

Equality and Diversity Newsletter



October 2009

Editor's Introduction

Welcome to the Learning World Equality and Diversity Newsletter. The newsletter aims to communicate with all our teams on important topics and to make sure that everyone is kept fully up to date with new legislation and our policies and practices.



Learning World is an equal opportunities training provider and welcomes applications from females and minority groups working in the industry.

Rastafarian Religion and Culture

The Rastafari religious movement emerged in Jamaica in the 1930's. The movement was developed by a black activist called Marcus Garvey who led the 'Back to Africa' campaign, which promoted black pride, freedom from oppression and a return to the homeland.

Marcus Garvey prophesied that a black king would be crowned in Africa, and this prophecy became true in Ethiopia with the crowing of Emperor Haile Selassie I. It was claimed that he was the reincarnation of Jesus Christ, who they named Jah.

There are 3 orders of Rastafari:

- **Nyahbinghi Order** - the oldest order, which focuses on the return to Africa.
- **Bobo Shanti** - originates from the Ashanti tribe in Ghana. Members wear long robes and turbans around their heads, and they adhere to Jewish Laws.
- **Twelve Tribes of Israel sect** - Bob Marley belonged to this sect. It is the most liberal order, where members are free to worship in a church of their choice. The particular sect that members belong to depends upon the month they born in.



Bob Marley is credited for helping to spread Rastafari to a worldwide audience.



Rastafarian Ceremonies

There are two types of religious ceremonies:

- **Reasoning** - Rastafarians gather to smoke 'ganja' and discuss religious, social and ethical issues.
- **Groundation** or **Binghi** - This is a holiday which involves feasting, dancing, singing and can last several days.



Black History Month (www.rastaites.com)

This is held every October in the UK, USA and Canada. The first Black history event was held in the UK 1987 and resulted in a declaration to recognise the contributions of Africa to the UK's economy, culture and political life.

- Promotes Black history, heritage and culture worldwide.
- Disseminates information about black contributions to society.
- Raises awareness within Black populations about their heritage.

The colours used in the Rastafarian flag are symbolic:

- Green for spiritual gathering, the land and its produce;
- Red for historical struggle;
- Gold (yellow) for faith and prosperity .

The lion is a symbol of Haile Selassie who is considered a reincarnation of Jesus Christ.

Immortality

Rastafarians believe they are immortal, both spiritually and physically.

Reggae

Rastafari has become deeply associated with Reggae music.

Bob Marley

Influential in spreading social and political ideals of Rastafari worldwide.

Gospel Music

19th century evangelists adapted traditional hymns to reflect the influence of Africa.

Nyahbinghi Music

Community drumming that involves chanting to reach a heightened state of spirituality.

Beliefs

Rastafarian beliefs are based in Judaism and Christianity.

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The Multi-Faith Festival Year – October to November 2009

October 11

Jewish: Simchat Torah - this is a celebration to mark the end of the cycle of reading the Torah and the beginning of the new cycle. Services take place in synagogues where there is singing and dancing.



November 1

Pagan: Samhain - marks the end of the summer season or year. The most magical time of this festival is November Eve, known as Halloween. Bonfires have been adopted from Samhain which now marks Guy Fawkes night (5th November).



October 17

Diwali: Deepavali - the festival of lights lasts for five days and celebrates an individual's victory of good over evil. The spiritual meaning is "the awareness of the inner light."



November 28

Islam: Eid al Adha - Muslims celebrate by reminding themselves of their submission to God. In Muslim countries this is a four day public holiday.



The British

A Poem by Benjamin Zephaniah

Take some Picts, Celts and Silures
And let them settle

Then overrun them with Roman conquerors.

Remove the Romans after approximately 400 years
Add lots of Norman French to some
Angles, Saxons, Jutes and Vikings, then stir vigorously.

Mix some hot Chileans, cool Jamaicans, Dominicans,
Trinidadians and Bajans with some Ethiopians,
Chinese, Vietnamese and Sudanese.

Then take a blend of Somalians, Sri Lankans,
Nigerians and Pakistanis,
Combine with some Guyanese
And turn up the heat.

Sprinkle some fresh Indians, Malaysians, Bosnians, Iraqis and
Bangladeshis together with some Afghans, Spanish, Turkish,
Kurdish, Japanese and Palestinians. Then add to the melting pot.

Leave the ingredients to simmer.

As they mix and blend allow their languages to flourish
Binding them together with English.

Allow time to be cool.

Add some unity, understanding, and respect for the future.

Serve with justice. And enjoy.

Note: All the ingredients are equally important.
Treating one ingredient better than another will leave
a bitter unpleasant taste.

Warning: An unequal spread of justice will damage the people
and cause pain. Give justice and equality to all.



Rastafarian Food

The Rastafarian diet consists of eating natural food which has not been chemically altered. Most Rastafarians are vegetarian or vegan. Alcohol and cigarettes are disapproved of and the consumption of salt and coffee is strongly discouraged. A diet rich in seeds, fruits and vegetables is considered to ward off illness.

The term '*Ital*' is used by Rastas which means vital, and is associated with a natural way of life, where the body is not contaminated with un-pure food.

Ital Curry

- Cut half a large carrot into cubes.
- Cut half a turnip into cubes.
- Slice a large onion and fry the carrot, turnip and onion in oil.
- Add 1-2 cloves of smashed garlic, curry powder, pepper, sliced ginger and some raisins.
- Add 1½ glasses of coconut milk and heat until sauce becomes creamy.
- Serve with rice and peanuts.
(serves one person)

www.earthcultureroots.com

Dress Code

Dreadlocks symbolise Rastafarian manhood (the mane of a lion). The locking of the hair also relates to a spiritual journey and teaches patience: the journey of the mind, the soul and spirituality. Some Rastafari men wear distinctive caps (tams) and African-style clothing to demonstrate their roots.

