



UNIVERSITY OF
BIRMINGHAM

THE INCLUSION CALENDAR 2024



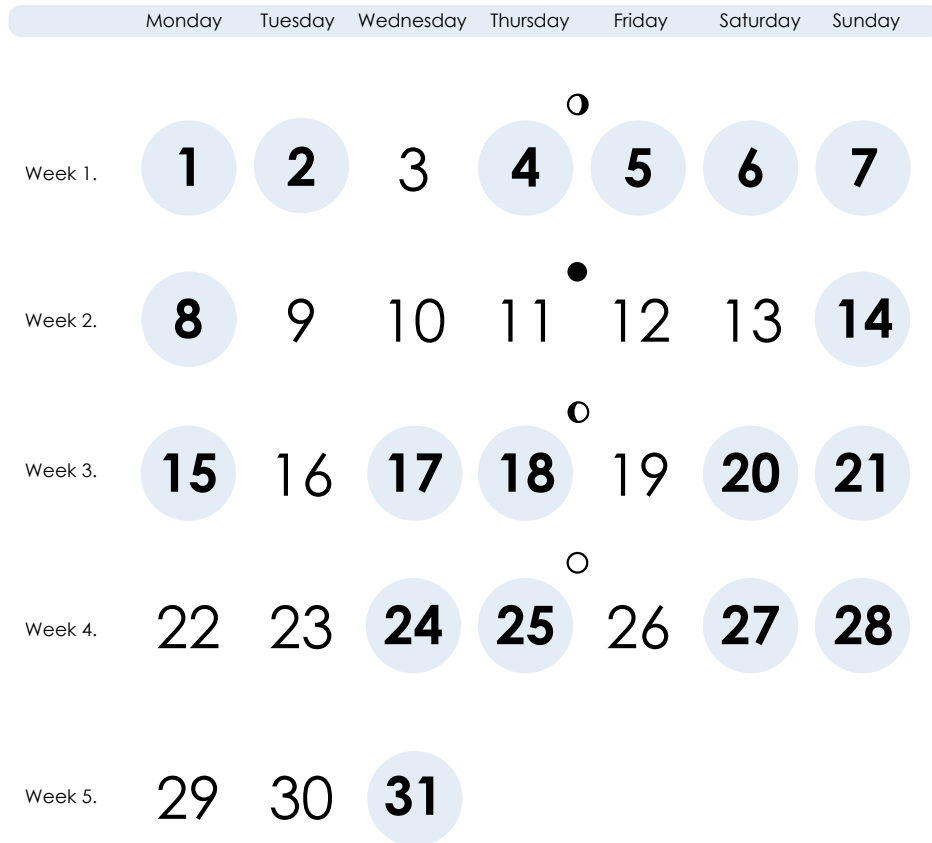
Building an Inclusive Environment.

Inclusion is the deliberate effort to create an environment where everyone is respected, accepted and empowered to contribute equally and where they feel supported with access to the same opportunities and resources, regardless of individual demographics.

Building an inclusive environment is an ongoing process that requires commitment, continuous learning, and adaptation to evolving challenges. In this year's calendar we feature some of those key challenges and explore some practical steps that everyone can take to make progress towards building and sustaining an inclusive environment.



January 2024



January is Cervical Health Awareness Month, Celebration of Life Month, Alcohol Change UK Dry January, Thyroid Awareness Month.

◐ Last Quarter
 ● New Moon
 ◑ First Quarter
 ○ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

1st

Mary, Mother of God – Christian, Gantan-sai (New Year) – Shinto, Global Family Day, New Year's Day/Hogmanay, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.

2nd

Bank Holiday – Scotland.

4th

World Braille Day.

5th

Twelfth Night – Christian.

6th

Epiphany – Christian, Feast of the Theophany – Orthodox Christian.

7th

Baptism of the Lord Jesus – Christian, Feast of the Nativity – Orthodox Christian.

8th

Seijin no hi (Coming of Age Day) – Shinto.

14th

Lohri/Maghi – Hindu, Sikh, Old New Year – Orthodox Christian.

15th

Makar Sankranti – Hindu,

Pongal – Hindu, Blue Monday, Martin Luther King Day.

17th

Birthday of Guru Gobind Singh – Sikh.

18th

Week of Prayer for Christian Unity begins – Christian.

20th

Timkat – Ethiopian Orthodox Christian.

21st

World Religion Day.

