TOGETHER

THE INCLUSION CALENDAR 2022
The World Summit for Social Development established the concept of social inclusion to create an inclusive society where every individual, each with rights and responsibilities, has an active role to play in an environment that is stable, safe, just and tolerant, respects diversity, culture and equality of opportunity.

As we continue to deal with one of the greatest challenges for generations, it is a pivotal moment to help and support one another and to be actively inclusive. In difficult times people get anxious so inclusion can create opportunities for a sense of belonging, strength, encouragement, consideration, kindness and support with well-being at the core.

In this year’s calendar we look to key actions to drive equality, diversity and inclusion and help mitigate the adverse impact challenging times can have on everyone.

### Special Days

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>1st</td>
<td>Mary, Mother of God – Catholic Christian, Gantan-sai (New Year) – Shinto, Global Family Day, New Year’s Day/Hogmanay,</td>
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<tr>
<td>3rd</td>
<td>Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI,</td>
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<td>4th</td>
<td>World Braille Day, Bank Holiday – Scotland,</td>
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<td>5th</td>
<td>Twelfth Night – Christian,</td>
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<td>6th</td>
<td>Epiphany – Christian, Feast of the Theophany – Orthodox Christian,</td>
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<td>7th</td>
<td>Feast of the Nativity – Orthodox Christian,</td>
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<td>9th</td>
<td>Baptism of the Lord Jesus – Christian, Birthday of Guru Gobind Singh – Sikh,</td>
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<td>10th</td>
<td>Seijin no hi (Coming of Age Day) – Shinto,</td>
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<tr>
<td>13th</td>
<td>Lohri/Maghi – Hindu, Sikh,</td>
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<tr>
<td>14th</td>
<td>Makar Sankranti – Hindu, Pongal – Hindu, Old New Year – Orthodox Christian,</td>
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<tr>
<td>16th</td>
<td>World Religion Day,</td>
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<tr>
<td>17th</td>
<td>Tu Bishvat – Judaism, Martin Luther King Jr Day,</td>
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<tr>
<td>18th</td>
<td>Thaipusam – Hindu, Mahayana New Year (3 days from the first full moon) – Buddhist, Week of Prayer for Christian Unity begins – Christian,</td>
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<td>19th</td>
<td>Timkat – Ethiopian Orthodox Christian,</td>
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<td>24th</td>
<td>International Day of Education,</td>
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<td>25th</td>
<td>Conversion of Saint Paul – Christian, Robert Burns Night (Burns Night),</td>
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<td>27th</td>
<td>Holocaust Memorial Day,</td>
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<td>28th</td>
<td>Data Privacy Day,</td>
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<td>31st</td>
<td>Birthday of Guru Har Rai – Sikh,</td>
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All Jewish holidays begin at sundown on the evening before.
“The ultimate measure of a person is not where one stands in moments of comfort and convenience, but where one stands in times of challenge and controversy.”

Martin Luther King.

The disproportionate impact of coronavirus on Black, Asian and Minority Ethnic (BAME) people to die from the disease highlighted and exacerbated continuing inequalities in education, health, incomes, employment and housing.

Now more than ever it is vital for organisations to review and strengthen their Race Equality Strategy and ensure this is supported by a comprehensive Action Plan. It is important to act decisively around race equality and inclusion.
Gender Equality

“We need to do a better job of putting ourselves higher on our own 'to do' list.” Michelle Obama.

Likened to a shadow pandemic is the rapidly unravelling precious progress that has been made towards gender equality. Women’s jobs are more vulnerable in this crisis and together with the spike in domestic violence, rapid increase in unpaid domestic and care work and the risk shouldered by the world’s nurses, predominately women, means the social and economic toll will be paid disproportionately by girls and women.

We cannot underestimate the extraordinary and indispensable contributions of women across all sectors. Women need to be given equal opportunities in leadership and decision-making roles and efforts must be made to reduce gender inequality.

