

FAIRCHOICE

Keeping you up to date with diversity news, trends and tips

Jan - March 2021

Welcome to the latest edition of FairChoice, our quarterly round up of diversity news. In this edition we are celebrating some important dates and individuals who have overcome challenges and achieved success.

As an inclusive organisation, GP Strategies is made up of diverse voices and experiences. We are a geographically diverse global organisation and the culture and traditions of our employees are unique to their location. For instance, many regions within our larger GP community celebrate Black History Month throughout the year. Black History Month is celebrated annually in the USA and Canada in February, and is also recognised annually in Ireland, the Netherlands, and the UK in October.

As we continue our march towards a more inclusive culture, we will be acknowledging those days and months that are meaningful to our employees in all of the regions we operate in.

International Women's Day 2021 - 8th March

International Women's Day on 8th March is an annual, global celebration of the social, economic, cultural and political achievements of women.

The history behind International Women's Day dates back 108 years. In 1909, the Socialist Party of America marked the day following a protest in New York by 15,000 women about low pay, long work hours and lack of voting rights.

It was first recognised in 1911 in Austria, Denmark, Germany and Switzerland, and was made official in 1975 when the United Nations started celebrating the day.

Purple, green and white are the colours of International Women's Day. According to the International Women's Day campaign: "Purple signifies justice and dignity, green symbolises hope and white represents purity, albeit a controversial concept. The colours originated from the Women's Social and Political Union (WSPU) in the UK in 1908."

Strong and inspirational women

Throughout history there have undoubtedly been women who we see as pioneers of their age, championing some of the everyday rights that we enjoy today. Historically, these women are in the majority remembered as rule-breakers who demonstrated what it means to be role models. Here we remember the achievements of some notable women:

Marie Curie (1867-1934)

"Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less."

Originally ignored by the Nobel Prize committee, Marie Curie went on to be the first woman to win the Nobel Prize twice. She faced near constant adversity and discrimination throughout her career, as science and physics was such a male-dominated field. Despite this, her research remains relevant and has influenced the world of science to this day.

Emmeline Pankhurst (1858-1925)

