

FOOTBALL UNITES; 2021 DIVERSITY AND INCLUSION CALENDAR

**FOOTBALL
UNITES**



**NOTHING
MATTERS
MORE**



INTRODUCTION

The Football Unites; 2021 Diversity and Inclusion Calendar has been created as a guide to all within Scottish Football to raise awareness of prominent dates and events within Diversity and Inclusion. The calendar is by no means definitive and aims to support all within the game to effectively plan and identify Diversity and Inclusion events in which your organisation can support and raise awareness of.

It is recommended that your organisation speak directly to people who may be representative of the diverse groups in which you aim to support about the way they believe your organisation could effectively support the event.

FOOTBALL UNITES; SCOTTISH FA EQUALITY FRAMEWORK

The Scottish FA is fully committed to promoting equal opportunities for all. This belief is carried out through the principles of equality that the Scottish FA embraces; fairness, justice, respect, inclusion and the removal of barriers. These principles feed into everything we do, including the Scottish FA's operational and strategic development, delivery and decision making.

We are dedicated to providing opportunities for everyone to participate in football at all levels and ensuring that no individual is discriminated against, regardless of their protected characteristic as identified within the Equality Act 2010. The Scottish FA aspires to be representative of everyone within Scotland. This commitment has been enhanced through unique collaborative initiatives and programmes, with various equality stakeholders. This has reinforced our dedicated aim of equality and inclusive football for all under-represented communities.

**THE OVERALL VISION OF THE EQUALITY FRAMEWORK;
'SCOTTISH FOOTBALL TO BE REPRESENTATIVE AND REFLECTIVE
OF THE DEMOGRAPHIC OF SCOTLAND AT ALL LEVELS.'**

This highly ambitious and long term vision is one that cannot be achieved within the Scottish FA alone and requires the wider Scottish football community to make a lasting and sustainable contribution. This can be achieved by embracing any of the 40 tactics that are outlined in the Framework. The most impact will be made if everyone that participates in the game is able to embrace these tactics.

'Football Unites; Scottish FA Equality Framework' has broken down the overall vision into manageable tactics which demonstrate a clear path and understanding of how the Scottish game can move forward together. The tactics can be achieved by absolutely everyone involved in the game, from the largest professional clubs to our important grassroots organisations. Individuals should not underestimate the positive and effective contributions that they are able to make towards developing our game for the future.

To view the Football Unites; Scottish FA Equality Framework please visit:
<https://www.scottishfa.co.uk/scottish-fa/organisation/diversity-inclusion/football-unites/>

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WE FOCUS
ON THE GOAL



WE SHARE
AND CONNECT

| | JANUARY | FEBRUARY | MARCH | APRIL | MAY | JUNE |
|---------------------|--|--|---|--|--|--|
| DISABILITY | 4: World Braille Day | National Heart Month 1–7: Children’s Mental Health Week 4: World Cancer Day 4: Time to Talk Day | Cerebral Palsy Awareness Month Prostate Cancer Awareness Month Ovarian Cancer Awareness Month 13–19: BSL Awareness Week 16–20: Neurodiversity Celebration Week 21: World Down Syndrome Day | 30th March – 5 April: World Autism Awareness Week | 4–9: Deaf Awareness Week 10–16: Mental Health Awareness Week 17–23: Dementia Action Week | Motor Neurone Disease Awareness Month |
| SEX/GENDER IDENTITY | | | Women’s History Month 8: International Women’ Day 14: Mothering Sunday | | | Men’s Health Awareness Month 20: Father’s Day |
| RACE & ETHNICITY | 27: Holocaust Memorial Day | 12: Chinese New Year | 1: Zero Discrimination Day 21: International Day for the Elimination of Racial Discrimination | 8: International Romani Day | 21: World Day of Cultural Diversity | Gypsy, Roma and Traveller History Month 20: World Refugee Day |
| RELIGION & BELIEF | 6: Epiphany – Christianity 7: Orthodox Christmas Day – Christianity 14: Orthodox New Year – Christianity 17: World Religion Day 20: Birthday of Guru Gobind Singh – Sikhism 27: Tu B'Shervat (Arbour Day) – Judaism | 11: Maha Shivaratri – Hinduism 15: Parinirvana Day – Buddhist 16: Shrove Tuesday – Christianity 17: Ash Wednesday (First Day of Lent) – Christianity 26: Purim – Judaism | 11: Isra and Mi'raj – Islam 20: Feast of Naw Ruz (New Year) – Baha'i 28: Palm Sunday – Christianity 28: First Day of Passover – Judaism 29: Holi – Hindusim | 1: Maundy Thursday – Christianity 2: Good Friday – Christianity 4: Easter Sunday – Christianity 5: Easter Monday – Christianity 7: Yom HaShoah – Judaism 12: First Day of Ramadan – Islam 13: Baisakhi – Sikhism 15: Yom HaAtzmaut – Judaism 20: First Day of Ridvan – Baha'i 29: Lag B'Omer – Judaism 30: Orthodox Good Friday – Christianity | 1: Last Day of Ridvan – Baha'i 1: Orthodox Holy Saturday – Christianity 2: Orthodox Easter – Christianity 3: Orthodox Easter Monday – Christianity 9: Layiat al Qadr (Night of Power) – Islam 13: Eid ul Fitr – Islam 13: Ascension Day – Christianity 17: Shavuot – Judaism 23: Declaration of the Bab – Baha'i 23: Pentecost – Christianity 26: Wesak (Buddha Day) Buddhist 28: Ascension of Baha'u'illah | 16: Martyrdom of Guru Arjan Dev – Sikhism |
| SEXUAL ORIENTATION | | Lesbian, Gay, Bisexual, Trans History Month Football v Homophobia Month of Action | | | 17: International Day Against Homophobia, Transphobia and Biphobia TBC: Grampian Pride | TBC: Pride Edinburgh 17–30 TBC: LEAP Sports Festival Fortnight |
| AGE | | | 16: Young Carers Awareness Day | | | |
| OTHER | 1: New Year’s Day 25: Burns Night | 20: United Nations World Day of Social Justice | | 1: April Fool’s Day 6: International Day of Sport for Development and Peace | 21: World Day for Cultural Diversity for Dialogue and Development | 5: World Environment Day |