24th

International Day of Education.

25th

Mahayana New Year begins – Buddhist, Conversion of Saint Paul – Christian, Thaipusam – Hindu, Tu B'Shvat – Judaism, Robert Burns Night.

27th

Holocaust Memorial Day.

28th

Data Privacy Day.

31st

Birthday of Guru Har Rai – Sikh.



Microaggressions and Harassment.

Challenge:

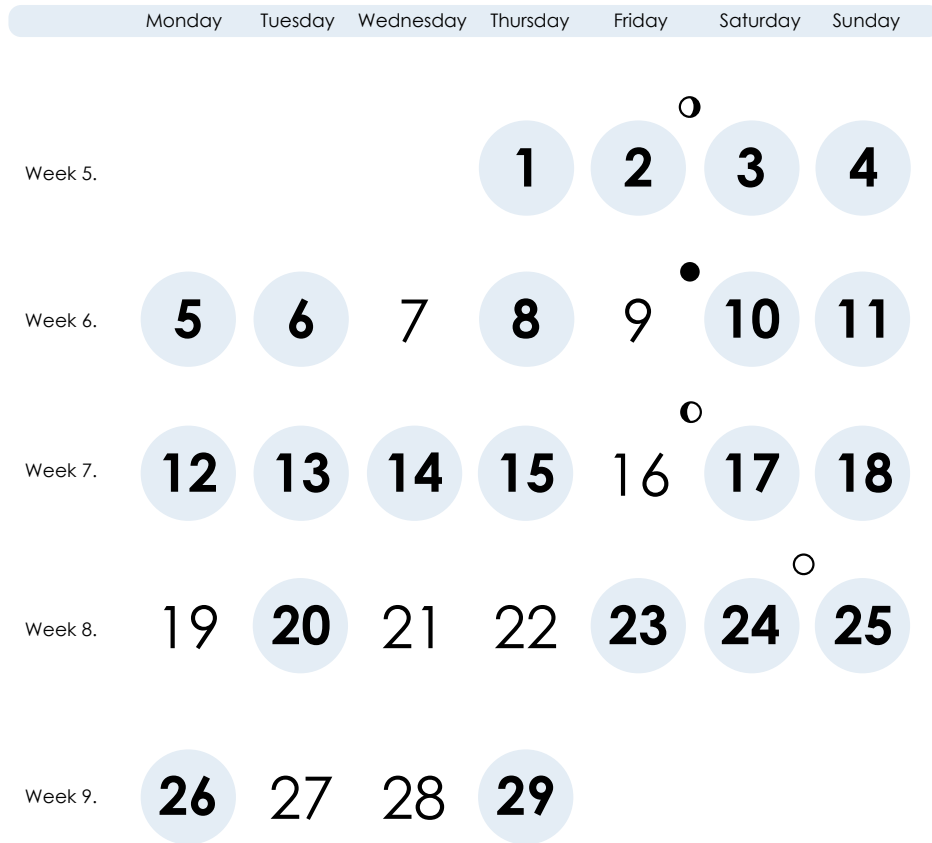
Addressing microaggressions and harassment.

Practical Steps:

1. Implement anti-harassment training for all employees.
2. Establish clear reporting mechanisms for incidents.
3. Investigate and address complaints promptly and impartially.
4. Promote bystander intervention training.
5. Foster a culture where reporting is encouraged and safe.



February 2024



February is UK National Heart Month, LGBT+ History Month, Raynaud's and Scleroderma Awareness Month.

◐ Last Quarter
 ● New Moon
 ◑ First Quarter
 ○ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

1st

World Hijab Day,
Imbolc/Lughnasadh – Pagan,
World Interfaith Harmony Week
begins,
Time to Talk Day.

2nd

Candlemas – Christian.

3rd

Setsubun-sai – Shinto.

4th

World Cancer Day.

5th

Bank Holiday – ROI,
UK Race Equality Week begins.

6th

Safer Internet Day.

8th

Lailat al Miraj – Islam.

10th

Chinese New Year – Confucian,
Daoist, Buddhist,
Losar – Tibetan New Year.

11th

Autism Sunday,
International Day of Women and
Girls in Science,
World Day of the Sick.

12th

Red Hand Day for Child Soldiers.

13th

Shrove Tuesday – Christian.

14th

Ash Wednesday – Christian,
Vasant Panchami – Hindu,
Saint Valentine's Day.

