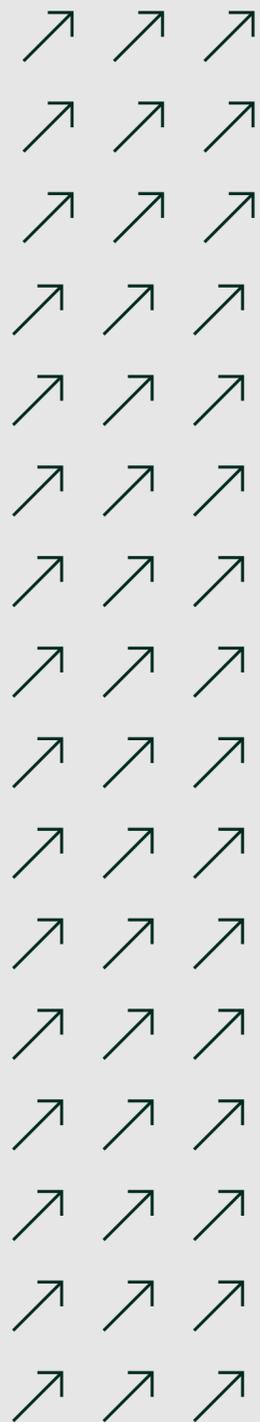


January 2023

INDEX DE&I CALENDAR



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1
2	3	4	5	6 Three Kings Day 	7 Orthodox Christmas 	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27 International Holocaust Remembrance Day 	28	29 Lunar New Year 
30	31					

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
30	31	1 World Hijab Day 	2	3	4	5
6	7	8	9	10	11 International Day of Women and Girls in Science** 	12
13	14	15	16	17	18	19
20 World Day of Social Justice 	21	22 Ash Wednesday 	23	24 Isra and Miraj 	25	26
27	28					

INDEX DE&I CALENDAR

All month:

LGBT+ History Month*

 UNITED KINGDOM



February 2023



Tips to support and educate

*Create a training for your employees on LGBTQ+ history.

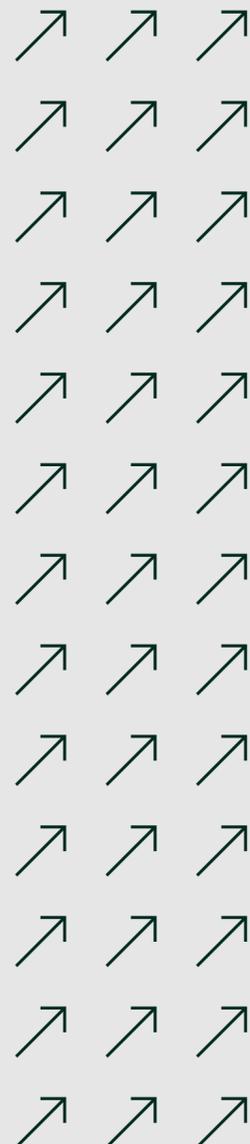
**Host a speaker who focuses on women in STEM topics, sign the pledge to promote women in STEM, work with organisation like the Global Young Academy (GYA), and use hashtags such as #GirlsLikeMe .

March 2023

INDEX DE&I CALENDAR

All month:

Women's History
Month*



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27	28	1 Self-Injury Awareness Day (SIAD) 	2	3	4	5
6	7 Purim 	8 Holi International Women's Day**	9	10	11	12
13	14	15	16 Disabled Access Day 	17 St Patrick's Day 	18	19 Mother's Day
20 Nowruz 	21 International Day for the Elimination of Racial Discrimination*** 	22	23 Ramadan 	24	25 International Day for the Remembrance of the Slave Trade and its Abolition	26
27	28	29	31 World Bipolar Day 	31 Transgender Day of Visibility**** 		



Tips to support and educate

*Host a panel event with your company leadership on topics such as career development and mentorship for women.

**Highlight a book for employees to read that will encourage further understanding of the experience of women in the workplace.

***Create safe spaces in your workplace where people can report incidents or racism.

****Host a lunch and learn on trans terminology.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27	28	29	30	31	1	World Autism Awareness Day  UNITED NATIONS Holy Week: Palm Sunday  GLOBAL
3	4	5	Holy Week: Maundy Thursday  GLOBAL	Holy Week: Good Friday  GLOBAL	8	Holy Week: Easter  GLOBAL
10	11	12	13	Vaisakhi  GLOBAL	15	International Microvolunteering Day  GLOBAL
17	18	19	20	Eid Al Fitr  GLOBAL	22	Earth Day  GLOBAL
24	25	26	27	28	29	30