*dates included for general guidance; please feel free to include your own.

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|---|---|--|---|---|---|--|
|  |  |  |  |  |  |  |
| | JULY | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER | DECEMBER |
| DISABILITY | | | World Alzheimer's Month | 4: World Dyslexia Day 10: World Mental Health Day | | 3: International Day of Persons with Disabilities |
| SEX/GENDER IDENTITY | | | | 11: International Day of the Girl 23–29: Scottish Women & Girls in Sport Week 26: International Intersex Awareness Day | 19: International Men's Day 20: Transgender Day of Remembrance | |
| RACE & ETHNICITY | | | | Black History Month 9–24 TBC: Show Racism the Red Card Fortnight of Action 15 TBC: Show Racism the Red Card Wear Red Day | | 18: International Migrant Day |
| RELIGION & BELIEF | 9: Martydrom of the Bab – Baha'i 17: Tisha B'Av – Judaism 21: First Day of Eid Al-Adha – Islam 24: Dharma Day – Buddhist | 9: Al-Hijra (New Year) – Islam 15: Assumption of Mary – Christianity 19: Ashura – Islam 22: Raksha Bandhan – Hinduism 29: Janmashtami – Hinduism | 6: Rosh Hashana – Judaism 9: Hishana Rabbah – Judaism 10: Ganesh Chaturthi – Hinduism 16: Yom Kippur – Judaism 20: First Day of Sukkot – Judaism 27: Last Day of Sukkot – Judaism 28: Simchat Torah – Judaism | 4: Feast of St Frances of Assisi – Christianity 6: First Day Navaratri – Hinduism 14: Last Day of Navaratri – Hinduism 14: Dussehra – Hinduism | 1: All Saints Day – Christianity 2: All Soul's Day – Christianity 4: Diwali – Hinduism 6: Birth of the Bab – Baha'i 7: Birth of Baha'u'llah – Baha'i 19: Birthday of Guru Nanak – Sikhism 24: Martyrdom of Guru Tegh Bahadur – Sikhism 29: First Day of Hanukkah – Judaism | 6: Last Day of Hanukkah – Judaism 6: Feast of the Immaculate Conception – Christianity 25: Christmas Day – Christianity 26: Boxing Day – Christianity |
| SEXUAL ORIENTATION | | | | | TBC: Stonewall Rainbow Laces | |
| AGE | | 12: International Youth Day | | 1: International Day of Older Persons | 20: Universal Children's Day | |
| OTHER | | 19: World Humanitarian Day | | 31: Halloween | 5: Guy Fawkes Day 11: Armistice Day 14: Remembrance Sunday 30: St Andrews Day | 10: International Human Rights Day |

*dates included for general guidance; please feel free to include your own.

EXPLANATION OF KEY RELIGIOUS OBSERVANCES

AL-HIJRA/MUHARRAM

Islamic New Year and the first of the month of Muharram, where Muslims celebrate the Prophet Muhammad's migration from Mecca to Medina. For Shi'as the first ten days are a period of mourning culminating in Ashura Day, commemorating the martyrdom of Imam Husayn.

BIRTHDAY OF GURU NANAK

Birthday of founder of Sikhism. This is one of the holiest of the Sikhs which is celebrated over a three day period.

