

ED&I Calendar 2024

BY CULTURE SHIFT

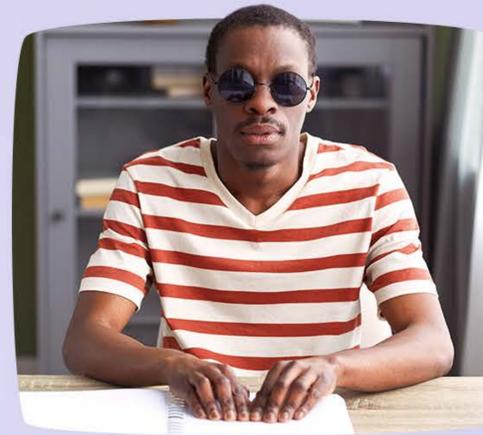
Input from external
subject experts

Packed with
resources

Syncs with your
work calendar

a go-to calendar
of resources!

CULTURE
SHIFT



January

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4 World Braille Day

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6 Epiphany (Baptist)

7 Baptism of the Lord Orthodox Christmas

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13 Lohri Magr (Sikh)

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17 International Mentoring Day

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21 World Religion Day

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RED January

Kick start the year with Red January! It's all about empowering daily movement and promoting positive mental wellbeing in your workplace.

click sections with these little red orbs to learn more



Culture Shift

As a tech business our product is open to anyone, so it needs to be accessible to everyone. Building accessibility into the core of our product has been fundamental since its conception. If we want to improve and transform

workplace cultures by giving people a space to speak up about culture damaging behaviours, we can't only consider that for some people - it needs to be open to everyone. Hopefully this January, and in light of World Braille Day,

businesses across all sectors will take a moment to consider the barriers they might have inadvertently created that are stopping the blind or visually impaired from accessing their products or services.

Brian Eyre

Product Delivery Manager, Culture Shift

[Linked in](#)

February

1 World Interfaith Harmony Week

Time to Talk Day
World Hijab Day

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5 Race Equality Week
Sexual Abuse & Sexual Violence Week

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10 Lunar New Year

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14 Lent

15 Nirvana Day (Buddhism)

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19 Aromantic Spectrum Awareness Week
World Day of Social Justice

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23 International Stand Up to Bullying Day

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Race Equality Week

Having listened to the community and to provide a bit of breathing space, and time, for reflection after Black History Month, to keep the momentum going and a continued focus on race, Race Equality Week was established to take part in the first full week of every February. Already, just three years after its launch, 4,500 plus organisations are

engaged, reaching over 4 million employees in the UK alone.

What's important is that whatever organisations decide to do during Race Equality Week 2024, it is even more impactful when their leadership buy-in and it has to focus on action, not just words.

Our theme for 2024 is **#ListenActChange**:

Let's **Listen** to what needs to be done. **Take Action** on what we have heard and learnt. Create and be the **Change** in tackling race inequality.

If we all commit to #ListenActChange, then real change can take place!

Javed Thomas (he/him)

Co-Founder of Race Equality Matters

[Linked in](#)

March

1 National Wheelchair User Day Zero Discrimination Day
Employee Appreciation Day

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8 International Women's Day

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10 Ramadan

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13 Sign Language Week

14 University Mental Health Day

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18 Neurodiversity Celebration Week

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21 World Down Syndrome Day
Single Parents Day
International Day for the Elimination of Racial Discrimination

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24 Palm Sunday

25 Holi (Hindu) Holi Mohalla (Sikh)

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29 Good Friday

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31 Easter Sunday
Trans Day of Visibility

Women's History Month

The equality of women in the workplace has been a long journey, and one we still strive to achieve every day. This month is about looking back at the road behind us whilst planning for the future.

Endometriosis Action Month

Women's health is often overlooked, but having clear channels of support, and effective education on women's health matters in the workplace can be the difference between retaining or losing good employees.

Bisexual Health Awareness Month

This month spotlights health disparities faced by bisexual individuals, advocating inclusive healthcare and support systems to address their unique needs and foster understanding.