March
2022

Special Days

1st Intercalary Days (end) – Baha’i,
Saint David’s Day – Christian,
Shrove Tuesday – Christian,
Maha Shivaratri – Hindu
International Wheelchair Day,
Self Injury Awareness Day (SIAD),
Zero Discrimination Day,
2nd Nineteen Day Fast begins – Baha’i,
Ash Wednesday – Christian,
3rd World Hearing Day,
6th Cheesefare Sunday – Orthodox Christian,
7th Great Lent begins – Orthodox Christian,
8th International Women’s Day,
13th Sunday of Orthodoxy – Orthodox Christian,
14th Nanakshahi (New Year) – Sikh,
15th Lord’s Evening Meal – Jehovah’s Witness,
17th Saint Patrick’s Day – Christian,
Holika Dahan – Hindu,
Purim – Judaism,
Bank Holiday – Northern Ireland and ROI,
18th Holi – Hindu,
Lailat al Bara’ah – Islam,
19th International Women’s Day,
Saint Joseph’s Day – Christian,
Hola Mohalla – Sikh,
20th Spring Equinox,
Ostara – Wicca/Pagan
Northern and Southern hemispheres,
International Day of Happiness,
21st Naw-Rúz (New Year) – Baha’i,
Norooz (New Year) – Persian/Zoroastrian,
International Day for the Elimination of Racial Discrimination,
World Down Syndrome Day,
25th The Annunciation of the Virgin Mary
– Christian,
Annunciation to the Theotokos
– Orthodox Christian,
International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade,
26th Khordad Sal (Birth of Prophet Zarathushtra) – Zoroastrian,
27th Mothering Sunday,
British Summer Time begins,
30th World Bipolar Day,
31st International Transgender Day of Visibility.

March is Prostate Cancer Awareness Month | Ovarian Cancer Awareness Month | UK Marie Curie Cancer Care Great Daffodil Appeal Month

All Jewish holidays begin at sundown on the evening before.
Use of Inclusive Language

“Language changes... But we need to be aware that as our language changes, so does our theology change...This is what is happening with our attempts at inclusive language, which thus far have been inconclusive and unsuccessful.”
Madeline L'Engle.

It is important to recognize that language has the ability to build relationships and forge connections, but it's equally liable for creating barriers and impacting on someone's sense of belonging.

Inclusive language avoids jargon, acronyms, biases, slang, or expressions that discriminate. Being inclusive requires us to be welcoming, positive, encouraging and to reach out to others in our language, writing and actions.

April is Autism Awareness Month | Stress Awareness Month |
Bowel Cancer Awareness Month | Parkinson’s Awareness Month |
“Your well-being must never become an afterthought. It must be your first act.”
Rasheed Ongunlaru.

Good mental health and well-being is an asset. However due to the pandemic there has been a significant impact to mental health through increased exposure to all kinds of stressors. This has resulted in increased levels of anxiety, worry, stress and fear.

Workplace well-being has taken on a whole new meaning and managers will need to be compassionate and understanding that many people will need time to re-adjust when working life returns to some sort of normality. Ensuring well-being requires all staff to be observant, to ask, to listen and to be proactive in engaging with others.
The Inclusion Calendar 2022
“Never be bullied into silence. Never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”
Harvey Fierstein.

Though challenging for everyone, for some LGBTQ+ people the pandemic came with added hardships. Abuse and non-acceptance whilst isolating with their families, a loss of friends, support networks and susceptibility to mental health issues due to discrimination has resulted in a more anxious and traumatic experience.

Organisations should continue efforts to advance LGBTQ+ inclusion and play a pivotal role in shaping the lives and well-being of LGBTQ+ employees and their families. Robust LGBTQ+ inclusive policies and practices will ensure the safety and security of LGBTQ+ staff and their representatives.

June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBTQ Pride Month | Men’s Health Awareness Month | Gypsy, Roma and Traveller History Month |
Religion and Belief

“We may have different religions, different languages, different coloured skin, but we all belong to one human race.” Kofi Annan.

The pandemic has slowed everyone down and destabilised regular routine. It’s become an exploratory time with people developing new interests, hobbies and pastimes and a period of reflection, finding new ways of living. Many faith groups have discovered innovative ways of connecting with people and unlocking new audiences.