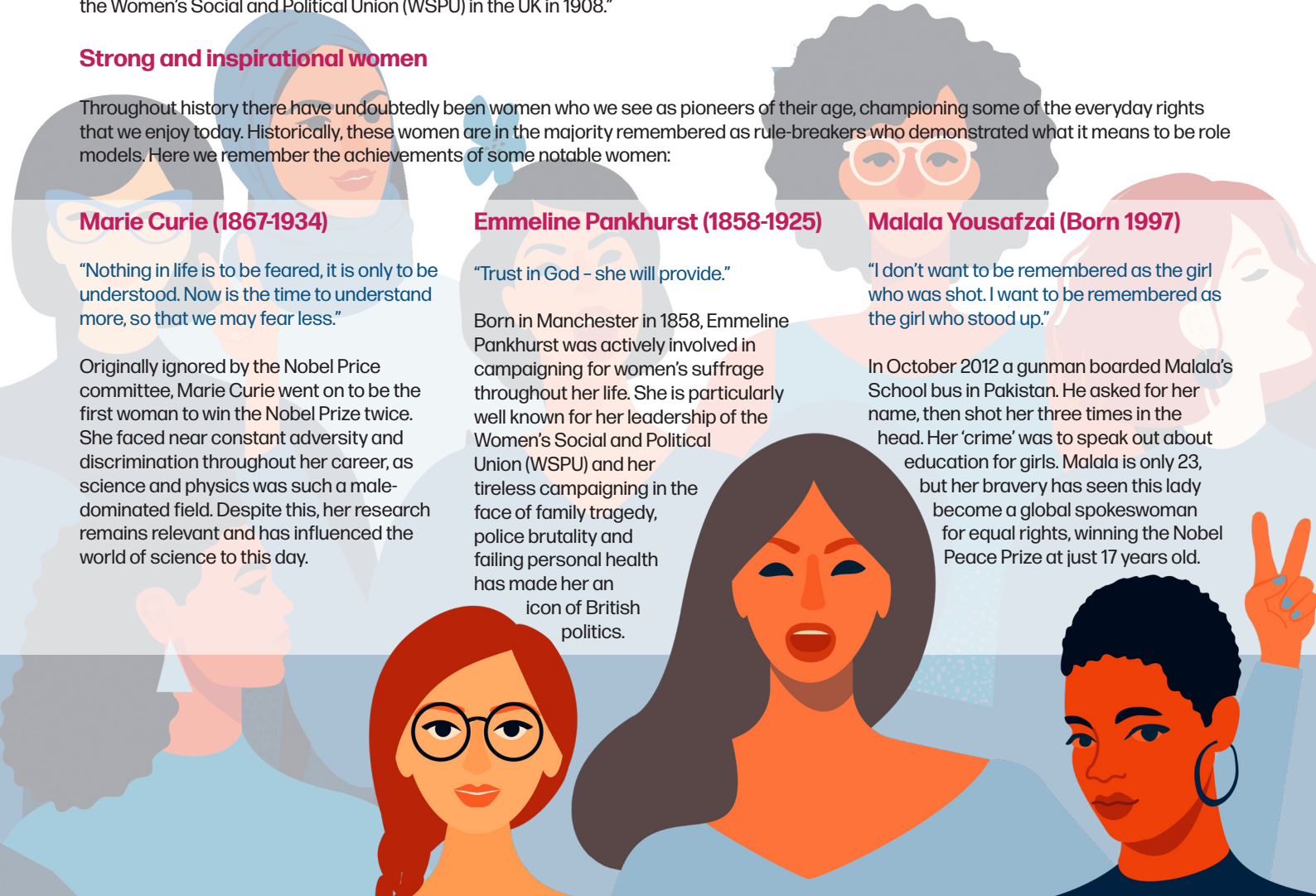
"Trust in God - she will provide."

Born in Manchester in 1858, Emmeline Pankhurst was actively involved in campaigning for women's suffrage throughout her life. She is particularly well known for her leadership of the Women's Social and Political Union (WSPU) and her tireless campaigning in the face of family tragedy, police brutality and failing personal health has made her an icon of British politics.

Malala Yousafzai (Born 1997)

"I don't want to be remembered as the girl who was shot. I want to be remembered as the girl who stood up."

In October 2012 a gunman boarded Malala's School bus in Pakistan. He asked for her name, then shot her three times in the head. Her 'crime' was to speak out about education for girls. Malala is only 23, but her bravery has seen this lady become a global spokeswoman for equal rights, winning the Nobel Peace Prize at just 17 years old.



Other key dates

International Day for the Elimination of Racial Discrimination - 21st March

This day aims to remind people of the negative consequences of racial discrimination, and encourages people to remember their obligation and determination to combat racial discrimination. This year's theme 'Youth Standing up against racism' engages with individuals through #FightRacism, which aims to foster a global culture of tolerance, equality and anti-discrimination.

World Down Syndrome Day - 21st March

World Down Syndrome Day (WSDS), 21 March, is a global awareness day which has been officially observed by the United Nations since 2012. The date holds particular significance of the triplication of the 21st chromosome which causes Down syndrome.

Single Parents' Day - 21st March

National Single Parents' Day honours the mothers and fathers holding down the fort on their own, with the added pressure of the current Covid-19 pandemic. Raising children is challenging and rewarding, however doing this without a partner doubles that burden.

Coming up in April

- Stress Awareness Month
- National Autism Awareness Month
- Easter 2-5th April
- Ramadan 12th April
- Passover 27th April

Final thoughts

At GP Strategies, we are committed to creating an environment where diversity is valued and encouraged for both our own employees and that of our learners; an environment that ensures equal access to opportunities for professional growth and advancement for all.

GP Strategies – committed to equality and valuing diversity