International Women's Day

Supporting women's and AFAB health at work isn't just the right thing to do; it's a smart, strategic move. The statistics don't lie. When we foster an environment where women's physical and mental health are valued and supported, magic happens! Productivity soars, teams flourish, and organisations thrive.

On this International Women's Day, let's remember that investing in women's health isn't a cost; it's an investment in a brighter, fairer future. It's a step towards creating workplaces where every woman feels valued, supported, and inspired to reach her full potential.

Together, we can reshape the narrative and build a world where women's health is a cornerstone of workplace culture, not just on International Women's Day, but every day.

Clare Knox (she/her)

CEO & Organisational Psychologist at See Her Thrive

[Linked in](#)



April

Stress Awareness Month

Managing employee stress is about more than supporting people who have symptoms of stress. This month, lay the foundations for preventing and recognising the signs of stress early. Check out our burnout webinar to learn more.

Autism Acceptance Month

Autism Acceptance Month shines a light on neurodiversity and acceptance. Engage your workplace with advice from autism.org and promote inclusion, embrace diverse perspectives, and celebrate the unique strengths of individuals on the autism spectrum.

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2 World Autism Awareness Day

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9 Eid al-Fitr

10 Global Work From Home Day

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13 Vaisakhi (Sikh)

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22 Stephen Lawrence Day
Passover

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24 Global Intergenerational Week

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World Autism Awareness Day

21% of autistic people are in full or part-time employment, the lowest rate of employment of all disabled groups," (Ambitious about Autism, 2023). This statistic demonstrates the wealth of untapped talent that exists in the UK right now.

Organisations often struggle to recruit the right people for their roles, and have a desire to bring people from underrepresented groups into their workplaces, but recruitment processes and workplace cultures must encourage diverse talent and echo inclusivity.

Through the Employ Autism programme at TalkTalk, simple changes - such as sending questions before an interview, designing quiet spaces in the office, and arranging a dedicated buddy for new starters - were paramount in creating the right environment. The impact of making adjustments to ways of working will

often be small for the organisation but huge for the individual.

Sam Davys

Equality and Future Talent Manager at TalkTalk

[Linked in](#)

May

1 Deaf Awareness Week

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5 Yom HaShoah

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8 National Day of Staff Networks

9 Ascension Day (Christianity)

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12 International Nurses Day

13 Black Inclusion Week Learning at Work Week

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15 Mental Health Awareness Week

16 Global Accessibility Awareness Day

17 International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

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19 Pentecost

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21 World Day for Cultural Diversity for Dialogue and Development

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24 Pansexual & Panromantic Visibility Day

25 Anniversary of George Floyd's death

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Black Inclusion Week

Where Black History Month is about looking back, Black Inclusion Week is the time to look at what's happening now. Take a look at the resources offered by the BIW organisation.

Mental Health Awareness Week

Mental Health Awareness Week highlights the importance of us achieving good mental health, which is crucial for overall wellbeing, impacting how we think, feel, and act. It forms the foundation for a fulfilling life, enabling people to cope with stress, build

resilience, and maintain healthy relationships.

Workplaces can help to foster this inclusive mindset by strengthening relationships between managers and direct reports. All employees should be offered reasonable adjustments or look

at their ways of working to determine how they best perform. Building trust and having open communication is sometimes all that is needed for employees to feel safe, as well as ensuring a community where people look after each other."

Aneeka Neehaul (she/her)

Diversity, Equity & Inclusion Manager at Rethink Mental Illness

[Linked in](#)

June

Gypsy, Roma and Traveller Month

An often marginalised group, whose experience in the workplace is rarely addressed. We hope you find this blog from Inclusive Employers helpful.

Pride Month

Pride Month is all about celebrating the contributions of LGBT+ people to society and workplaces alike. We ran a webinar on what Pride Should & Shouldn't Look Like that we think you'll really enjoy.



