

# TOGETHER

**CIPD**  
*Championing better  
work and working lives*

## THE INCLUSION CALENDAR 2022





# January 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 52.						1	2
Week 1.	3	4	5	6	7	8	9
Week 2.	10	11	12	13	14	15	16
Week 3.	17	18	19	20	21	22	23
Week 4.	24	25	26	27	28	29	30
Week 5.	31						

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

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st **Mary, Mother of God** – Catholic Christian,  
**Gantan-sai (New Year)** – Shinto,  
**Global Family Day**,  
**New Year's Day/Hogmanay**,
- 3rd **Bank Holiday** – England, Wales,  
Scotland, Northern Ireland and ROI,
- 4th **World Braille Day**,  
**Bank Holiday** – Scotland,
- 5th **Twelfth Night** – Christian,
- 6th **Epiphany** – Christian,  
**Feast of the Theophany** – Orthodox  
Christian,
- 7th **Feast of the Nativity** – Orthodox Christian,
- 9th **Baptism of the Lord Jesus** – Christian,  
**Birthday of Guru Gobind Singh** – Sikh,
- 10th **Seijin no hi (Coming of Age Day)**  
– Shinto,
- 13th **Lohri/Maghi** – Hindu, Sikh,
- 14th **Makar Sankranti** – Hindu,  
**Pongal** – Hindu,  
**Old New Year** – Orthodox Christian,
- 16th **World Religion Day**,
- 17th **Tu B'Shvat** – Judaism,  
**Martin Luther King Jr Day**,
- 18th **Thaipusam** – Hindu,  
**Mahayana New Year (3 days from the  
first full moon)** – Buddhist,  
**Week of Prayer for Christian Unity begins**  
– Christian,
- 19th **Timkat** – Ethiopian Orthodox Christian,
- 24th **International Day of Education**,
- 25th **Conversion of Saint Paul** – Christian,  
**Robert Burns Night (Burns Night)**,
- 27th **Holocaust Memorial Day**,
- 28th **Data Privacy Day**,
- 31st **Birthday of Guru Har Rai** – Sikh.

All Jewish holidays begin at sundown  
on the evening before.





# February 2022

## Race Equality

**"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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 5.		1	2	3	4	5	6
Week 6.	7	8	9	10	11	12	13
Week 7.	14	15	16	17	18	19	20
Week 8.	21	22	23	24	25	26	27
Week 9.	28						

February is UK National Heart Month | Lesbian Gay Bisexual Trans History Month |  
Women's History Month | Raynaud's and Scleroderma Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st Chinese New Year – Confucian, Daoist, Buddhist,  
Imbolc – Lughnassadh – Wicca/Pagan Northern and Southern hemispheres,  
World Hijab Day,  
World Interfaith Harmony Week begins,
- 2nd Candlemas (Presentation of Christ in the Temple) – Christian,
- 3rd Setsubun-sai – Shinto,
- 4th World Cancer Day,
- 5th Vasant Panchami – Hindu,
- 6th Zacchaeus Sunday – Orthodox Christian,  
Time to Talk Day,
- 7th UK Race Equality Week begins,
- 8th Safer Internet Day,
- 11th International Day of Women and Girls in Science,  
World Day of the Sick,
- 12th Red Hand Day for Child Soldiers,
- 13th Triodion begins – Orthodox Christian,  
Autism Sunday,
- 14th Saint Valentine's Day,
- 15th Parinirvana Day/Nirvana Day – Buddhist,  
International Childhood Cancer Day,
- 16th Magha Puja (Sangha Day) – Buddhist,
- 17th World Human Spirit Day,
- 20th Sunday of the Prodigal Son – Orthodox Christian,  
World Day of Social Justice,
- 25th Intercalary Days begin – Baha'i,  
International STAND UP to Bullying Day,
- 27th Meatfare Sunday – Orthodox Christian,
- 28th Lailat al Miraj – Islam.

All Jewish holidays begin at sundown on the evening before.







# March 2022

## 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.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 9.		1	2	3	4	5	6
Week 10.	7	8	9	10	11	12	13
Week 11.	14	15	16	17	18	19	20
Week 12.	21	22	23	24	25	26	27
Week 13.	28	29	30	31			

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

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## 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 Cheese Fare Sunday – Orthodox Christian,
- 7th Great Lent begins – Clean Monday – 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, Global Recycling Day,
- 19th Saint Joseph's Day – Christian, Hola Mohalla – Sikh,
- 20th Spring Equinox, Ostara – Mabon – 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.