BUDDHA DAY

Birthday of the founder of the Sikh faith. This is one of the holiest Sikh festivals which is celebrated over a three day period. 2021 is the 552nd birth anniversary.

CHINESE NEW YEAR

The most important day in the traditional Chinese calendar and marks the beginning of the first Lunar month.

CHRISTMAS

Celebrates the birth of Jesus who Christians believe to be the Son of God. Christians focus on the incarnation of God becoming a man in this major festival.

DIWALI (OR DIVALI) – (HINDU/SIKH)

Festival of Lights. Celebration of good over evil. Victory of Lord Rama over demon Ravana and end of over 14 years of exile of Lord Rama. Prayers are said for Goddess Laxmi for prosperity at the beginning of financial year. For Sikhs this has a special significance because the sixth Guru was released from prison on Diwali. Sikhs also call this festival 'Bandi Chhor Divas'.

EASTER SUNDAY

Christians celebrate the resurrection of Jesus from the dead.

EID-AL-ADHA

This Muslim festival marks Day Three of Hajj (pilgrimage to Mecca) and also commemorates the Prophet Abraham's willingness to sacrifice his own son Ishmael.

EID-AL-FITR

This day marks the end of the month of fasting for Muslims (Ramadan). The day is marked with prayers and festivity and presents for children.

GOOD FRIDAY

This day commemorates the crucifixion of Jesus.

HINDU NEW YEAR

Often thought of as more important than Diwali, many Hindus celebrate this in the spring but some on the day following Diwali.

HOLI

Spring Festival of Colours for Hindus which symbolises the triumph of good over evil. The event celebrates the death of the evil demoness Holika who was consumed by fire while her nephew Prahlad, who was a devotee of Vishnu, survived. These days the event is signified by burning large bonfires, dancing and spraying coloured powder and water on each other.

LENT

A period of preparation including prayer, fasting and reflection lasting six weeks up to Easter Sunday.

NAVARATRI

Nine days of dance (Garba) and celebration when the Goddess Durga is worshipped by Hindus.

PASSOVER

A Jewish festival recalling the Exodus of the Israelites from Egypt and celebrating the barley harvest. Unleavened bread is eaten with a special meal (Seder), with food, prayers, games and song.

RAKSHA BANDHAN

Sisters tie holy thread onto brothers wrists for protection. Brothers in return give sisters presents and also offer the sisters protection.

RAMADAN

The Islamic month of fasting from before dawn to sunset every day, normally 30 days ending with Eid-Al-Fitr.

ROSH HASHANAH

Two-day religious observance that marks the start of the Jewish New Year. It is traditionally announced by blowing a shofar, a ram's horn trumpet. It is the first of the high holy days, or 'days of awe', and celebrates the creation of the world, the repentance of sins, and the renewal of God's relationship with the Jewish people.

SUKKOT

Jewish harvest festival commemorating the forty years spent in the wilderness on the way to Israel. Sukkot 2020 runs from 2–9 October but the religious restrictions on working, carrying, driving only apply from sunset 2 to sunset 4 October.

VAISAKHI (BAISAKHI)

Vaisakhi marks the Sikh new year and celebrates the formation of the 'Khalsa Panth' (family of warrior soldiers) formed by the 10th Guru Gobind Singh Ji in 1699, who initiated five disciples known as the Five Beloved Ones.

YOM KIPPUR DAY OF ATONEMENT (JEWISH)

The last day of 10 days of repentance and the holiest day of the year with fasting and prayer.



EXPLANATION OF KEY AWARENESS RAISING EVENTS

FOOTBALL V HOMOPHOBIA MONTH OF ACTION – FEBRUARY

The Football v Homophobia month of action, first held in February 2010, uses the period to promote positive action against discrimination based on sexuality or gender identity in and through the sport.

Prejudice and discrimination against LGBT+ people is still present in many areas of football. Homophobic chanting, the use of derogatory terms, homophobic signs and banners, are only some examples of the discriminatory behaviour that LGBT+ fans, athletes and others are being subjected to.

For more information visit <https://fvhscotland.org/>

Examples of how organisations can be involved; this list is not exhaustive

- Dedicate a match weekend to Football v Homophobia
- Football v Homophobia article within Match Day programme

WORLD MENTAL HEALTH WEEK – 10TH – 16TH MAY

Mental Health Awareness Week is the UK's national week that aims to raise awareness of mental health and promote good mental health for all. It has been run by the Mental Health Foundation since 2001.

The week is a chance for people to talk about all aspects of mental health, with a focus on providing help and advice. However, it is only successful because of your support, and the conversations you have with your own communities to champion the Foundation and good mental health for all.

