Torbay Multicultural Network Newsletter February 2022

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**Some incredible artwork produced by core member Keara!**



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Introduction

Local organisation Engaging Communities South West have been developing a network to support the local ethnic minority community in Torbay’s public, private and community sector, working alongside the Torbay Racism Review Panel.

If any organisations would like to join the Network, please email: [torbaymulticulturalgroup@gmail.com](mailto:torbaymulticulturalgroup@gmail.com).

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General Group Meeting January 2022

On the 17th of January of 2022, the Torbay Multicultural Group held their second general group meeting. The members provided extremely relevant feedback and insight about important aspects of life in Torbay.

* The group gave gathered their thoughts about potential stereotypes/perceptions that different cultures may have about the police. The group will be presenting a summary of their ideas to the Devon and Cornwall Police and this information will help the police force engage with diverse communities more effectively.
* The group discussed specific fire hazards which may be more prevalent in certain cultures. Ideas included: 1) candles in festivals such as Diwali 2) pressure cookers in Brazil (used to prepare typical dishes such as feijoada) 3) smoking within homes and tactics such as socks to cover the fire alarm. They will present their ideas to the Devon and Somerset Fire service to raise awareness about these culture specific ideas, helping to improve safety within a wide variety of communities.
* The group discussed about how it is to live and work in Torbay and what should be done to tackle racism and discrimination. Ideas included reforming the education system to ensure there is a broad, inclusive and diverse curriculum. For example, a critical reflection about the British Empire and the racism, colonism and slavery endured by so many nations under its rule. The group will be presenting their ideas to Torbay Council.

Cultural Celebrations in February

Lunar New Year

Lunar New Year is one of the most important celebrations of the year among East and Southeast Asian cultures, including Chinese, Vietnamese and Korean communities, among others. The New Year celebration is usually celebrated for multiple days—not just one day as in the Gregorian calendar’s New Year. In 2022, Lunar New Year begins on February 1.

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*Thank you to one of our network members Joe who is from the Chinese Wellbeing Society and has shared their greetings card with us!*

Tied to the lunar calendar, the holiday began as a time for feasting and to honour household and heavenly deities, as well as ancestors. The New Year typically begins with the first new moon that occurs between the end of January and spans the first 15 days of the first month of the lunar calendar—until the full moon arrives.

**Zodiac Animals**

Each year in the Lunar calendar is represented by one of 12 zodiac animals included in the cycle of 12 stations or “signs” along the apparent path of the sun through the cosmos.

The 12 zodiac animals are the rat, ox, tiger, rabbit, dragon, snake, horse, sheep, monkey, rooster, dog and pig. In addition to the animals, five elements of earth, water, fire, wood and metal are also mapped onto the traditional lunar calendar. Each year is associated with an animal that corresponds to an element.

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The year 2022 is slated to be the year of the water tiger. The water tiger comes up every 60 years. The water tiger is action-oriented and represents strength, clearing away evil and bravery.

**Lunar New Year Foods and Traditions**

Each culture celebrates the Lunar New Year differently with various foods and traditions that symbolize prosperity, abundance and togetherness. In preparation for the Lunar New Year, houses are thoroughly cleaned to rid them of inauspicious spirits, which might have collected during the old year. Cleaning is also meant to open space for good will and good luck.

Some households hold rituals to offer food and paper icons to ancestors. Others post red paper and banners inscribed with calligraphy messages of good health and fortune in front of, and inside, homes. Elders give out envelopes containing money to children. Foods made from glutinous rice are commonly eaten, as these foods represent togetherness. Other foods symbolise prosperity, abundance and good luck.

**History of the celebration**

Chinese New Year is thought to date back to the Shang Dynasty in the 14th century B.C. Under Emperor Wu of Han (140–87 B.C.), the tradition of carrying out rituals on the first day of the Chinese calendar year began.

“This holiday has ancient roots in China as an agricultural society. It was the occasion to celebrate the harvest and worship the gods and ask for good harvests in times to come," [explains](https://www.universityofcalifornia.edu/news/lunar-new-year-origins-customs-explained) Yong Chen, a scholar in Asian American Studies.

Beginning in 1949, under the rule of Chinese Communist Party leader [Mao Zedong](https://www.history.com/topics/cold-war/mao-zedong), the government forbade celebration of the traditional Chinese New Year and followed the Gregorian calendar.

But at the end of the 20th century, Chinese leaders were more willing to accept the tradition. In 1996, China instituted a weeklong vacation during the holiday—now officially called Spring Festival—giving people the opportunity to travel home and to celebrate the new year.

Text source: <https://www.history.com/topics/holidays/chinese-new-year>

RACE EQUALITY WEEK 2022: 7-13TH FEBRUARY 2022

Race Equality Week (7th-13th February) is a national annual event organised by Race Equality Matters. Its aim is to inspire racial equity in the workplace and to create the impetus needed to drive positive change.