Human Rights

The government has recently carried out a consultation on 'keeping the right people on the DNA Database', after it was considered to be unlawful by a European Court of Human Rights. Michael Beloff QC, has advised that the government's proposal of someone's DNA profile being stored for up to 12 years, even if they have not been charged with committing a crime (or indefinitely if found guilty of an offence), is unlawful and cannot be justified.

"We recognise that the DNA database is a vital tool in the fight against crime, but people have a right to have their privacy protected. The proposed changes to the national DNA database are a step in the right direction, but we think there is no reason why the police should be allowed to keep anyone's DNA profile indefinitely. There also needs to be better protection for innocent people."



Michael Beloff,
QC

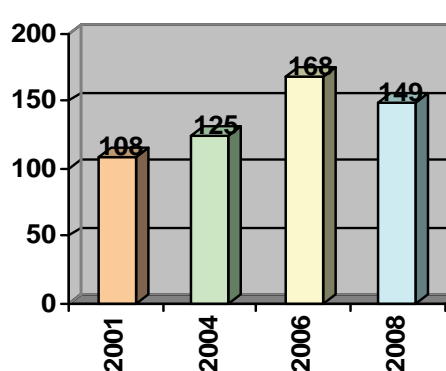


John Wadham,
Group Director

- John Wadham, Director, Equality and Human Rights Commission.

Opportunities in public and political life

The government is encouraging under-represented women (Black, Asian and Minority Ethnic - BAME) to play leading roles in communities. The Equality Bill will help to create opportunities for women that will include outreach events and submitting evidence to the parliamentary Speaker's Conference in order to have better representation of women in the House of Commons.



Black, Asian and Minority Ethnic women councillors 2001-2008

Black Achievers' Wall - International Slavery Museum

The Black Achievers' Wall at the International Slavery Museum in Liverpool, celebrates inspirational Black achievers from the past and present. The museum is also currently hosting a contemporary exhibition by photographer John Ferguson, called 'Black Britannia'.

Exhibition - 7 August 2009 to 28 February 2010 - Free entry.



- (1) Lewis Hamilton (*F1 Driver*),
- (2) Muhammad Ali (*Boxer*),
- (3) Dr Mae Carol Jemison (*Astronaut*),
- (4) Barak Obama (*US President*),
- (5) Maya Angelou,
- (6) Ms Dynamite (*Singer*),
- (7) Samantha Tross (*Orthopaedic Surgeon*)
- (8) Shevelle Dynott (*Ballet Dancer*).

Statistics

It is estimated that there are 800,000 Rastafarians worldwide, predominantly situated in Jamaica, the United Kingdom and America. However, if followers of this lifestyle who are not religious are included, the number could increase to approximately 2 million.

QUIZ



1. What makes the doctor bird special in Jamaica?
2. What is Jonkonnu in Jamaica?
3. What was Bob Marley's full name?
4. What are the Rastafarian colours?
5. Are there Rastafarian priests?
6. Are dreadlocks obligatory for Rastafarians?
7. Which books of the Bible do Rastafarians consider to be important?
8. Rastafarians have a taboo about wearing second-hand clothing - true or false?
9. Rastafarians do not generally accept organ transplants – true or false?
10. Rastafarians do not usually attend funerals - true or false?

Answers to the above Quiz: Z: Drive: Quality Improvements, Equality and Diversity, E&D Newsletter, E&D Quizzes and Puzzles, Quiz - October Newsletter Rastafarians or Email fgeorge@constructionlearningworld.com for answers.

Answers to the June Newsletter's Competition: Richard Branson and Stephen Hawking. All entries will be placed in a draw which will take place on 2nd October. The winner will be notified by email/telephone (Winner to receive a box of chocolates).

Newsletter Word Search

I E S S L O A A R M T N J D D O T T V G Y
B G R I L L J J O N D T R A J O S Y E H P
N A I T N A H S B O B G N D H B E Y G R E
L T R H I G A U S A O C R A I A M B E D A
D I M A R O I O S P I R I T U A L I T Y H
A R E I K U S N M N G L O R I A H Y A T T
R E M N M O E L G S E L E R C E R R R B M
R H S A O E B C M S A A R K Y R S N I R A
T I K H E I U A E H G T H N O R M W A H R
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E I L Z T S E R D T W E L V E T R I B E S
R D D N S B L L O N M S D Y N A M I T E G
U A A I A O I R L L U Y N Y N F G N T I A
T L E M Z B Y A Y E J O N Y A A I A G J R
L E R A J M E H S N D E R T M R R G N A V
U V D J O A I T T M I Y M G A I N L B M E
C T H N E R E D R O I G N I B A Y N M A Y
N K T E I L A T R O M M I O S N E O R I O
N H I B L E W I S H A M I L T O N A B C E
L R S E N Y H H S S O R T A H T N A M A S

Rastafarian
Jamaica
Nyabingi Order
Bob Shanti
Twelve Tribes
Bob Marley
Reasoning
Groundation
Black History Month
Heritage
Culture
Reggae
Ital
Dreadlocks
Tam
Immortal
Marcus Garvey
Dancing
Singing
Haile Selassie
Jah
Benjamin Zephaniah
Vegetarian
Spirituality
Lewis Hamilton
Barak Oobama
Dr Mae Carol Jemison
Ms Dynamite
Estelle
Shevelle Dynott
Gloria Hyatt
Samantha Tross

Brain Workout: www.bbc.co.uk/religion/tools/quizzes

Why not give your brain a workout on religions by logging on to the BBC's quiz website?
From Islam to Sikhism, cathedrals to saints - it's all there for you to sharpen your knowledge.
So why not become an expert!