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CALENDAR



April 2023

May 2023

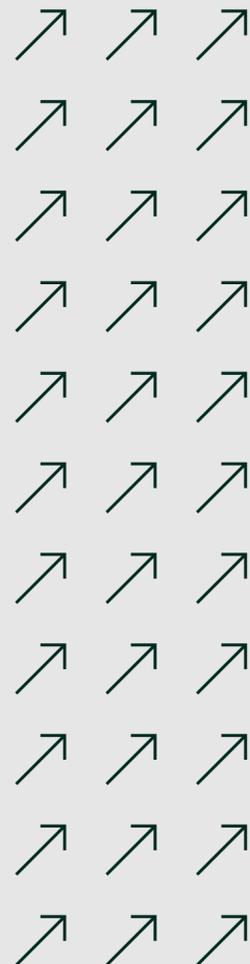
INDEX DE&I CALENDAR

All month:

South Asian
Heritage Month*



Mental Health
Awareness Month/
Maternal Mental
Health Month**



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
24	25	26	27	28	29	30
1	2	3	4	5	6	7
Early May Bank Holiday 						
8	9	10	11	12	13	14
King Charles's Coronation 						
15	16	17	18	19	20	21
Vesak 		International Day Against Homophobia, Transphobia, and Biphobia				Cultural Diversity Day for Dialogue and Development
22	23	24	25	26	27	28
29	30	31				
Late May Bank Holiday 						



Tips to support
and educate

*Launch a series of social media posts honouring the contributions of South Asian individuals to society such as: famous figures in history, current notable figures making an impact, and any employees that celebrate this heritage in your organisation.

**Offer mental health screening tests to your employees. Many people don't realise they are impacted by mental health issues until they escalate.

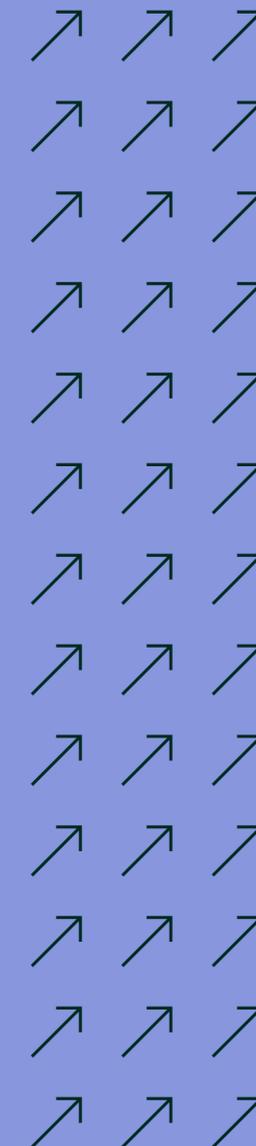
June 2023

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MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29	30	31	1 National Volunteers Week Jun 1-7 UNITED KINGDOM	2	3	4
5	6 National Neuro-Disability Day UNITED KINGDOM	7	8	9	10	11
12	13	14	15	16	17	18 Autistic Pride Day GLOBAL
19	20	21	22 Windrush Day** UNITED KINGDOM	23 International Women in Engineering Day GLOBAL	24	25
26	27	28	29	30		

All month:

LGBTQ+ Pride Month*



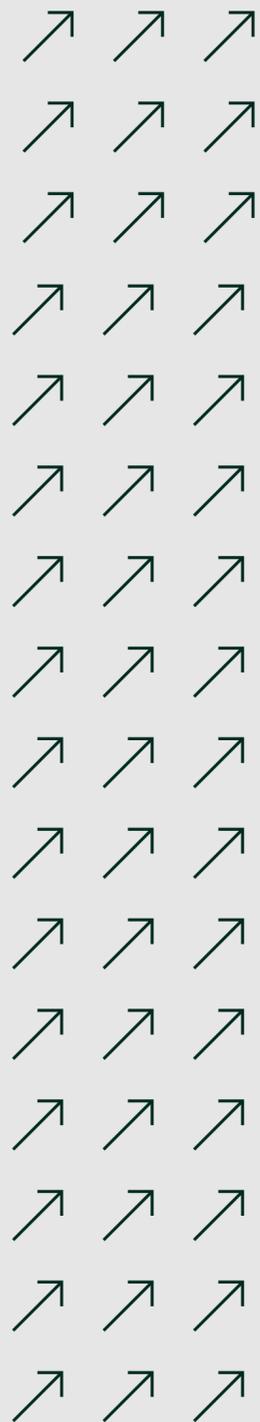
Tips to support and educate

*Volunteer with a local organisation that supports LGBTQ+ teens.

**Highlight the generation of Caribbean men and women who aided the financial reconstruction of Britain from the World War II era and beyond. Encourage employees to visit museums and cultural exhibits to gain awareness or plan a team outing to visit.