15th

International Childhood Cancer Day,
Parinirvana Day/Nirvana Day
– Buddhist.

17th

World Human Spirit Day.

18th

Zacchaeus Sunday – Orthodox
Christian.

20th

World Day of Social Justice.

23rd

International STAND UP to Bullying
Day.

24th

Magha Puja (Sangha Day)
– Buddhist.

25th

Lailat al Bara'ah – Islam,
Triodion begins – Orthodox Christian.

26th

Intercalary Days begin – Baha'i.

29th

Intercalary Days end – Baha'i.



Unconscious Bias.

Challenge:

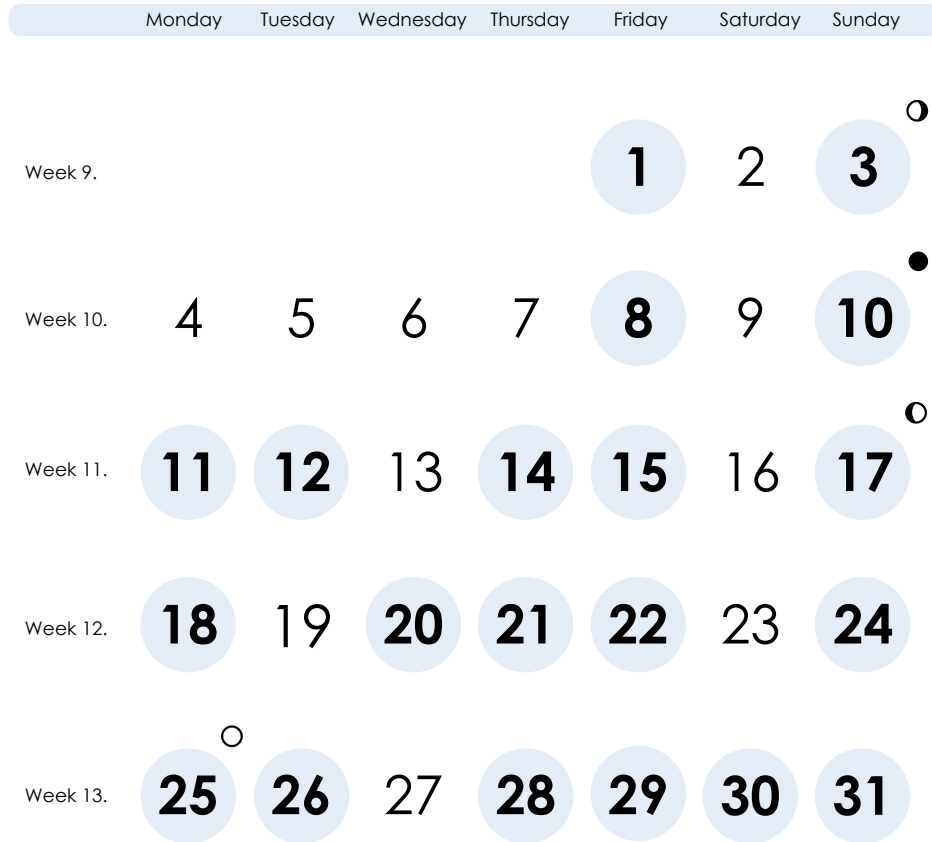
Unconscious bias can affect hiring, promotions and daily interactions.

Practical Steps:

1. Implement unconscious bias training for all employees.
2. Review and revise recruitment and promotion processes to minimise bias.
3. Encourage employees to become aware of their own biases through self-assessment.
4. Promote diverse interview panels.
5. Establish a mentorship programme to support underrepresented employees.



March 2024



March is Prostate Cancer Awareness Month, Ovarian Cancer Awareness Month, Women's History Month.

○ Last Quarter
 ● New Moon
 ◐ First Quarter
 ◑ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

1st
 Nineteen Day Fast begins – Baha'i,
 Saint David's Day – Christian,
 International Wheelchair Day,
 Self-Injury Awareness Day,
 Zero Discrimination Day.

3rd
 World Hearing Day.

8th
 Maha Shivaratri – Hindu,
 International Women's Day.

10th
 Mothering Sunday.

11th
 Ramadan begins – Islam.

12th
 Ramakrishna Jayanti – Hindu.

14th
 Nanakshahi (New Year) – Sikh,
 University Mental Health Day.

15th
 International Day to Combat
 Islamophobia.

