The Jigsaw of Inclusion.

As we travel through the difficult times ahead, we can all help and support each other. At an interpersonal level we have to be more mindful of each other and more thoughtful in our language and actions, for we do not know what others may be struggling with.

Our calendar this year shines a light on some of the positive pieces that when put together, help to create and build a jigsaw of inclusion.

We can all reach out and treat others as we would like them to treat us, with kindness at the heart of our organisations.

January is Cervical Health Awareness Month | Celebration of Life Month | Alcohol Concern Dry January | Thyroid Awareness Month |
Personal Responsibility.

“Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.”
Desmond Tutu.

We all have a personal responsibility for making our workplaces more inclusive. Inclusion is not an HR responsibility. Our individual mindsets, attitudes and behaviours directly impact on the lives of others and help shape our work environment and society. We must be proactive and reach out at an interpersonal level to others, especially those who we do not know or would not normally work with.

We can help to influence and shape our organisation’s policies, strategies and goals around equality, diversity and inclusion - and so ensure that effective training and support is available for all staff.

February 2023

Special Days

1st World Hijab Day.
2nd Candlemas (Presentation of Christ in the Temple) – Christian.
3rd Setsubun-sai – Shinto.
4th World Cancer Day.
5th Thaipusam – Hindu.
6th Tu B’Shevat – Judaism, Bank Holiday – ROI.
7th Safer Internet Day.
8th International Day of Women and Girls in Science.
9th Sunday of the Prodigal Son – Orthodox Christian.
10th Sunday of the Meatfare – Orthodox Christian.
11th World Human Spirit Day.
12th Shrove Tuesday – Christian.
13th Meafare Sunday – Orthodox Christian.
14th World Day of Social Justice.
15th International Childhood Cancer Day.
16th Ash Wednesday – Christian.
17th Maha Shivaratri – Hindu.
18th International STAND UP to Bullying Day.
19th Lailat al Miraj – Islam.
20th Meatfare Sunday – Orthodox Christian.
21st International STAND UP to Bullying Day.
22nd Ash Wednesday – Christian.
23rd Maha Shivaratri – Hindu.
24th International STAND UP to Bullying Day.
25th Meatfare Sunday – Orthodox Christian.
26th Meatfare Sunday – Orthodox Christian.
27th Great Lent begins – Clean Monday – Orthodox Christian.

All Jewish holidays begin at sundown on the evening before.

February is UK National Heart Month | Lesbian Gay Bisexual Trans History Month | Raynaud’s and Scleroderma Awareness Month |
The Inclusion Calendar 2023
March 2023

Collaboration.

“When you are kind to others, it not only changes you, it changes the world.”
Harold S. Kushner.

Collaborative working is key for building inclusivity in any organisation, particularly now where remote and hybrid working are becoming so integral to our everyday lives.

It is this entity which holds potential way beyond the initial task that we envisaged, because it is built around who we are, rather than what we are planning to do.

Week 13.

27 28 29 30 31

Week 12.

20 21 22 23 24 25 26

Week 11.

13 14 15 16 17 18 19

Week 10.

6 7 8 9 10 11 12

Week 9.

1 2 3 4 5

Special Days

1st Intercalary Days (end) – Baha’i
Saint David’s Day – Christian
International Wheelchair Day,
Self-Injury Awareness Day,
Zero Discrimination Day.

2nd Nineteen Day Fast begins – Baha’i,
University Mental Health Day.

3rd World Hearing Day.

5th Sunday of Orthodoxy – Orthodox Christian.

6th Mogha Puja (Sangha Day) – Buddhist.

7th Holika Dahan – Hindu,
Lailat al Bara’ah – Islam,
Purim – Judaism.

8th Holi – Hindu,
International Women’s Day.

9th Holy Mohalla – Sikh.

14th Nanakshahi (New Year) – Sikh.

15th International Day to Combat Islamophobia.

17th Saint Patrick’s Day – Christian,
Bank Holiday – Northern Ireland and ROI.

18th Global Recycling Day.

19th Saint Joseph’s Day – Christian,
Mothering Sunday.

20th Ostara – Mabon – Wicca/Pagan Northern and Southern hemispheres,
International Day of Happiness,
Spring Equinox.

