

Equalities for all

News collective



Equalities News Collective – Aberdeen and beyond!

'Equalities for All' is a news collective featuring Equality updates from Aberdeen and beyond. The features will range in topic from; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, and Sexual Orientation. If you would like to submit something to the collective, please contact us by the email address below.
equality_and_diversity@aberdeencity.gov.uk

Watch our new
Equalities
Team video
here...the
story so far



<https://youtu.be/GjCS-Gr3a1l>

www.aberdeencity.gov.uk

The Story So Far



Aberdeen City Council and Aberdeen Health and Social Care Partnership (AHSCP) celebrated the introduction of the city's first ever joint British Language (BSL) Plan on Wednesday 12 December.

The event, which took place at the Town House, was a festive get-together marking achievements so far in making Aberdeen a fairer city and featured Singing Hands who signed songs to an audience comprising some of the diverse communities from within the city.

The event was also the introduction

of the joint BSL plan which aims to improve learning and outcomes, services and access to services for BSL users while promoting the use of technology to enhance the digital skills and education of BSL users. The joint BSL plan will cover the 2018-2024 period and reflects The British Sign Language (Scotland) Act 2015 which requires all local authorities to

develop, publish and implement a local plan which mirrors the national plan published in October 2017.

Presentations and discussions were supported by our partner organisations and community groups: Grampian Regional Equality Council, Four Pillars, Aberdeen Multicultural Centre, North East Sensory Services, Shopmobility, Disability Equity Partnership and Aberdeen Women's Alliance with everyone committed to advancing equality.



Business Boosters - Marketing on Facebook



Wednesday, 20 February 2019 from 12:00 to 14:00
Marischal College, Broad Street, AB10 1AB Aberdeen

How to make the most of your Business Facebook page: setting objectives, planning your content and using paid advertising to grow your audience. Share this event on Facebook and Twitter. We hope you can make it. Best, Aberdeen City Council

https://www.eventbrite.co.uk/e/business-boosters-marketing-on-facebook-tickets-54523205375?ref=enivtefor001&invite=MTU2OTcxNDEvc2hvd2FyZEBhYmVyZGVlbmNpdHkuZ292LnVrLzA%3D%0A&utm_source=eb_email&utm_medium=email&utm_campaign=inviteformalv2&utm_term=eventpage



Internship within ACC Equalities Team

Opportunity for an internship for a disabled person to work with Aberdeen City Council, with some home working optional.

Based within the Equalities Team, a small team working across council services to support the Community Support Manager and the Disability Equity Partnership (DEP), a community forum with representation from disabled people. Equivalent of 12 weeks full time at Scottish Living Wage rate of £9 per hour.

<http://inclusionScotland.org/project-assistant-disability-equity-partnership-aberdeen-city-council-closing-date-monday-21st-january/>



“Brexit and EU citizens: experiences, concerns, and support needs. Report”

How has the Brexit vote affected the lives of EU citizens living in Scotland? What challenges related to Brexit do they and those working with them currently face?

To what extent are they aware of their rights post-Brexit?

What support do EU citizens in Scotland need to deal with Brexit?

Come to our event and find out!

Book your tickets via Eventbrite

<https://www.eventbrite.co.uk/e/brexit-and-eu-citizens-experiences-concerns-and-support-needs-report-tickets-52814348137#>



Welcome to Disabled Living's December Newsletter and NEW Training Diary

https://issuu.com/disabledliving/docs/training_diary_2019-2020_final?e=26748259/66062643

Grampian Intergenerational Network Meeting



Friday 22nd March 2019, 10:00am - 12:00pm
at Suttie Arts Space, Aberdeen Royal Infirmary,
Foresterhill Road, Aberdeen, AB25 2ZN

<https://generationsworkingtogether.org/networks/grampian-intergenerational-network>

Mindfulness Meditation



Mindfulness Meditation: authentic learning & practice at the 3rd Varapunya Meditation Centre course starting February!

Do you want to learn how to:

- meditate to develop a more mindful, joyful & resilient way of life?
- develop a more calm 'you'?
- de-stress and detox your life?
- better cope with anxiety and mild depression?
- improve sleep patterns?
- cope better with mild and/or recurring pain?
- become a happier, more content person?

How much? It's free though we hope you may make a donation to help cover our overhead costs.

Where? At the CREDO Centre John Street, Aberdeen

When? Starting Wednesday 20th February, 2019

What time? 12.30 to 1.30pm (to 2pm if you want coffee/tea/chat!)