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1 Volunteers Week

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8 Global Wellness Day

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10 Loneliness Awareness Week
Men's Health Week
Carers Week
Global Inclusion Week

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13 Social Mobility Awareness Day

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16 Eid ul-Adha

17 Refugee Week
Learning Disability Week

18 Autistic Pride Day

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20 World Refugee Day

21 Flexible Working Day

22 Windrush Generation Arrival Anniversary

23 World Whistleblowers Day

24 World Wellbeing Week

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Pride Month

Rainbow flags, Pride parades and dance music; you would be forgiven for thinking that June, which is designated in many countries as Pride Month, is a thirty day-long party, but this would do a massive disservice to both its origins and true purpose.

Pride was always a protest, when queer folks in many countries were outlawed

for who we chose to love or the genders we most aligned with. Pride was and is forever a mark of resistance, sparked first by the Stonewall riots in 1969, which meant people like me are now afforded equal rights under the law. But not everywhere.

Every June, Pride Month is celebrated worldwide in at least 107 countries, not

always openly nor officially. 65 still criminalise being LGBTQ+ and 12 impose the death penalty. That's why Pride Month is so important for LGBTQ people both in and out of work and why employers need to ensure workplaces are safe and supportive of them. The struggle for LGBTQ+ rights is far from over. For our freedoms to continue, we

need to keep fighting, keep protesting and keep being proud all year round.

Matt Foster (he/him)

Director of Diversity, Equity and Inclusion at Ogilvy UK and Non-Executive Director of Outvertising

[Linked in](#)

July

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5 NHS Birthday

6 Omnisexual Visibility Day

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14 International Non-Binary People's Day

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18 South Asian Heritage Month

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Disability Pride Month

Many employers still struggle to make the adjustments needed in the workplace to be inclusive of people with disabilities. This month is about understanding the experiences and needs of employees with disabilities and knowing what you can do in work to make workplaces more accessible.

Disability Pride Month

To move forward, it's important to learn from mistakes made in the past.

This is one of the reasons why Disability Pride Month in July and Disability History Month from mid-November to mid-December - as well as the many other days, weeks and months highlighting

different disabilities - are really important dates in the calendar. Despite having more ways to communicate, disabled people are up to five times more likely to suffer from loneliness than someone who isn't. Furthermore, more than half of disabled workers have experienced

workplace discrimination and they face more barriers to getting employment than non-disabled people.

This shows that we are not learning quick enough. These dates are about education, taking the time to learn from as many disabled people as you can.

You are likely to find that the support we need may not be as much as you think.

Scott Whitney (he/him)
Director of All4Inclusion

[Linked in](#)



August

1 World Breastfeeding Week

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International Day of the World's Indigenous Peoples

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International Day Commemorating the Victims of Acts of Violence based on Religion or Belief

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World Breastfeeding Week

Facing maternity discrimination from not one, but two previous employers, marked a turning point in my career. Prior to those moments I accepted the status quo, I gave the benefit of the doubt when in actuality the behaviours I

was witnessing and experiencing were entirely irreconcilable with inclusive workplace practice. It's on all of us to challenge how mother's are being thought about, celebrated and supported in the workplace.

I didn't stop being a passionate and productive worker when I became a mother.

This World Breastfeeding Week it's time we acknowledge that breastfeeding, and all of the other acts that come as

part of being a mother only strengthen the value a person can bring.

Gemma McCall
CEO, Culture Shift

[Linked in](#)

September

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4 Global Talent Acquisition Day

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10 World Suicide Prevention Day

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15 World Afro Day

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18 International Equal Pay Day

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23 International Week of Happiness at Work
Bi-Visibility Day

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26 HR Professional Day

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ESEA Heritage Month

Established in 2021 by besea.n (Britain's East and Southeast Asian Network), each September offers a vibrant opportunity to commemorate ESEA Heritage Month—an enriching, month-long initiative featuring a collaborative lineup of events. This program is devoted to exploring and celebrating the diverse facets of East and South East

Asian (ESEA) heritage, encompassing culture, history, and everything in between. It provides a valuable occasion to honour, recognise, and delve into the remarkable contributions of ESEA communities in shaping the fabric of the UK. Employers are encouraged to inspire their teams to contemplate meaningful ways to observe ESEA

Heritage Month. Whether it's organising a casual coffee morning, hosting an insightful panel event, or extending invitations to external ESEA organisations, this month presents a unique chance to champion a minority group in the UK that often goes unnoticed throughout the year. In the United States, a parallel recognition

exists with AAPI (Asian American and Pacific Islander) Heritage Month, celebrated annually in May.

