

## Equality and Diversity Newsletter



### Introduction

Welcome to the Learning World Equality and Diversity Newsletter. The newsletter aims to communicate to learners, staff and stakeholders important topics of interest and to make sure that everyone is kept fully up to date with new legislation, our current policies and practices.

February 2010



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

### The Mormon Religion

Joseph Smith was a prophet who founded the Church of Jesus Christ of Latter-Day Saints in 1830 in New York State. It is believed that he received revelations from an angel about a document made of golden plates, which he translated into the *Book of Mormon* (published in 1830). Mormons were frequently persecuted, perceived as being 'different', for not keeping slaves and practising polygamy.

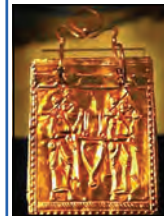


#### Joseph Smith's Vision:

"I saw a pillar of light exactly over my head, above the brightness of the sun, which descended gradually until it fell upon me. Two beings appeared in the light... One of them spoke and pointed to the other, and said, 'This is my beloved son (Christ), hear him!'"

Smith and his growing number of followers migrated across America to Illinois and then to Salt Lake City, Utah in 1847, which is celebrated on 24th July (Pioneer Day). In 1884, Smith was killed by an angry mob, however after this death, the membership of the Mormon faith increased due to children being born into Mormon families and an influx of new believers recruited by Mormon missionaries.

#### The Revelation of the Golden Book



It is believed that after Joseph Smith's vision, he was guided to a box buried in Cumorah Hill, Manchester, New York. The box had been protected by an angel who instructed him that

he could take ownership of it. Smith reportedly translated the plates between 1827 and 1829, returning the plates to the angel after he had finished translating them.

Mormons believe that the golden plates were engraved circa AD400 in a script known as "reformed Egyptian" (a script based in the Egyptian language, with alterations and updates of speech patterns).

The authenticity of the golden plates is a matter of faith (given that Smith returned the plates to the angel, so no 'proof' of them exists), with Mormons believing Smith's teachings to be revelations from God.

#### Faith and Belief

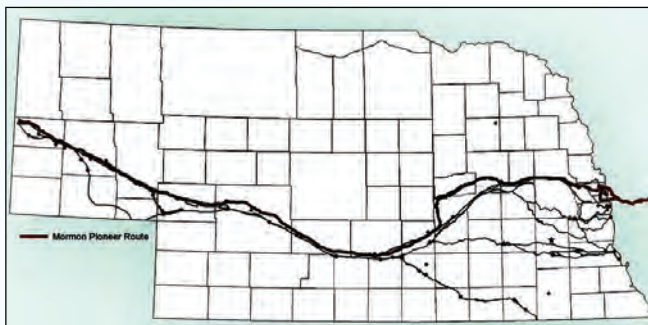
- Mormons believe in the Grace of God and the consequences of their own actions in order to achieve salvation. Mormons place Christ at the centre of their beliefs and believe that Christ will return to earth to reign supreme.
- Mormons believe they must repent all sins; be honest, true and virtuous.
- They believe in Jesus Christ and follow the teachings of Christ and the Apostles.
- Mormons use four holy books: *The Holy Bible*, *The Book of Mormon*, *Doctrine of Covenants*, and *The Pearl of Great Price*.

#### Pioneer Day - 24th July (State Holiday in Utah)

Commemorates the arrival of Mormon migrants who fled from Illinois after being persecuted for their beliefs. Celebrations include parades, rodeos and fireworks.

### Mormon Holy Days

- Sunday** - a day of rest and worship
- Monday** - family evening at home
- Festivals** - Easter and Christmas



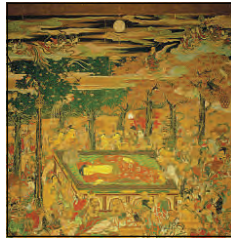
# Learning World Equality and Diversity Newsletter

## The Multi-Faith Festival Year – February to March

February 8

### Parinirvana

This Buddhist festival is also known as Nirvana Day. It marks the death of Buddha and it is celebrated by meditation and visiting temples.



March 1

### St David's Day

This is a national day to celebrate the patron saint of Wales. Celebrations include parades, concerts and sporting events. People wear the symbol of a leek or a daffodil.



February 14

### Chinese New Year

2010 is the Year of the Tiger and Chinese people around the world travel home to celebrate with their family. It is traditional for a Chinese house to be 'spring cleaned' in order to make way for good fortune.