The events of 2020, including the Black Lives Matter movement and the disproportionate impact of COVID-19 on ethnic minority communities, has heightened public consciousness of race inequality and now, more than ever, it is vital for organisations to review and strengthen their Race Equality Strategy and ensure this is supported by a comprehensive Action Plan.

So, it might be just one week in the calendar, but Race Equality Week is designed to be a catalyst for change 365 days a year—creating a point in time where people and organisations across the country get together to focus on racial equality helps to create a sense of urgency.

Companies will be encouraged to ask themselves *what* they are doing to make a change—or their staff and customers will ask the question of them. In either case, the anti-racist power of Race Equality Week lies in the momentum it creates.

Race Equality Week is on 7th-13th February 2022. You can register for access to the events materials on the following link:

<https://www.raceequalitymatters.com/register/>

Text sources: <https://www.cipd.co.uk/Images/the-inclusion-calendar-cipd-2022_tcm18-88713.pdf>

<https://www.raceequalitymatters.com/race-equality-week/>

<https://flairimpact.com/racial-equity-in-the-workplace-how-uk-ceos-are-championing-anti-racism-at-work-in-2022/?utm_source=GoogleAds&utm_medium=CPC&utm_campaign=2022_report&utm_id=2022_report&utm_content=Search_Ads&gclid=Cj0KCQiAi9mPBhCJARIsAHchl1xn9P8y1D8pW_uCNGjiW-CMyNKaSaNKvR4QOw67Z2KQN6NrBzrx-P8aAts-EALw_wcB>

African American History Month

It is also important to mention that February is the Black History Month in the United States, where it is also known as African American History Month. It has received official recognition from governments in the United States and [Canada](https://en.wikipedia.org/wiki/Canada), and more recently has been observed in [Ireland](https://en.wikipedia.org/wiki/Ireland), and the [United Kingdom](https://en.wikipedia.org/wiki/United_Kingdom).

It is celebrated in February in the United States and Canada, while in UK it is observed in October as highlighted in our October 2021 newsletter edition.



We recommend celebrating black history month by supporting Black-owned businesses, learning about noteworthy Black figures, and donating to charities that support anti-racism.

Text source: <https://www.diversityresources.com/february-2022-diversity-calendar/>

Job/volunteering opportunities

Independent Custody Visitor

The Office of the Police and Crime Commission is recruiting for Independent Custody Visitors and we are sharing the link to their website, where you will find the advertisement for this role and we are also attaching the Application Pack for your awareness.  If this is a role that is of interest to you, please click on the link and you will find advice as to how to apply.  Please do share this as widely as you can with anyone who may be interested.

[https://www.devonandcornwall-pcc.gov.uk](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.devonandcornwall-pcc.gov.uk%2F&data=04%7C01%7CADMINSERVICESHQMIDDLEMOORHUB%40devonandcornwall.pnn.police.uk%7C57cd2957c99f4f37e2a808d9d5e0971b%7C4515d0c5b4184cfa9741222da68a18d7%7C0%7C0%7C637775982847197051%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=OZyNACbRPF7oXbmlyli97rlv0vR2Y%2B17607o4gK2l2Y%3D&reserved=0)

 The Force’s Positive Action Team is offering support to candidates prior to application. The Positive Action Team assist people from under-represented groups ahead of recruitment process. This could be a reassuring chat, addressing potential barriers, help with understanding a role profile or interview preparation.  Applicants can find out more about positive action and how you can access support [here.](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Frecruitment-dcp-dp.org%2Fpositive-action%2F&data=04%7C01%7CADMINSERVICESHQMIDDLEMOORHUB%40devonandcornwall.pnn.police.uk%7C57cd2957c99f4f37e2a808d9d5e0971b%7C4515d0c5b4184cfa9741222da68a18d7%7C0%7C0%7C637775982847197051%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=0lCxiyJiwpFUqzGOz3eiNbWXM69XR2VvuMg1sV9T7T4%3D&reserved=0) If you wish to register for this service, you must enter Event Code ICV22 to be contacted by the team as a priority, ahead of the recruitment process.  Positive action is a provision made available within the Equality Act 2010.