Viv Yau (she/her)

Co-Founder of besea.n

[Linked in](#)

October

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Black History Month

Black History Month celebrates the contributions of Black people to society and offers greater understanding of Black history as a whole.

ADHD Awareness Month

The workplace can pose many challenges to people with ADHD. Understanding how your place of work can adjust can make all the difference. Check out the resources here from ADHD Adult UK.

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8 International Lesbian Day

9 Baby Loss Awareness Week

10 World Mental Health Day
World Sight Day

11 National Coming Out Day
Yom Kippur

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16 International Pronouns Day
Sukkot

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18 World Menopause Day

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26 Intersex Awareness Day

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Black History Month

"Black Inclusion Week and Black History Month serve as powerful catalysts for current and continuous action towards diversity and inclusion for the Black community and wider society.

Black History Month is focused on celebrating the achievements and addressing the challenges faced by Black individuals in our past. It's a period of reflection, education, and

collaboration aimed at fostering a more inclusive society.

Aggie Yemurai Mutuma
Co-Founder of Black Inclusion Week

[Linked in](#)



November

Transgender Awareness Month

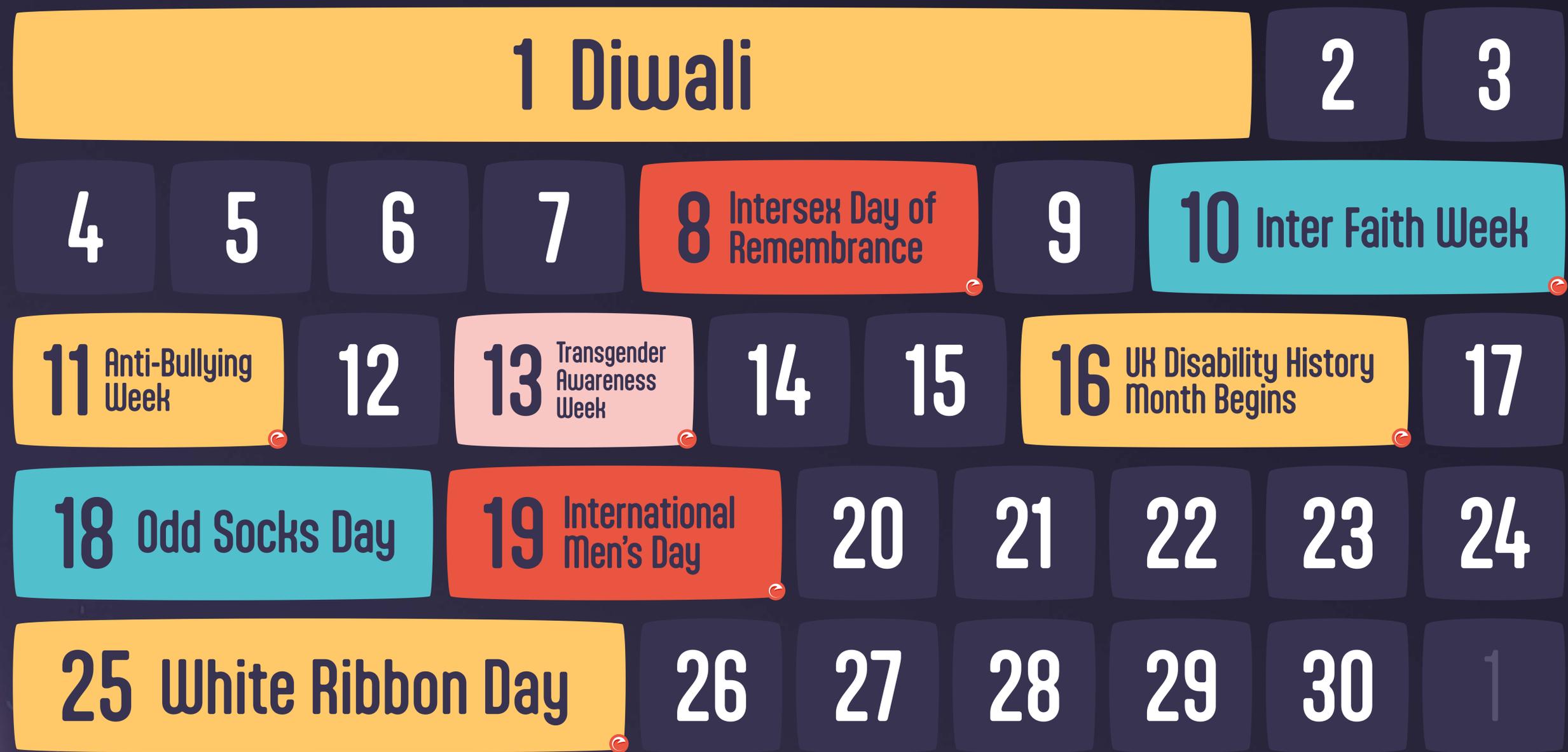
This month is about raising awareness of the issues faced by members of the trans community both within and out of work.