21st Naw-Rúz (New Year) – Baha’i,
Norooz (New Year) – Persian/Zoroastrian,
International Day for the Elimination of Racial Discrimination,
World Down Syndrome Day.

22nd Chalira Navratri begins – Hindu,
Ramayana begins – Hindu,
Ugadi New Year – Hindu.

23rd Ramadan begins – Islam.

26th Khordad Sal (Birth of Prophet Zarathustra) – Zoroastrian,
Purple Day,
British Summer Time begins.

30th Rama Navami – Hindu,
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 |
April 2023

Building Community.

“A single act of kindness throws out roots in all directions and the roots spring up and make new trees.”
Amelia Earhart.

Once we start to link up with others across our organisation, we begin to build and extend our community. Our personal community grows outwards from us and we become drivers of inclusion.

Organisations now recognise the importance of building community from within as they offer new ways of bringing people together, establishing greater connections and creating a sense of belonging in the workplace.

Inclusion is integral to this approach, encouraging people to link up, support each other, give back and pay it forward, resulting in a kinder workplace.

Special Days

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8th</td>
<td>Lazarus Saturday – Orthodox Christian, International Romani Day.</td>
</tr>
<tr>
<td>9th</td>
<td>Easter Sunday – Christian, Palm Sunday – Orthodox Christian.</td>
</tr>
<tr>
<td>10th</td>
<td>Easter Monday – Christian, Bank Holiday – England, Wales, Northern Ireland and ROI.</td>
</tr>
<tr>
<td>13th</td>
<td>Songkran (Thai New Year) – Buddhist.</td>
</tr>
<tr>
<td>14th</td>
<td>Holy Friday – Orthodox Christian, Birth of the Khalsa (Vaisakhi) – Sikh, Tamil New Year.</td>
</tr>
<tr>
<td>16th</td>
<td>Pascha (Easter) – Orthodox Christian.</td>
</tr>
<tr>
<td>21st</td>
<td>First Day of Ridvan – Baha’i, Eid al Fitr – Islam.</td>
</tr>
<tr>
<td>22nd</td>
<td>Akshaya Tritiya – Hindu, Jain, Earth Day.</td>
</tr>
<tr>
<td>23rd</td>
<td>Saint George’s Day – Christian, Yom Hazikaron – Judaism.</td>
</tr>
<tr>
<td>28th</td>
<td>World Day for Health &amp; Safety at Work.</td>
</tr>
<tr>
<td>29th</td>
<td>Ninth Day of Ridvan – Baha’i.</td>
</tr>
</tbody>
</table>

April is Autism Awareness Month | Stress Awareness Month | Bowel Cancer Awareness Month | Parkinson’s Awareness Month |
Supporting Mental Health and Wellbeing.

“Kindness begins with the understanding that we all struggle.”
Charles Glassman.

The individual workplace, as we’ve seen from home working, can be a lonely place and we know that as humans we need interaction, encouragement, positive support, camaraderie, friendship and joy. It is not surprising that mental health and well-being have become so prevalent as we have left so many people to fend for themselves.

We can all support the implementation of a wellbeing approach which also recognises the neurodiversity and mental health issues that many people are facing. We can build a new fabric of collaboration and contribution to meet the emotional wellbeing needs of all of us.

May
2023

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

All Jewish holidays begin at sundown on the evening before.
Positive and Inclusive Language.

“When words are both true and kind, they can change the world”.

Buddha.

Language is powerful. When used well, it helps to form relationships and connections. When used carelessly, it can create division.

When we encourage and help each other, we free up our brain to explore more, to take on new challenges and empower others to work together in new ways. All of this in turn unlocks our own thinking and the ideas of others.

Inclusive language is communication that proactively uses words, expressions and phrases that are kind, positive and welcoming. It acknowledges diversity and conveys respect to everyone.

June 2023

Positive and Inclusive Language.

“When words are both true and kind, they can change the world”.

Buddha.

Language is powerful. When used well, it helps to form relationships and connections. When used carelessly, it can create division.

When we encourage and help each other, we free up our brain to explore more, to take on new challenges and empower others to work together in new ways. All of this in turn unlocks our own thinking and the ideas of others.