Examples of how organisations can be involved; this list is not exhaustive

- Run Mental Health Awareness Events within organisation
- Undertake Mental Health Education
- Use Social Media to raise awareness

LEAP SPORTS FORTNIGHT OF ACTION – 17TH – 30TH JUNE

Festival Fortnight takes place every year in the first fortnight of June with something for everyone, including an exciting mix of sporting, recreational and cultural events and activities. The Festival aims to increase the visibility and participation of lesbian, gay, bisexual, transgender and intersex (LGBTI) people in Scottish sport but everyone is welcome to join in, whether it's trying out a new sport, supporting a team in one of the competitions, or celebrating at one of the Festival parties.

If you are a sports club, organisation, or individual and are interested in running your own event during the next Festival Fortnight, please email info@leapsports.org to discuss further.

Examples of how organisations can be involved; this list is not exhaustive

- Run events for LGBTI participants within the organisation
- Undertake LGBTI awareness education
- Use Social Media to raise awareness
- Publish case studies of LGBTI participants within organisation

WORLD REFUGEE DAY – 20TH JUNE

The United Nations' (UN) World Refugee Day is observed on June 20 each year. This international event honours the courage, strength and determination of women, men and children who are forced to flee their homeland under threat of persecution, conflict and violence.

This annual commemoration is celebrated in over 100 countries worldwide. The event, which involved aid workers, celebrities, government officials and displaced persons, come together to honour the strength displayed by refugees everywhere. The events of World Refugee Day also recognise the contributions of refugees in their communities.

Examples of how organisations can be involved; this list is not exhaustive

- Link with Refugee organisations to promote Football activity
- Create activity to support refugee participants within organisation



EXPLANATION OF KEY AWARENESS RAISING EVENTS

BLACK HISTORY MONTH – OCTOBER

October is Black History Month in the UK, an event that has been celebrated nationwide for more than 30 years.

The month was originally founded to recognise the contributions that people of African and Caribbean backgrounds have made to the UK over many generations.

Now, Black History Month has expanded to include the history of not just African and Caribbean people but black people in general.

Examples of how organisations can be involved; this list is not exhaustive

- Celebrate achievements of Black participants within organisation
- Use Social Media to promote case studies

SHOW RACISM THE RED CARD FORTNIGHT OF ACTION – 9TH – 24TH OCTOBER TBC

The annual Fortnight of Action organised by the charity Show Racism the Red Card is an opportunity for all clubs in Scotland to show their support for the year-round, anti-racist education work in schools, workplaces, grassroots and youth football clubs.

For more information visit;

<https://www.theredcard.org/scotland>

Examples of how organisations can be involved; this list is not exhaustive

- Dedicate a match weekend to Show Racism the Red Card
- Create news articles about Show Racism the Red Card
- Promote Anti-Racism reporting tools
- Use Social Media to raise awareness of Show Racism the Red Card



SCOTTISH WOMEN & GIRLS IN SPORT WEEK – 23RD – 29TH OCTOBER TBC

Scottish Women and Girls in Sport Week runs during October each year with a programme of activity to encourage more women into sport and physical activity, raise awareness of those regularly taking part at all levels, and address the barriers that lead to lower activity rates among women.

Examples of how organisations can be involved; this list is not exhaustive

- Create activity for Girls and Women to participate within Sport
- Use Social Media to promote Girls and Women Sport
- Create case studies of Girls and Women role models.

STONEWALL RAINBOW LACES – NOVEMBER TBC

Stonewall's Rainbow Laces campaign is an example of a campaign you could run at your club or school. It was created to give sportspeople a simple way to show their support for lesbian, gay, bi and trans people in sport by wearing rainbow coloured shoe laces.

Sports clubs and team across the world have been getting involved to run the campaign in their sport or activity.

For more information visit;

<https://www.stonewall.org.uk/>

Examples of how organisations can be involved; this list is not exhaustive

- Players to wear Rainbow laces during match
- Captain to wear Rainbow armband during match
- Use Social Media to raise awareness of LGBTI

INTERNATIONAL DAY OF DISABILITIES – 3RD DECEMBER

Since 1992, the United Nations have promoted International Day of People with Disabilities which is marked on 3 December each year.

The day is to celebrate the achievements of disabled people around the world as well as to promote the rights of people with disabilities.

Around one billion people around the world experience disability of some form.

They often face barriers to everyday life. Things like transport and other services are not as easy to use for people with disabilities and a lot of buildings are not easily to get into and around.

The aim of International Day of People with Disabilities is to make people aware of these inequalities, as well as celebrating the achievements of people who have disabilities.

Examples of how organisations can be involved; this list is not exhaustive

- Create case studies for Para-Footballers within organisation
- Create case studies of staff within organisation
- Undertake Para-Football awareness education
- Use Social Media to promote Para-Football activities



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