17th
 Saint Patrick's Day – Christian.

18th
 Great Lent – Orthodox Christian,
 Bank Holiday – Northern Ireland and
 ROI.

20th
 Naw-Rúz (New Year) – Baha'i,
 Norooz (New Year) – Persian/

Zoroastrian,
 Ostara/Mabon – Pagan,
 International Day of Happiness,
 Spring Equinox.

21st
 International Day for the Elimination
 of Racial Discrimination,
 World Down Syndrome Day.

24th
 Palm Sunday – Christian,
 Holika Dahan – Hindu,
 Purim – Judaism.

25th
 Holi – Hindu.

26th
 Khordad Sal – Zoroastrian,
 Purple Day.

27th
 Hola Mohalla begins – Sikh.

28th
 Maundy Thursday – Christian.

29th
 Good Friday – Christian,
 Bank Holiday – England, Wales,
 Scotland and Northern Ireland.

30th
 World Bipolar Day.

31st
 Easter Sunday – Christian,
 International Transgender Day of
 Visibility.



Diversity Training and Education.

Challenge:

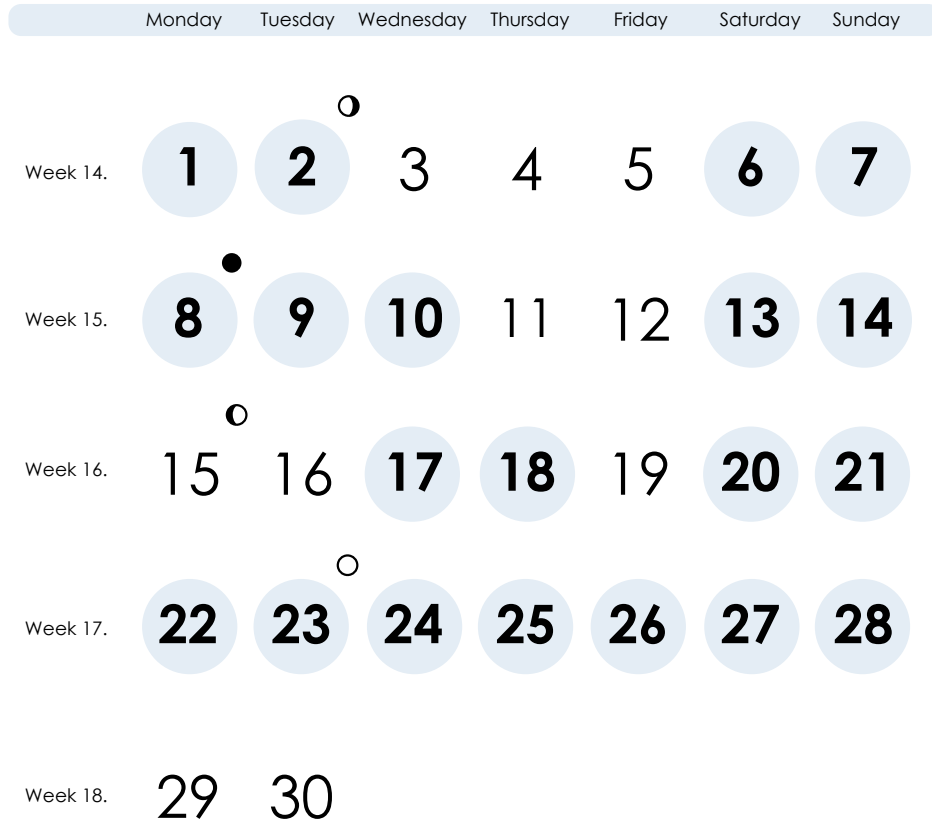
Providing ongoing diversity education.

Practical Steps:

1. Offer regular diversity and inclusion workshops and seminars.
2. Utilise e-learning platforms for accessibility.
3. Create resource libraries on diversity topics.
4. Encourage employees to participate in external diversity conferences.
5. Foster open dialogues and discussions on diversity issues.



April 2024



April is Autism Awareness Month, Stress Awareness Month, Bowel Cancer Awareness Month, Parkinson's Awareness Month.