Inclusive language is communication that proactively uses words, expressions and phrases that are kind, positive and welcoming. It acknowledges diversity and conveys respect to everyone.

JUNE is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBTQ Pride Month | Gypsy, Roma and Traveller History Month |
Inclusive Leadership.

“Kindness is igniting a light in someone else for no reason other than to watch them enjoy the glow.” RAKtivist.

Investing time in building genuine relationships helps people feel respected, valued and appreciated. Quality relationships promote open communication and support an environment of inclusivity.

An inclusive leader sets the tone and behaviours to create a place where each person is recognised, valued and able to contribute. In short, where people feel they belong and are included.

This is about each of us having a personal growth mindset, being our own leader and creating possibilities with all those we meet.

July
2023

Special Days

3rd Asalha Puja (Dharma Day) – Buddhist.
4th US Independence Day.
5th Birthday of Guru Hargobind – Sikh.
10th Martyrdom of the Bab – Bahá’í.
11th World Population Day.
12th Orangemen’s Day, Bank Holiday – Northern Ireland.
14th International Non-Binary People’s Day.
15th Saint Vladimir the Great Day – Orthodox Christian, World Youth Skills Day.
17th World Day for International Justice.
18th Nelson Mandela International Day, South Asian Heritage Month begins.
19th Al-Hijra/Muharram – New Year – Islam.
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.
27th Tish’a B’Av – Judaism.
28th Ashura – Islam.
World Hepatitis Day.
30th International Day of Friendship, World Day against Trafficking Persons.

All Jewish holidays begin at sundown on the evening before.
Inclusion Imperative.

“We want the world our children inherit to be defined by the values enshrined in the UN Charter, peace, justice, respect, human rights, tolerance and solidarity.”

UN Secretary-General Antonio Guterres.

The 2030 Agenda for Sustainable Development is a global inclusion framework of seventeen Sustainable Development Goals that we and all our organisations are part of.

There are five central points. People – to end poverty and hunger. Planet – to protect our world. Prosperity – ensuring all human beings can enjoy prosperous and fulfilling work. Peace – to foster peaceful, just and inclusive societies, free from fear and violence. Partnership – based on a spirit of solidarity focussing particularly on the needs of those most vulnerable.

Special Days


6th Feast of Transfiguration of Our Lord – Christian, Transfiguration of the Lord – Orthodox Christian.

7th Summer Bank Holiday – Scotland and ROI.

9th International Day of the World’s Indigenous Peoples.

10th Feast of Saint Lawrence – Christian.

12th International Youth Day.


19th World Humanitarian Day.

22nd Queenship of Mary – Catholic 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.


29th Beheading of Saint John the Baptist – Christian.

30th Raksha Bandhan – Hindu.

All Jewish holidays begin at sundown on the evening before.
The Inclusion Calendar 2023
Kindness as a doorway to inclusion.

“Remember, there’s no such thing as a small act of kindness. Every act creates a ripple with no logical end.”
Scott Adams.

When we interact with someone with a spirit of kindness, we have an immediate impact on them and potentially others. The impact for that person can be significant and may be seen in their subsequent interactions with others.

To grow and build kindness as a force for good we must be explicit about the goodness we share. We must be kind to others and also encourage them to use their own stock of kindness acts. We have to ensure that the person that we help continues a ‘chain reaction’ and becomes part of the Mexican Wave of kindness, passing the behaviours and benefits onto others.

September 2023

Special Days

5th International Day of Charity.
8th Nativity of Virgin Mary – Christian, Nativity of the Theotokos – Orthodox Christian, International Literacy Day.
10th World Suicide Prevention Day.
11th Paryushana Parvarambha begins – Jain.
14th Triumph of the Cross – Christian, Exaltation of the Cross – Orthodox Christian.
15th International Day of Democracy.
16th Rosh Hashanah – Judaism.
24th World Deaf Day.
28th Anant Chaturdashi – Hindu, International Right to Know Day.
29th Michaelmas – Saint Michael and All Angels – Christian, World Heart Day.
30th Sukkot begins – Judaism.