Religious coping is positively associated with mental health outcomes in terms of quality of life, sense of meaning, source of comfort, acceptance and hope. Organisations should continue promoting a work environment where religion, belief and spirituality are seen as opportunities for positive enquiry and everyone is treated with respect.

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July 2022

**Religion and Belief**

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**Special Days**

- **4th**: US Independence Day
- **5th**: Birthday of Guru Hargobind – Sikh
- **7th**: Hajj – Islam
- **8th**: Waqf al Arafah – Islam
- **9th**: Eid al Adha – Islam
- **10th**: Martyrdom of the Báb – Bahá’í
- **11th**: World Population Day
- **12th**: Orange Men’s Day
- **4th**: US Independence Day, Birthday of Guru Hargobind – Sikh
- **7th**: Hajj – Islam
- **8th**: Waqf al Arafah – Islam
- **9th**: Eid al Adha – Islam
- **10th**: Martyrdom of the Báb – Bahá’í
- **11th**: World Population Day
- **12th**: Orange Men’s Day
- **23rd**: Birthday of Emperor Haile Selassie – Rastafari
- **24th**: Birthday of Guru Har Krishan – Sikh
- **25th**: Pioneer Day – Mormonism
- **28th**: World Hepatitis Day
- **30th**: Al-Hijra/Muharram – New Year – Islam

**July** is UV Safety Month | Make a Difference to Children Month | International Women with Alopecia Month | Group B Strep Awareness Month

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**All Jewish holidays begin at sundown on the evening before.**
Working Lives

“Remote work is this incredible invitation to really get good at building inclusive cultures.” Shane Metcalfe.

The working world is in transition as we adapt to new work norms. Home working with family responsibilities, isolation and well-being concerns, offers new challenges for individuals. Businesses are addressing work systems, accountability and teamwork challenges. Efficiencies of cost and time savings with remote working are asking new questions of all of us.

Inclusion, trust and responsibility must be at the heart of our new and adapting working arrangements. In many cases they can offer us the opportunity to design afresh rather than revise the old.

Special Days

1st Lammas – Christian, Fast in honour of Holy Mother of Lord Jesus – Orthodox Christian, Lughnasadh – Imbolc – Wicca/Pagan

All Jewish holidays begin at sundown on the evening before.
September 2022

Acknowledge holidays of all religions and cultures

“The essence of all religions is one. Only their approaches are different.”
Mahatma Gandhi.

Events to mark important religious festivals and celebrations have been curtailed or restricted by the pandemic. Holidays usually spent with family, friends and community were celebrated very differently. With staff now at home, organisations were unable to mark or acknowledge religious celebrations or holidays.

To build awareness of diversity and foster greater inclusivity organisations can highlight and acknowledge the variety of upcoming religious festivals and cultural holidays. This can be done through an inclusion calendar, company intranet or website, staff networks, training, celebration events etc.

Special Days


All Jewish holidays begin at sundown on the evening before.
October 2022

Ageism

“Aging is not lost youth but a new stage of opportunity and strength.”
Betty Friedan.

The pandemic highlighted the challenges faced by older people, especially around the care and support they received, their ability to stay socially connected and the anxiety and fear of illness and death.

It reminds us that different cultures treat older people differently. Many Eastern societies associate old age with wisdom and so value old age much more than their Western counterparts.

All of us can become more inclusive in our thinking so that we don’t just tolerate older people. We can reach out, engage and learn. We can embrace a level of experience and understanding that only comes with age.