What will I learn? During 6/8 fortnightly sessions* & based on authentic ancient teaching, you will learn how our mind control our actions; how we learn certain habits of thinking from an early age; how this 'conditioning' leads to unhelpful thoughts, habitual reactions to situations; how to re-condition our way of thinking to have more helpful, positive ways of thinking & reacting – to help ourselves & others; how to use our most valuable breath as the tool for this (no expensive equipment

needed!); how to develop the practice anytime anywhere. You will learn simple practices that take very little time, how to use these to develop a happier, more joyful life; how to build other daily practices to reinforce all that you have learnt. We may also share guided on-line material to help home practice.

There will be time until 2pm for discussion after each session for those who can stay for a coffee/tea & chat.

How to register? Email if you are genuinely interested to start (you should plan to attend at least six of the sessions) to:
meditationatvmc@gmail.com

*dates: Wednesdays: 20/2/19; 6/3/19; 20/3/19; 3/4/19; 17/4/19; 1/5/19; 15/1/19; 29/5/19

Equality Ambassador Network

Ever wanted to be more involved with equalities? Here is your chance. An Equality Ambassador Network has been set up to:

- To work towards creating and supporting a culture in which staff are able to participate and fulfil their potential in an environment where they are valued and respected
- To act as contacts on equality and diversity issues by signposting and sharing relevant equalities information with colleagues
- To provide a forum for discussion, debate and peer support on equalities (via meetings, virtual means, email) and to share their views, experiences and concerns in a safe and supportive space
- To help increase awareness of, become involved in and organise equality and diversity events and activities

- To make suggestions on equality and diversity policy and practice and promote good practice

So far the Network has held two lively myth busting sessions with representatives from the deaf community and dyslexia. Those who attended came away with a much better understanding of being deaf or dyslexic and some useful tips as to how to work with deaf or dyslexic colleagues. There has also been a discussion on mental health, ideas for books and films to help increase awareness have been shared and word has been spread on activities run by external organisations.

What is in store for 2019? Lots! The North East Sensory Services (NESS) are running an Awareness Raising on Sensory Impairment 15th of February 2019 1-3pm (limited numbers). An



Autism Awareness Raising session has been set up for 29th of March 2019 1-3pm. A date for Pride Aberdeen and LGBT+ Awareness raising session has to be confirmed. The Network is also going to be testing the new Equality Impact Assessment forms and developing a SharePoint site so resources can be shared. If you are interested in joining – please contact Tanita Addario (TAddario@aberdeencity.gov.uk).



Access Panel Network

disabilityequality.scot



Get Involved!

Joining your local Access Panel is easy and a great way to help improve accessibility in your community.

You can learn new skills, help with promotional campaigns or give support at events, help with research and publicity. Give the time and commitment with which you feel comfortable and help to make a difference in your community.

Volunteers can be individuals with disabilities, those who represent disability organisations, or others with an interest in accessibility, or have experience they can bring to the group, which increases its capacity to work effectively.

Have fun, meet new people, learn new skills and raise awareness of the issues facing people of all disabilities in their everyday lives.

To find out more about the Access Panel Network and how to join your local Access Panel contact Disability Equality Scotland
Tel: 01259 272064 Email: gillian@disabilityequality.scot








Access Panel Network

disabilityequality.scot



What is an Access Panel?

Access Panels are groups of volunteers who work to improve access and inclusion for disabled people in their local community. They do this by raising awareness and helping to change attitudes among the general public about the need for inclusive access.

Access Panels are made up of people of all ages and abilities who share a passion for the issues faced by disabled people. With the help of Disability Equality Scotland as the national umbrella body, Access Panels support their communities to become as accessible as possible, particularly in relation to the built environment, healthcare, employment, education, and transport.