Islamophobia Awareness Month

Islamophobia Awareness Month sheds light on the impact of discrimination experienced by Muslim people and employees. We hope you find our article useful in helping you to foster understanding, support inclusivity, and promote unity in combating Islamophobia.



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Trans Awareness Month

Hate crimes against trans people spiked by 11% in 2022-2023, so when we're thinking about trans inclusion in the workplace, your ED&I initiatives shouldn't be about hosting a pizza lunch for your trans employees, it should be: 'How do we provide resources for our trans employees about where they can get support and where they can feel safe? What are the trans inclusive hate crime reporting

centres that are local? What can we do to tackle hate and bullying in our internal campaigning work?'

It's about identifying the why: Why should we be trans inclusive? Why should we hire trans people? Because more than 50% of them experience discrimination when it comes to getting employment. There are real systemic issues happening and a lot

of workplace equality training doesn't provide a 'why' outside of 'because the law says so and it's the right thing to do'.

If you're interested in striving to improve workplace inclusion in your organisation - and not just for LGBTQ+ employees - check out Manchester Pride's All Equals Charter, an accreditation that allows businesses to indicate to employees,

clients and suppliers that they meet a set of values and principles of intersectional inclusion.

Dr. Christopher Owen (he/they)
Inclusivity Development Manager at Manchester Pride

[Linked in](#)

December

UK Disability History Month

Running from Nov 16th - Dec 16th UK Disability History Month commemorates the achievements and struggles of the disabled community. Engage your workplace in recognising these stories, fostering accessibility, and celebrating the rich contributions of disabled individuals throughout history.



1 World AIDS Day

2 Grief Awareness Week

3 International Day of Persons with Disabilities

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10 Human Rights Day

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25 Christmas Day Hanukkah

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Grief Awareness Week

Despite 57% of employees experiencing bereavement in the last five years, only 17% of line managers would feel very confident supporting a bereaved line report (Hospice UK, 2022). Employers who do provide compassionate bereavement support have a real

opportunity to stand out in the market and build a strong workplace culture, especially if they understand and recognise the nuances of grief amongst employees.

Employers can rise to this challenge by raising awareness and enhancing their

support offer to be more inclusive of all employees' experiences. By recognising differences, sharing stories, and providing more flexible support, employers can help ensure all bereaved employees receive the support they need during this difficult time.

Faith Holloway (she/her)
Compassionate Employers Lead at Hospice UK

[LinkedIn](#)