September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month | Blood Cancer Awareness Month | World Alzheimer’s Month | World Dementia Awareness Month | All Jewish holidays begin at sundown on the evening before.
Multi and Inter-Generational Working.

“When I was young, I admired clever people. Now that I am old, I admire kind people.”
Abraham Joshua Heschel.

The mix of multi-generations now woven through our workforces presents exciting opportunities for creativity, innovation and productivity due to the dynamic fusion of skills, knowledge, ideas and perspectives.

By making positive interpersonal connections and building relationships through inter-generational working, we become more effective together and more valuable as we create collaborative and productive teams.

Effective inter-generational working enables individual expertise and experience to be gathered up and focussed on the key needs and opportunities that we all share.

October 2023

Week 39.

Week 40.

Week 41.

Week 42.

Week 43.

Week 44.

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

“Kindness is more than deeds. It is an attitude, an expression, a look, a touch. It is anything that lifts a person up.” Plato.

The process of working with others is important because it enables us to step outside of our own fixed organisational role and look at becoming part of something bigger and something that matters to others. We develop new relationships and build the fabric of understanding across our organisation or community.

Inclusive teams encourage individuals to become more outward looking to those we are trying to help, to addressing key needs, to making an impact, to looking for opportunities for growth and so extending the reach of the organisation.

November

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Week 44.

1 2 3 4 5

Week 45.

6 7 8 9 10 11 12

Week 46.

13 14 15 16 17 18 19

Week 47.

20 21 22 23 24 25 26

Week 48.

27 28 29 30

November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month | Islamophobia Awareness Month | COPD Awareness Month | Movember Men’s Health Awareness Month |

Special Days

1st All Saints’ Day – Christian.
8th Intersex Day of Solidarity.
9th Dedication of the Lateran Basilica – Catholic Christian.
11th Armistice Day.
12th Diwali – Deepavali – Hindu, Sikh, Jain, Bandi Chhor Divas – Sikh, Remembrance Sunday, UK Interfaith Week begins.
13th World Kindness Day.
14th World Diabetes Day.
15th Nativity Fast begins – Orthodox Christian.
16th International Day for Tolerance, UK Disability History Month begins.
17th International STAND UP to Bullying Day, International Students’ Day.
19th International Men’s Day.
20th Transgender Day of Remembrance, Universal Children’s Day.
23rd US Thanksgiving.
24th Martyrdom of Guru Tegh Bahadur – Sikh.
25th International Day for the Elimination of Violence against Women.
26th Day of the Covenant – Bahá’í, Feast of Christ the King – Christian.

All Jewish holidays begin at sundown on the evening before.
“Kindness in words creates confidence, kindness in thinking creates profoundness, kindness in giving creates love.”

Lao Tzu.

We have to encourage everyone so that they feel motivated and able to play a full and equal part in the process of building inclusion. This is the purpose of empowerment.

We shift from top-down managerial control to enabling each individual to take ownership for linking with others, creating new relationships and driving all of us forward in a way that contributes to our collective purpose as a team and organisation. Individual connections become the real engine of our purpose and our organisation.

We therefore build and develop inclusion from the bottom up.

December is Universal Month for Human Rights | AIDS Awareness Month | December | Spiritual Literacy Month

Special Days

1st World AIDS Day.
2nd International Day for the Abolition of Slavery.
5th International Volunteer Day,
8th Rohatsu (Bodhi Day) – Buddhist,
10th Human Rights Day,
12th International Universal Health Coverage Day.
18th International Migrants Day.
20th International Human Solidarity Day.
22nd Winter Solstice,
24th Christmas Eve – Christian,
25th Christmas Day – Christian, Feast of the Nativity – Orthodox Christian, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.
26th Saint Stephen’s Day – Christian, Zarathosht no diso (Death of Prophet Zarathustra) – Zoroastrian, Boxing Day, Kwanzaa begins,
28th Holy Innocents – Christian,
31st Feast of the Holy Family – Catholic Christian, Watch Night – Christian,
New Year’s Eve/Hogmanay.

All Jewish holidays begin at sundown on the evening before.
Out now!

The new book by Des McCabe

Available on Amazon
www.invertedpyramid.info