◐ Last Quarter
 ● New Moon
 ◑ First Quarter
 ○ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

- 1st**
Easter Monday – Christian,
April Fool's Day,
Bank Holiday – England, Wales,
Northern Ireland and ROI.
- 2nd**
World Autism Awareness Day.
- 6th**
Lailat al-Qadr – Islam,
International Asexuality Day.
- 7th**
World Health Day.
- 8th**
International Romani Day.
- 9th**
Chaitra Navratri begins – Hindu,
Ugadi New Year – Hindu.
- 10th**
Eid al Fitr – Islam.
- 13th**
Songkran (Thai New Year)
– Buddhist,
Birth of the Khalsa (Vaisakhi)
– Sikh.
- 14th**
Tamil New Year.
- 17th**
Rama Navami – Hindu.
- 18th**
Birthday of Guru Angad Dev
– Sikh,
- Birthday of Guru Tegh Bahadur
– Sikh.
- 20th**
First Day of Ridvan – Baha'i.
- 21st**
Mahavir Jayanti – Jain.
- 22nd**
Earth Day.
- 23rd**
Theravada New Year – Buddhist,
Saint George's Day – Christian,
Hanuman Jayanti – Hindu,
Passover – Judaism.
- 24th**
Lord's Evening Meal – Jehovah's
Witness.
- 25th**
Feast of Saint Mark the Evangelist
– Christian.
- 26th**
Lesbian Visibility Day.
- 27th**
Lazarus Saturday – Orthodox
Christian.
- 28th**
Ninth Day of Ridvan – Baha'i,
Palm Sunday – Orthodox
Christian,
World Day for Health & Safety at
Work.



Employee Resource Groups (ERGs).

Challenge:

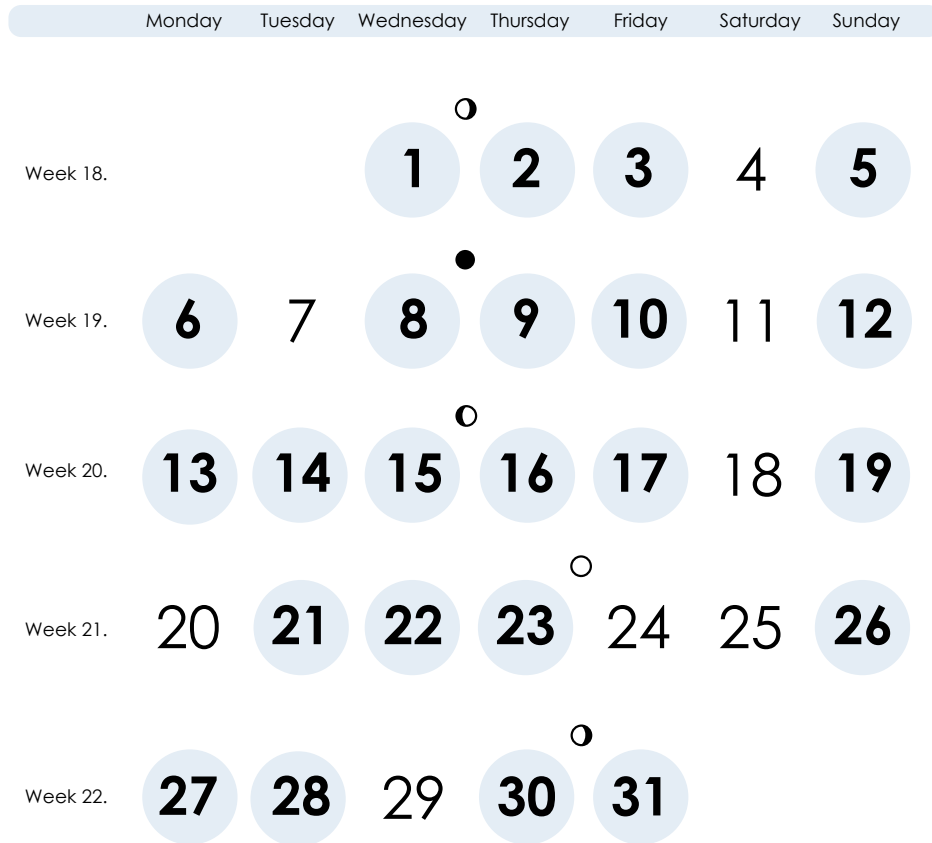
Maximising the impact of ERGs.

Practical Steps:

1. Support the formation of ERGs focused on various diversity dimensions.
2. Provide resources and budget to empower ERGs.
3. Encourage collaboration between ERGs and senior leadership.
4. Promote ERG events and initiatives throughout the organisation.
5. Recognise ERG contributions and successes.