We would advise that, unfortunately, Independent Custody Visitors are not eligible to also be an Independent Advisor, given the statutory framework under which they operate.  Therefore, if you are an existing Independent Advisor and you take up this role, you will be required to step-down and we would ask you advise the Force Corporate Equality, Diversity & Human Rights Team if this is the case: [DiversityHQ@devonandcornwall.pnn.police.uk](mailto:DiversityHQ@devonandcornwall.pnn.police.uk)

Should you have any additional questions regarding the role of Independent Custody Visitors please address these directly to the Office of the Police & Crime Commissioner:  [https://www.devonandcornwall-pcc.gov.uk/about-us/the-role-of-the-police-and-crime-commissioner/getting-in-touch/](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.devonandcornwall-pcc.gov.uk%2Fabout-us%2Fthe-role-of-the-police-and-crime-commissioner%2Fgetting-in-touch%2F&data=04%7C01%7CADMINSERVICESHQMIDDLEMOORHUB%40devonandcornwall.pnn.police.uk%7C57cd2957c99f4f37e2a808d9d5e0971b%7C4515d0c5b4184cfa9741222da68a18d7%7C0%7C0%7C637775982847197051%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=0bfUszNx5Ok8iloD4JKSwWIKc%2BJAx8jpPUcNa0dmupQ%3D&reserved=0)

Informative Resources

Lunar New Year 2022 at the University of Exeter

The University of Exeter wishes to all their students, staff and residents Happy Lunar New Year 2022, the Year of the Tiger.

There will be a celebration on campus on Tuesday 1 February if you would like to celebrate the Lunar New Year of 2022.

|  |  |
| --- | --- |
| Forum Street, Streatham Campus 11.00-2.00 | Collect one of our 1000 lucky 'red packets' containing a university retail voucher and a surprise! |
|  | Try some dumplings and  bingtuanghulu.  Plant Power Noodles will also have a stall for you to buy delicious noodles. |
|  | Watch our students create beautiful traditional calligraphy |
|  | Write a new year wish for our wishing tree |
|  | Try your hand at some intricate Chinese knot work with Deborah and Mervyn |
|  | Learn about JiaJia's important research project highlighting female domestic abuse and support |
|  | Learn more about Vietnamese new year traditions |
| XFI 6.30pm | Firework display open to all. |

# Zero Tolerance to Hate Crime Campaign

A campaign and message from the Police against hate crime

The Devon & Cornwall Police take all hate crime seriously.

With feelings of disharmony and unrest amongst minority communities following the Brexit referendum we wanted to take positive and proactive steps to address this. Working closely with representatives from across our communities, ideas were collated, concerns were listened to, and feedback was taken on board.

We launched the Zero Tolerance to Hate Crime campaign during Hate Crime Awareness Week in October 2016.

**What’s the Zero Tolerance to Hate Crime campaign about?**

The campaign has a clear message – we do not and will not tolerate hate crime in any form. Targeting someone through hostility or prejudice because of who they are is unacceptable. All forms of prejudice and discrimination must not be tolerated within our society.

We want to ensure victims of hate crime are able to report it and that they receive the help, support and reassurance they need after the experience.

We want to bring together organisations who pledge support to their communities, promoting respect for all and taking a zero tolerance stance against any and all incidents of hate.

The key aims of the campaign are:

* to increase awareness and understanding of hate crime and hate incidents
* to promote ways to report hate crime to the police
* to raise awareness of third party reporting options, and
* to increase hate crime reporting, which is widely understood to be under-reported.

**Why should I get involved?**

By showing your support, you can send a powerful message to your communities that you will not tolerate hate and actively demonstrate respect for everyone.

Signing the Zero Tolerance to Hate Crime pledge means:

* Promoting a positive message of social community responsibility
* Promoting your organisation as a desirable workplace that demonstrates respect for all
* Support equality and human rights legislation
* You can use the Zero Tolerance to Hate Crime logo on your website
* You can support and assist victims in [reporting hate crime](https://www.devon-cornwall.police.uk/advice/threat-assault-abuse/hate-crime/reporting-hate-crime/) and promote the different third-party reporting options available – including [TrueVision](http://report-it.org.uk/home" \o "TrueVision" \t "_blank) and [Stop Hate UK](https://www.stophateuk.org/).

**Who has signed the Zero Tolerance to Hate Crime pledge?**

The pledge has been signed by hundreds of organisations across Devon and Cornwall, including schools, community safety partnerships, local authorities, health providers, places of worship and charities. All of them have committed to promote the messages of the Zero Tolerance to Hate Crime campaign and support their communities.

**How do I sign up?**

It’s easy – [sign the pledge and commit to promoting respect for all](https://www.devon-cornwall.police.uk/advice/threat-assault-abuse/hate-crime/zero-tolerance/sign-the-pledge/).



Anti-racism resources

Every month we would like to share some useful anti-racism resources with you!

These resources address race in an interesting and enlightening way and we hope you enjoy watching/reading them.

The School That Tried to End Racism (Channel 4)



‘The year 7 pupils who take part of confident, thoughtful and articulate’ ... Bright and Henry in The School That Tried To End Racism.  
Photograph: Mark Johnson/Channel 4

BAFTA-winning documentary series that follows a British school as it helps its students uncover and eradicate hidden racial biases, exploring how this can affect us all and what we can do to tackle it.