July 2023

INDEX DE&I CALENDAR

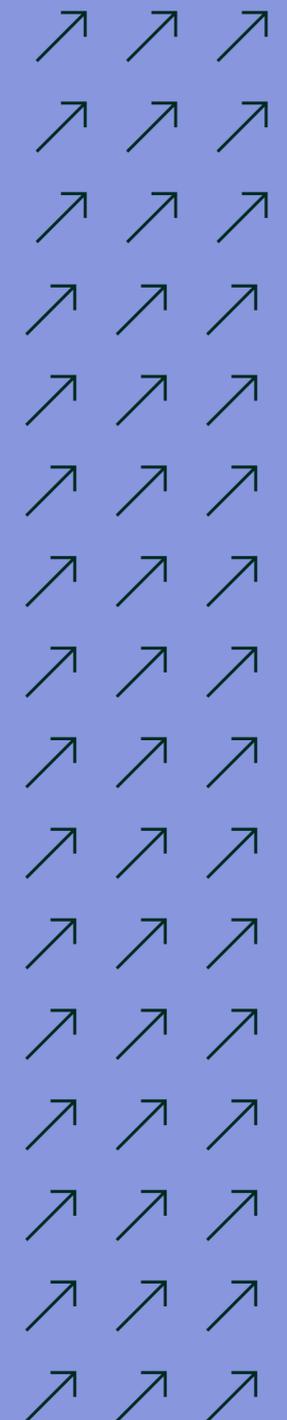


MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
26	27	28	29	30	1 London Pride  UNITED KINGDOM	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	Nelson Mandela International Day  UNITED NATIONS Islamic New Year  GLOBAL	18	19	20	21	22	23
24	25	26	27	28	29	30	
31							

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
31	1	2	3	4	5	6
7	8	9 International Day of World's Indigenous Peoples*  UNITED NATIONS	10	11	12	13
14	15	16	17	18	19 World Humanitarian Day  UNITED NATIONS	20
21	22	23	24	25	26	27
28 Summer Bank Holiday  UNITED KINGDOM	29	30 Janmashtami  GLOBAL	31 Raksha Bandhan  GLOBAL			

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August 2023

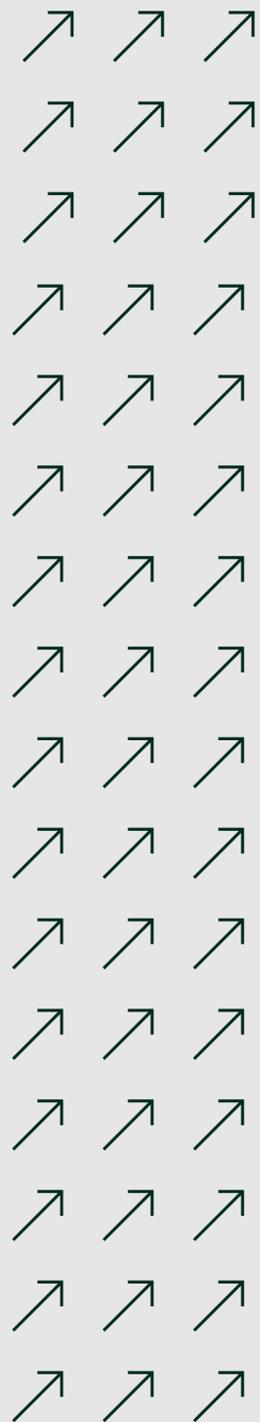


Tips to support
and educate

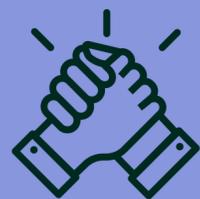
*Volunteer with a local organisation
that supports Indigenous peoples.

September 2023

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MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
28	29	30	31	1	2	3
4	5 International Day of Charity UNITED NATIONS	6	7	8	9	10 World Suicide Prevention Day* GLOBAL
11	12	13	14	15 World Afro Day GLOBAL	16 Rosh Hashanah Sep 16-17 GLOBAL	17
18	19	20	21 World Gratitude Day GLOBAL	22	23 Celebrate Bisexuality Day GLOBAL	24 Yom Kippur GLOBAL
25	26 Eid Milad Un Nabi GLOBAL	27	28	29	30	



Tips to support and educate

*Raise awareness by hosting an expert from an accredited organisation such as The International Association for Suicide Prevention. Consider training mental health first aid representatives within your organisation.