May 2024



May is Action on Stroke Month, Hepatitis Awareness Month, UK National Walking Month, Celiac Awareness Month.

○ Last Quarter
 ● New Moon
 ◐ First Quarter
 ◯ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

- 1st**
Twelfth Day of Ridvan – Baha'i, Beltane/Samhain – Pagan.
- 2nd**
Birthday of Guru Arjan Dev – Sikh.
- 3rd**
Feast of Saints Philip and James – Christian, Holy Friday – Orthodox Christian.
- 5th**
Pascha (Easter) – Orthodox Christian.
- 6th**
Yom HaShoah – Judaism, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.
- 8th**
UK National Day for Staff Networks.
- 9th**
Ascension Day – Christian.
- 10th**
Akshaya Tritiya – Hindu, Jain.
- 12th**
International Nurses Day.
- 13th**
Yom HaZikaron – Judaism.
- 14th**
Yom Ha'Atzmaut – Judaism.
- 15th**
International Day of Families.
- 16th**
Global Accessibility Awareness Day.
- 17th**
International Day Against Homophobia, Transphobia and Biphobia.
- 19th**
Pentecost – Christian.
- 21st**
World Day for Cultural Diversity for Dialogue and Development.
- 22nd**
International Day for Biological Diversity.
- 23rd**
Declaration of the Báb – Baha'i, Vesak/Visakha Puja – Buddhist, Birthday of Guru Amar Das – Sikh.
- 26th**
Trinity Sunday – Christian, Lag BaOmer – Judaism.
- 27th**
Bank Holiday – England, Wales, Scotland and Northern Ireland
- 28th**
Ascension of Baha'u'llah – Baha'i.
- 30th**
Corpus Christi – Christian.
- 31st**
World No Tobacco Day.



Inclusive Culture.

Challenge:

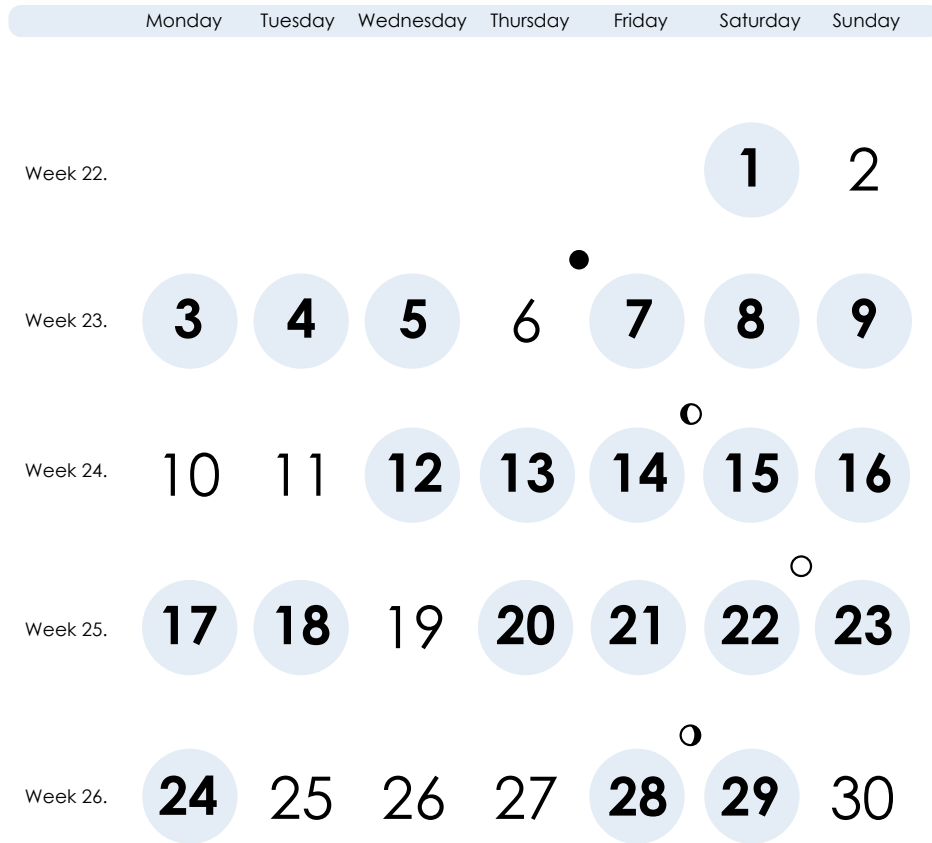
Nurturing an inclusive workplace culture.