To find out more about the Access Panel Network and how to join your local Access Panel contact Disability Equality Scotland
Tel: 01259 272064 Email: gillian@disabilityequality.scot

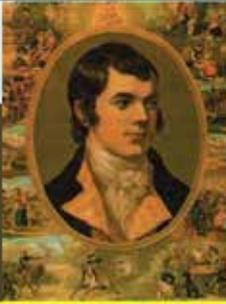





Multicultural Burns Night 2019

- Multicultural Burns Performances
- Scottish Traditional Haggis Addressing
- Refreshment Included

Date: Saturday 26 January 2019
 Time: 4:00 PM to 8:00 PM
 Venue: The Church of Jesus Christ of Latter-day Saints, North Anderson Drive, Aberdeen AB15 6DD



Promoting Equalities in Culture & Language Practices



**ABERDEEN
 MULTICULTURAL
 CENTRE**

84 Spring Garden Aberdeen AB25 1GN,
 T: 01224 977424, E: contact@abmc.org.uk,
 W: www.abmc.org.uk
 F: www.facebook.com/abmcuk
 T: www.twitter.com/abmcuk

Book Free Ticket on: **Eventbrite**
www.Eventbrite.co.uk



HOLOCAUST MEMORIAL DAY 2019



at Belmont Filmhouse

TORN FROM HOME with reception and speakers followed by a screening of **1945**

January 27 2019 from 12pm

1945 is ticketed. Please book tickets at Belmont Filmhouse, 49 Belmont St, Aberdeen, AB10 1JS
www.belmontfilmhouse.com or 01224343500

'12 August 1945. The inhabitants of a village in rural Hungary are preparing for the town clerk's son's wedding, when two Orthodox Jewish men arrive at the station with two large trunks. As they silently make their way to town a growing panic spreads amongst the townsfolk who fear they are coming to reclaim property held before the war'.

Holocaust Memorial Day 2019,

hosted by the Belmont Cinema. There will be music on arrival, followed by speakers and reflections, and then the film 1945 at 1pm. The event is free but a ticket is required for the film, available at

<https://www.belmontfilmhouse.com/showing/1945> or by phoning 01224 343500.

Nepalese Himalayan Association Scotland & Aberdeen Hindu Temple Trust presents



Nritya Sangam
 2019



a meeting of dances



2/ 2/ 2019
 6-8 pm

The Church of Jesus Christ of Latter-day Saints
 North Anderson Drive,
 Aberdeen AB16 6UF

Book your entry @ www.ahtt.co.uk/donations



Aberdeen Hindu Temple Trust
 Charity No: SC044908 Company No: 469306
www.ahtt.co.uk
aberdeenhindu.templetrust@gmail.com
 Aberdeen Hindu Temple Trust



International Mother Language Day 2019

Date: Sunday 24 February 2019 Time: 12:00 PM to 6.00 PM

Venue: Art Centre Theatre, 33 King street Aberdeen AB24 5AA

Free Admission! Booking is essential by www.Eventbrite.co.uk

Music, Song, Dance and Poetry from around the world

Art Competition for Young People, Raffle & Refreshments included

www.abmc.org.uk

Promoting Equalities in Culture & Language Practices



Watch our Equalities Team video here...

<https://youtu.be/GjCS-Gr3a1l>

Read our new Equality Outcomes here...

<https://www.aberdeencity.gov.uk/services/people-and-communities/equality-and-diversity/equality-outcomes-and-mainstreaming-report>

BSL Version at:

https://www.youtube.com/watch?v=UgvF3_ERk2o&feature=youtu.be

If you want this document translated into another language or format (including Braille, large print, audio disk or BSL DVD) please contact us via email or telephone number listed below.

Jeżeli ten dokument jest wymagany w innej wersji językowej lub formacie (w dużym druku lub na dyskiecie audio) proszę się skontaktować z

إذا كنت تود الحصول على هذه الوثيقة مترجمة إلى لغة أخرى أو بشكل آخر (مثلا بالخط العريض أو القرص السمعي) فالرجاء الإتصال:

Если Вы хотите получить этот документ, переведенным на другой язык или в другом формате (крупным шрифтом или на звуковом диске), пожалуйста, свяжитесь по

Jei jūs norite susipažinti su šiuo dokumentu jūsų kalba ar gauti jį kitokiame formate (Didelėmis raidėmis ar audio disku), prašau susisiekti

Dacă doriți ca acest document să fie tradus într-o altă limbă sau într-un alt format (scris mare sau format audio), vă rugăm contactați

如果你需要把文件翻译成另一种语言或者把文件变成另一种格式（大号字体或声盘），请通过以下的邮件或电话方式联系我们。

Ma tha thu ag iarraidh eadar-theangachadh den sgrìobhainn seo ann an cànan neo cruth eile (clò mòr neo clàr claidinneach) feuch an cuir thu fios gu

If you are deaf or have a hearing impairment, you can still communicate with the Council via Text Relay by dialling 18001 + telephone number:

01224 523542