October is Breast Cancer Awareness Month | Down Syndrome Awareness Month | Black History Month (UK) | Lupus Awareness Month | Global Diversity Awareness Month | Menopause Awareness Month

Special Days

1st International Day of Older Persons, International Day of Non-Violence,
2nd Feast of the Guardian Angels – Christian, Saint Francis’ Day – Christian,
4th Blessing of the Animals – Christian, Saint Francis’ Day – Christian,
5th Yom Kippur – Judaism, Dussehra – Dasara – Hindu,
6th World Cerebral Palsy Day, Mawlid al-Nabi – Islam,
8th Birthday of Guru Ram Das – Sikh, Sukkot begins – Judaism,
9th Birthday of Guru Ram Das – Sikh, World Homeless Day,
10th Sukkot begins – Judaism, World Mental Health Day,
11th International Day of the Girl Child, International Day of Rural Women,
13th World Sight Day,
15th International Day of Rural Women,
16th World Food Day,
17th Shemini Atzeret – Judaism, International Day for the Eradication of Poverty,
18th Feast of Saint Luke – Christian, Simchat Torah – Judaism, World Menopause Day,
19th International Pronouns Day, World Menopause Day,
24th Diwali – Deepavali – Hindu, Sikh, Jain, Bandi Chhor Divas – Sikh United Nations Day,
26th Birth of the Báb – Baha’i, Intersex Awareness Day
27th Birth of Baha’u’llah – Baha’i,
28th Feast of Saints Simon and Jude – Christian,
29th World Stroke Day,
30th British Summer Time ends,
31st All Hallows’ Eve – Christian, Reformation Day – Protestant Christian, Samhain (Halloween) – Beltane – Wicca/Pagan Northern and Southern hemispheres, Bank Holiday – ROI.

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Building Community

"The greatness of a community is most accurately measured by the compassionate actions of its members.”
Coretta Scott King.

The Covid pandemic showed us that collaboration and inclusion are a priority. As a result, we are learning to build community from within our organisations, reaching out not only to staff and customers, but also to our wider connections of family and the world at large.

Building community is now a development priority for many organisations. It offers new ways of bringing people together to leverage their collective experience, address priority issues, tackle poverty and disadvantage, and build all that matters to us.
Disability Champions

“So many of our dreams at first seem impossible, then they seem improbable, and then, when we summon the will, they soon become inevitable.”
Christopher Reeve.

People living with disabilities have been disproportionately impacted by Covid and have faced many barriers such as a potentially higher risk of contracting the virus due to underlying conditions or have difficulty engaging in preventative measures or experienced disruptions to health and social services they normally rely on.

Appointing Disability Champions can be a key strategy towards achieving disability inclusion. They can ensure that the inclusion of people with disability always remains on the agenda, particularly during challenging transitional periods.

Special Days

1st World AIDS Day,
2nd International Day for the Abolition of Slavery,
3rd International Day of Persons with Disabilities,
5th International Volunteer Day,
8th Rohatsu (Bodhi Day) – Buddhist,
Feast of the Immaculate Conception – Christian,
10th Human Rights Day,
12th International Universal Health Coverage Day,
18th International Migrants Day,
19th Chanukah begins – Judaism,
20th International Human Solidarity Day,
21st Winter Solstice,
Yule – Litha – Wicca/Pagan Northern and Southern hemispheres,
24th Christmas Eve – Christian,
25th Christmas Day – Christian,
Feast of the Nativity – Orthodox Christian,
26th Saint Stephen’s Day – Christian,
Zarathosht Diso (Death of Prophet Zarathushtra) – Zoroastrian,
Boxing Day,
Kwanzaa begins,
Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI,
27th Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI,
28th Holy Innocents – Christian,
30th Feast of the Holy Family – Catholic Christian,
31st Watch Night – Christian,
New Year’s Eve/Hogmanay.

December is Universal Month for Human Rights | AIDS Awareness Month | Decembeard | Spiritual Literacy Month |
Our standard online PDF calendar is now designed and produced in a format which allows universal access so that content can be used by as many people as possible including people with disabilities or vision impairment. It makes it easier for people with disabilities to access the calendar with the aid of assistive technology software and devices like screen magnifiers, screen readers, speech-recognition software, text-to-speech software, alternative input devices and refreshable Braille displays.

This is also offered as an option in our Bespoke online PDF calendars as well.

The main benefits of an accessible calendar include:

- Reaching a wider audience,
- Increased inclusion,
- Improved organisational image and profile,
- Better engagement,
- Increased usability,
- Provides greater participation and sense of belonging for many staff,
- Complements and brings greater value to overall equality, diversity and inclusion activities.