Practical Steps:

1. Develop a company-wide diversity and inclusion strategy.
2. Lead by example: promote inclusivity from the top down.
3. Celebrate diversity-related cultural events and holidays.
4. Encourage open dialogue and feedback on inclusivity.
5. Implement employee surveys to gauge the culture's inclusiveness.



June 2024



June is Motor Neurone Disease Awareness Month, Stillbirth & Neonatal Death Awareness Month, LGBT Pride Month, Gypsy, Roma and Traveller History Month.

○ Last Quarter
 ● New Moon
 ◐ First Quarter
 ◑ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

- 1st**
Global Day of Parents.
- 3rd**
Bank Holiday – ROI.
- 4th**
International Day of Innocent Children Victims of Aggression.
- 5th**
Yom Yerushalayim – Judaism, World Environment Day.
- 7th**
Sacred Heart of Jesus – Christian.
- 8th**
Global Wellness Day.
- 9th**
Race Unity Day.
- 12th**
Shavuot – Judaism, World Day against Child Labour.
- 13th**
Shavuot – Judaism, Ascension of the Lord – Orthodox Christian.
- 14th**
Hajj – Islam, World Blood Donor Day.
- 15th**
Waqf al Arafa – Islam, World Elder Abuse Awareness Day.
- 16th**
Eid al Adha – Islam,
- Martyrdom of Guru Arjan Dev – Sikh, Father's Day, Neurodiversity Pride Day.
- 17th**
World Day to Combat, Desertification and Drought.
- 18th**
Autistic Pride Day, International Day for Countering Hate Speech.
- 20th**
Litha /Yule – Pagan, Summer Solstice, World Refugee Day.
- 21st**
World Humanist Day.
- 22nd**
UK Windrush Day.
- 23rd**
Pentecost – Orthodox Christian.
- 24th**
Nativity of Saint John the Baptist – Christian.
- 28th**
Stonewall Riots Anniversary.
- 29th**
Feast of Saints Peter and Paul – Christian.



Diversity Metrics.

Challenge:

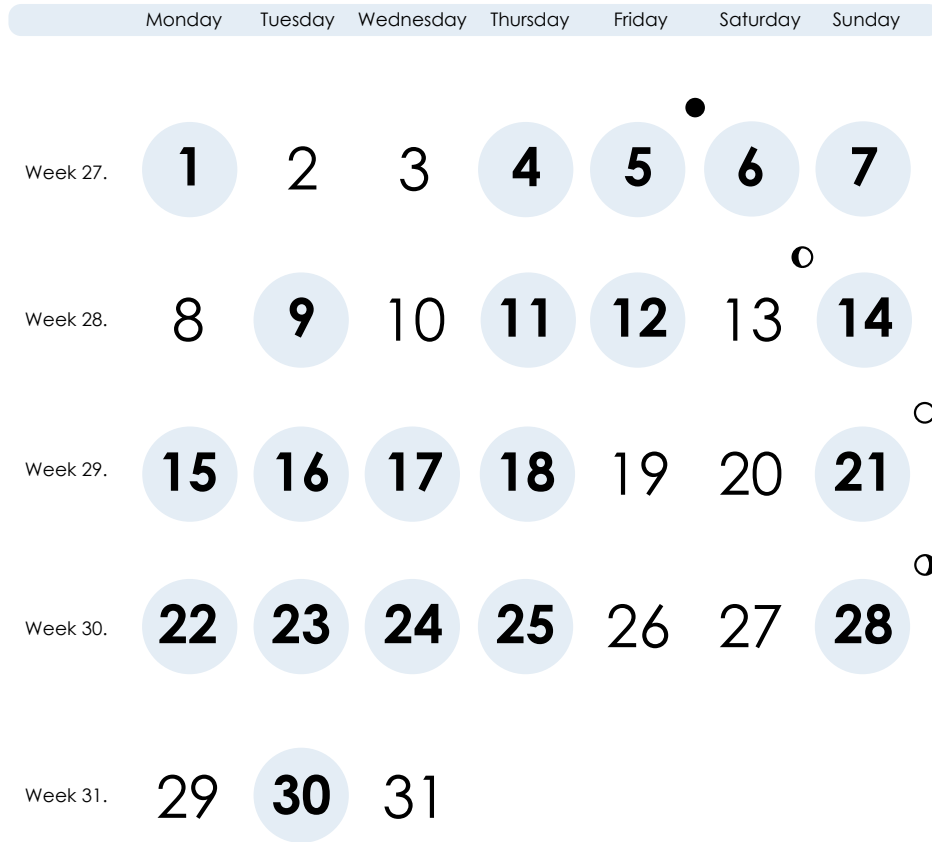
Measuring and tracking diversity progress.