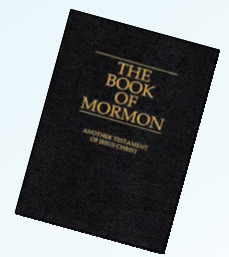
March 24

### Ramanavami

This day marks the end of the Hindu festival to celebrate the birth of Lord Rama (a divine figure of Hinduism). Celebrations include chanting, offerings, fasting and prayers.



## Mormonism



### The Mormon Temple

The Mormon temple is a symbol of faith in life after death and a step towards eternal glory. Mormons attend meetings, or simple worships, in local chapels or churches during week days, and they do not worship on a Sunday. The temple is only used for holy ceremonies and instead of a huge interior, it consists of small rooms which are designed for educational activities and ceremonies.

### Birth

Mormons believe that eternal life exists either side of our mortal life and there are three stages of existence:

- Stage 1:** Pre-existence (the spiritual existence).
- Stage 2:** Earthly existence (birth). During the time spent on earth Mormons are free to choose between good and evil, and these choices can affect the next stage of their existence.
- Stage 3:** Eternal life (with the Heavenly Father).

### Baptism

Mormon children are baptised at the age of eight as they are considered to be 'accountable' at this age. It is believed that after baptism (total immersion in water), the gift of the holy spirit guides a Mormon through their life.

### Marriage and Family

The marriage ceremony is called the 'sealing' and takes approximately 20 minutes to perform. The exchanging of rings is not part of the ceremony and there are no photographs, flowers, music or readings involved in the proceedings. Until 1890 Mormons supported polygamy and it is believed that 20-25% of adults were members of polygamous households between 1852-1890. Currently it is illegal to practise or advocate polygamy. Mormons believe that the family unit continues beyond the grave and lives forever in the celestial kingdom.

### Tithing

Tithing provides the church's main source of income for maintaining buildings, promoting the Mormon educational system, church activities and missionary work. Tithes are paid by both adults and children where they give a tenth of their income (with children giving part of their pocket money).



## News

### 2011 Census

The Office for National Statistics (ONS) is currently working with local authorities and community based groups to ensure that the next census takes account of population diversity. The following groups will be included in the next census: disabled and/or very elderly people, ethnic minority groups, faith communities, migrants, non-English speaking people, unemployed people, people on a low income, students/young adults, and the traveller community.

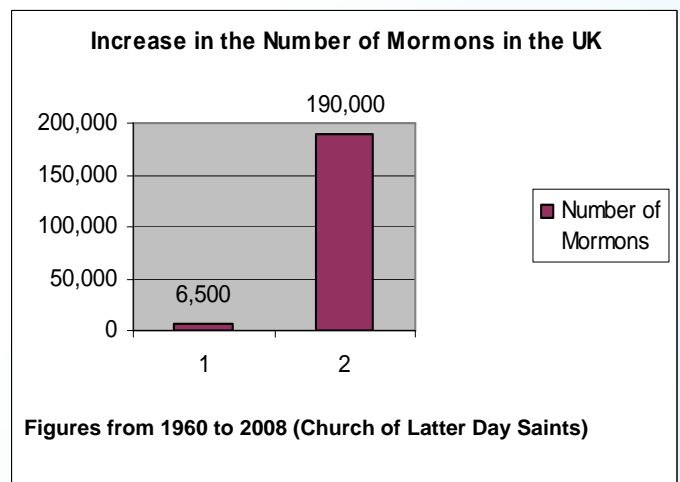
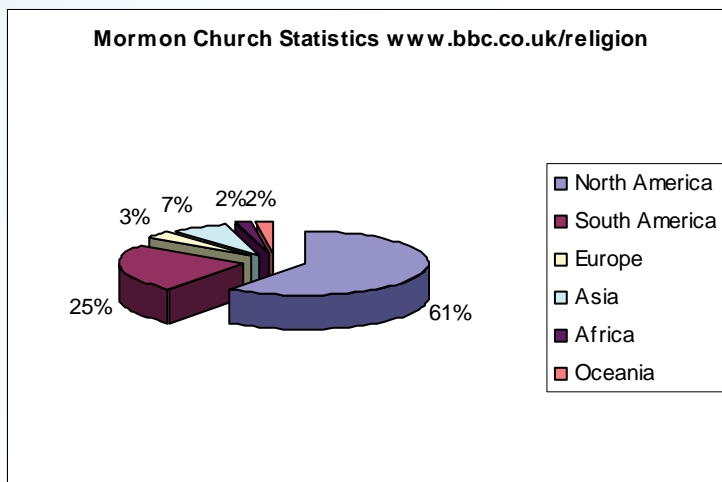
### United Nations Convention on Disability Rights