October 2023

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MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10 World Mental Health Day*** 	11 National Coming Out Day**** 	12	13	14	15
16	17	18 World Menopause Day***** 	19	20	21	22
23	24	25	26	27	28	29
30	31					

All month:

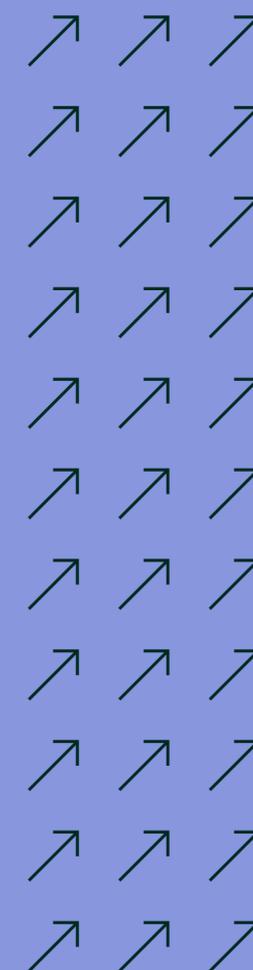
Black History Month*



LGBT history Month**



World Menopause Month



Tips to support and educate

*Host a panel discussion with local Black business owners.

**Create a training for your employees on LGBTQ+ history.

***Provide a benefits overview to your employees on all the resources offered at your company around mental health.

****Choose a book with an LGBTQ+ focus or author for your company book club.

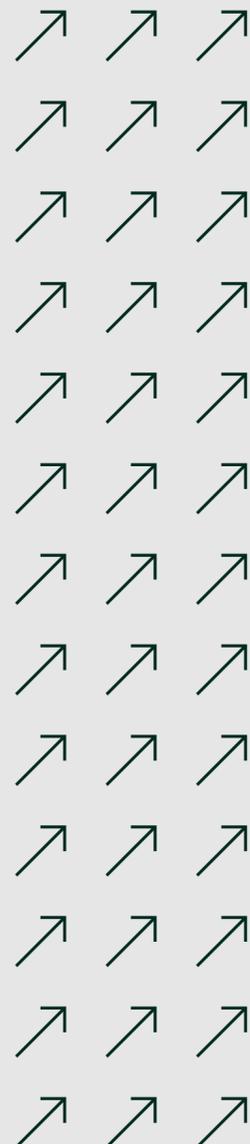
*****Provide informational resources to employees on menopause.

November 2023

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All month:

November



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
30	31	1 National Stress Awareness Day 	2	3	4	5 Bonfire Night
6	7	8	9 World Adoption Day 	10	11 Remembrance Day* 	12 Diwali
13	14	15	16	17	18	19 International Mens Day**
20	21	22	23	24	25	26
27	28	29	30			



Tips to support and educate

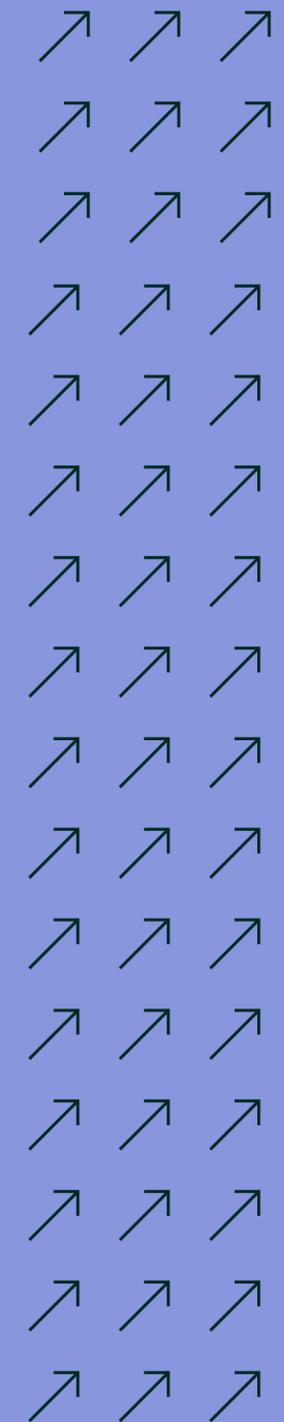
*Ensure inclusive hiring practices are in place to help veterans find your jobs and prepare them for your interview process. Ensure you have tools and resources set up internally to better support veterans on your teams

**Host a session on issues impacting men in today's world, including mental and physical health issues.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27	28	29	30	1 World Aids Day* GLOBAL	2	3 International Day of Persons with Disabilities** GLOBAL
4	5 International Volunteer Day*** GLOBAL	6	7	8 Hanukkah Dec 8-26 GLOBAL	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25 Christmas GLOBAL	26 Kwanzaa Dec 26 - Jan 1 GLOBAL	27	28	29	30	31

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December 2023



Tips to support and educate

*Wear a red ribbon to show support for World AIDS Day and encourage company-wide discussion.

**For International Day of Persons with Disabilities, host a training session, recognise and celebrate neurodiversity in your workplace, make a pledge to support neurodiversity, and follow content creators with disabilities.

***Bring your company together for a volunteering day or work with friends and families to support a local charity.