

Sexual Orientation

Disability (Inc Mental Health)

UNISON Events

All groups

4

6

8

9

11

12

13

14

16

17

19

21

22

23

26

27

28

29

30



equalityse@unison.co.uk
southeast.unison.org.uk