The Convention places responsibility on governments to ensure that disabled people experience human rights on an equal basis with non-disabled people. It also sets out the rights of disabled people to be protected against discrimination and the barriers which must be overcome. The main purpose is to promote and protect the human rights of disabled people directly relating to: education, employment, health, access to justice, personal security, independent living and access to information. The Equality and Human Rights Commission (EHRC) has launched a formal inquiry into disability harassment in order to investigate what public authorities are doing to protect disabled people.

*“Disabled people experiencing harassment can become conditioned to hostile treatment, or are sometimes told to ignore it by those around them... they may also go to enormous lengths to avoid putting themselves at risk which can limit their freedom and opportunities. These are unacceptable outcomes for anyone in our society.”*

Mike Smith Commissioner (EHRC).

## The Membership of the Mormon Church



### The 16th President of the Mormon Church Thomas Monson

The Mormon Church believes that their living prophet (the President) receives divine revelations from the Heavenly Father and Jesus Christ. It is believed that humans living today can be prophets of God, just as Abraham, Isaiah, Moses and the Apostles were. Mormonism is one of the world's fastest growing religions and there are currently 3 million Mormons in America. (2008 American Religious Identification Survey)



### Tackling Race Inequality

The Department for Communities and Local Government (DCLG), has launched a report on the progress made to tackle racism and race equality. The report highlights the challenges and emerging issues of creating a fairer and more tolerant society, and the fundamental shift needed to actively promote the gaps in equality and diversity

See more at: [www.communities.gov.uk/documents/communities/pdf](http://www.communities.gov.uk/documents/communities/pdf)



## Race Equality Quiz



- When was the first Asian MP elected in the UK?  
A: 1892 B: 1929 C: 1965
- In which year did it become illegal to discriminate against someone on the ground of race?:  
A: 1919 B: 1928 C: 1976
- How many zodiac signs are there in the Chinese calendar?  
A: 8 B: 12 C: 14
- Who was Britain's first BME (Black, Minority, Ethnic) television newsreader?  
A: Trevor MacDonald B: Moira Stewart C: George Aligiah
- Britain's oldest mosque is located in:  
A: Nottingham B: Woking C: Birmingham
- Who published a report in 1999 after leading the enquiry into the murder of Stephen Lawrence in 1993?  
A: Margaret Thatcher B: William MacPherson C: Jack Straw
- In the 2001 Census, how many people in the UK classified themselves as 'non-white'?  
A: 1 million B: 2 million C: 3 million
- CRE stands for:  
A: The Commission for Racial Equality  
B: The Commission for Radical Equality  
C: The Committee of Racial Ethnic

**Win 5 bars of Fair Trade Chocolate!**

*Answers available from 1st March.*

Z: drive/Quality Improvements/equality and diversity/E&D Newsletter/E&DQuizzes and Puzzles  
or  
send an email to  
fgeorge@constructionlearningworld.com

### End Violence Against Women

The Home Office has developed a strategy to end violence against women and girls (physical, sexual or psychological).  
[www.homeoffice.gov.uk](http://www.homeoffice.gov.uk)

### Vulnerable Adults

Local agencies (police, social services and councils) will be required to set up an **Area Safeguarding Adults Board** to help prevent exploitation and abuse of those at risk.

**ENTRY FORM:** Please send or email your entry form to the Quality Team, Construction Learning World, Aspect House, Aspect Business Park, Bennerley Road, Nottingham NG6 8WR or [fgeorge@constructionlearningworld.com](mailto:fgeorge@constructionlearningworld.com)  
All correct answers will be put into a hat and drawn at 3pm on Friday 26 February 2010.

Your Name:

Your Department/Location:

Tick Boxes opposite with your answers		A	B	C		A	B	C
	Q1.				Q5.			
You may photocopy this page and cut out the entry form.	Q2.				Q6.			
	Q3.				Q7.			
	Q4.				Q8.			