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.

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

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

#### Desktop Calendar

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#### Important Dates

- **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.
- **12th**: Red Hand Day for Child Soldiers.
- **13th**: Shrove Tuesday – Christian.
- **14th**: Ash Wednesday – Christian, Vasant Panchami – Hindu, Saint Valentine’s Day.
- **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.

#### February

- UK National Heart Month
- LGBT+ History Month
- Raynaud’s and Scleroderma Awareness Month

### Islamic and Jewish Holidays

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

- **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.
- **12th**: Red Hand Day for Child Soldiers.
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 is Prostate Cancer Awareness Month, Ovarian Cancer Awareness Month, Women’s History Month.

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

1st

3rd
World Hearing Day.

8th

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

21st

24th

25th
Holi – Hindu.

26th
Khordad Sal – Zoroastrian, Purple Day.

27th
Hola Mohalla begins – Sikh.

28th
Maundy Thursday – Christian.

29th

30th
World Bipolar Day.

31st
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

Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 14.
1 2 3 4 5 6 7

Week 15.
8 9 10 11 12 13 14

Week 16.
15 16 17 18 19 20 21

Week 17.
22 23 24 25 26 27 28

Week 18. 29 30

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

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

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

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.
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

26th

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

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

15th
Waqf al Arafa – Islam, World Elder Abuse Awareness Day.

16th

17th
World Day to Combat Desertification and Drought.

18th
Autistic Pride Day, International Day for Countering Hate Speech.

20th

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.

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

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

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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

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

1st

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

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.

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

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Week 31.

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Week 32.

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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

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,

29th
Beheading of Saint John the Baptist – Christian.

31st
Paryushana Parvarambha begins – Jain,
International Day for People of African Descent.

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