Practical Steps:

1. Define clear diversity and inclusion metrics and goals.
2. Regularly collect and analyse diversity data.
3. Publish diversity reports to hold the company accountable.
4. Share successes and areas for improvement with employees.
5. Adjust strategies based on data insights.



July 2024



July is UV Safety Month, Make a Difference to Children Month, International Women with Alopecia Month, Disability Pride Month.

◐ Last Quarter
 ● New Moon
 ◑ First Quarter
 ○ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

- 1st**
The Fast of the Holy Apostles – Orthodox Christian.
- 4th**
US Independence Day.
- 5th**
Birthday of Guru Hargobind – Sikh.
- 6th**
Omnisexual Visibility Day.
- 7th**
Al-Hijra/Muharram – New Year – Islam.
- 9th**
Martyrdom of the Báb – Baha'i.
- 11th**
World Population Day.
- 12th**
Orangemen's Day, Bank Holiday – Northern Ireland.
- 14th**
International Non-Binary People's Day.
- 15th**
World Youth Skills Day.
- 16th**
Ashura – Islam.
- 17th**
World Day for International Justice.
- 18th**
Nelson Mandela International Day, South Asian Heritage Month begins.
- 21st**
Asalha Puja (Dharma Day) – Buddhist.
- 22nd**
Feast of Saint Mary Magdalene – Christian.
- 23rd**
Birthday of Emperor Haile Selassie – Rastafari, Birthday of Guru Har Krishan – Sikh.
- 24th**
Pioneer Day – Mormonism.
- 25th**
Saint James the Great Day – Christian.
- 28th**
World Hepatitis Day.
- 30th**
International Day of Friendship, World Day against Trafficking Persons.



Supplier Diversity.

Challenge:

Promoting diversity among suppliers.

Practical Steps:

1. Set supplier diversity goals and track progress.
2. Develop a diverse supplier database.
3. Educate procurement teams on the importance of supplier diversity.
4. Promote diverse suppliers within the organisation.
5. Collaborate with diverse suppliers on mentorship and capacity building.



August 2024

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 31.				1	2	3	4
Week 32.	5	6	7	8	9	10	11
Week 33.	12	13	14	15	16	17	18
Week 34.	19	20	21	22	23	24	25
Week 35.	26	27	28	29	30	31	

August is Health & Safety Month, Psoriasis Awareness Month, Children's Eye Health & Safety Month, MedicAlert Awareness Month.

● Last Quarter
 ● New Moon
 ○ First Quarter
 ○ Full Moon

Islamic and Jewish holidays begin at sundown on the evening before.

1st

Lammas – Christian,
Fast in honour of Holy Mother of Lord Jesus – Orthodox Christian,
Lughnasadh/Imbolc – Pagan.

5th

Bank Holiday – Scotland and ROI.

6th

Feast of Transfiguration of Our Lord – Christian,
Transfiguration of the Lord – Orthodox Christian.

9th

International Day of the World's Indigenous Peoples.

10th

Feast of Saint Lawrence – Christian.

12th

International Youth Day.

13th

Tish'a B'av – Judaism.

15th

Assumption of Blessed Virgin Mary – Christian,
Dormition of the Theotokos – Orthodox Christian.

19th

Raksha Bandhan – Hindu,
World Humanitarian Day.

22nd

Queenship of Mary – Christian,
International Day Commemorating the Victims of Acts of Violence based on Religion or Belief.

23rd

International Day for the Remembrance of the Slave Trade and its Abolition.

24th

Feast of Saint Bartholomew the Apostle - Christian.

26th

Krishna Janmashtami – Hindu,
Bank Holiday – England, Wales and Northern Ireland.

29th

Beheading of Saint John the Baptist – Christian.

31st

Paryushana Parvarambha begins – Jain,
International Day for People of African Descent.

Inclusion Partners 2024



THE INCLUSION CALENDAR 2024