All Jewish holidays begin at sundown on the evening before.





# April 2022

## 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 13.					1	2	3
Week 14.	4	5	6	7	8	9	10
Week 15.	11	12	13	14	15	16	17
Week 16.	18	19	20	21	22	23	24
Week 17.	25	26	27	28	29	30	

April is Autism Awareness Month | Stress Awareness Month |  
Bowel Cancer Awareness Month | Parkinson's Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st April Fool's Day,
- 2nd Ramayana begins – Hindu,  
Ugadi/Telugu New Year – Hindu,  
Ramadan begins – Islam,  
World Autism Awareness Day,
- 6th International Asexuality Day,
- 7th World Health Day,
- 8th International Romani Day,
- 10th Palm Sunday – Christian,  
Rama Navami – Hindu,
- 13th Songkran (Thai New Year) – Buddhist,
- 14th Maundy Thursday – Christian,  
Mahavir Jayanti – Jain,  
Birth of the Khalsa (Vaisakhi) – Sikh,  
Tamil New Year,
- 15th Good Friday – Christian,  
Bank Holiday – England, Wales, Scotland  
and Northern Ireland,
- 16th Theravada New Year – Buddhist,  
Hanuman Jayanti – Hindu,  
Passover – Judaism,  
Lazarus Saturday – Orthodox Christian,
- 17th Easter Sunday – Christian,  
Palm Sunday – Orthodox Christian,
- 18th Easter Monday – Christian,  
Birthday of Guru Angad Dev – Sikh,  
Birthday of Guru Tegh Bahadur – Sikh,  
Bank Holiday – England, Wales, Northern  
Ireland and ROI,
- 21st First Day of Ridvan – Baha'i,
- 22nd Holy Friday – Orthodox Christian,  
Earth Day,
- 23rd Saint George's Day – Christian,
- 24th Pascha (Easter) – Orthodox Christian,
- 25th Feast of Saint Mark the Evangelist  
– Christian,
- 26th Lesbian Visibility Day,
- 28th Lailat al-Qadr – Islam,  
Yom HaShoah – Judaism,  
World Day for Health & Safety at Work,
- 29th Ninth Day of Ridvan – Baha'i,
- 30th Saint James the Great's Day – Orthodox  
Christian.

All Jewish holidays begin at sundown  
on the evening before.







# May 2022

## Well-being

**"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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 17.							1
Week 18.	2	3	4	5	6	7	8
Week 19.	9	10	11	12	13	14	15
Week 20.	16	17	18	19	20	21	22
Week 21.	23	24	25	26	27	28	29
Week 22.	30	31					

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

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st Beltane – Samhain – Wicca/Pagan Northern and Southern hemispheres,
- 2nd Twelfth Day of Ridvan – Baha'i, Eid al Fitr – Islam, Birthday of Guru Arjan Dev – Sikh, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI,
- 3rd Feast of Saints Philip and James – Catholic Christian, Akshaya Tritiya – Hindu, Jain, World Press Freedom Day, Yom HaZikaron – Judaism, International Firefighters Day,
- 4th Yom Ha'Atzmaut – Judaism,
- 5th World Red Cross and Red Crescent Day,
- 8th International Nurses Day,
- 12th International Day of Families,
- 15th Vesak – Buddhist,
- 16th International Day Against Homophobia, Transphobia and Biphobia,
- 17th Lag BaOmer – Judaism,
- 19th Global Accessibility Awareness Day,
- 21st World Day for Cultural Diversity for Dialogue and Development,
- 22nd International Day for Biological Diversity,
- 23rd Birthday of Guru Amar Das – Sikh,
- 24th Declaration of the Báb – Baha'i,
- 26th Ascension Day – Christian,
- 29th Ascension of Baha'u'llah – Baha'i, Yom Yerushalayim – Judaism, International Day of United Nations Peacekeepers,
- 31st Visitation of the Blessed Virgin Mary – Catholic Christian, World No Tobacco Day.

All Jewish holidays begin at sundown on the evening before.







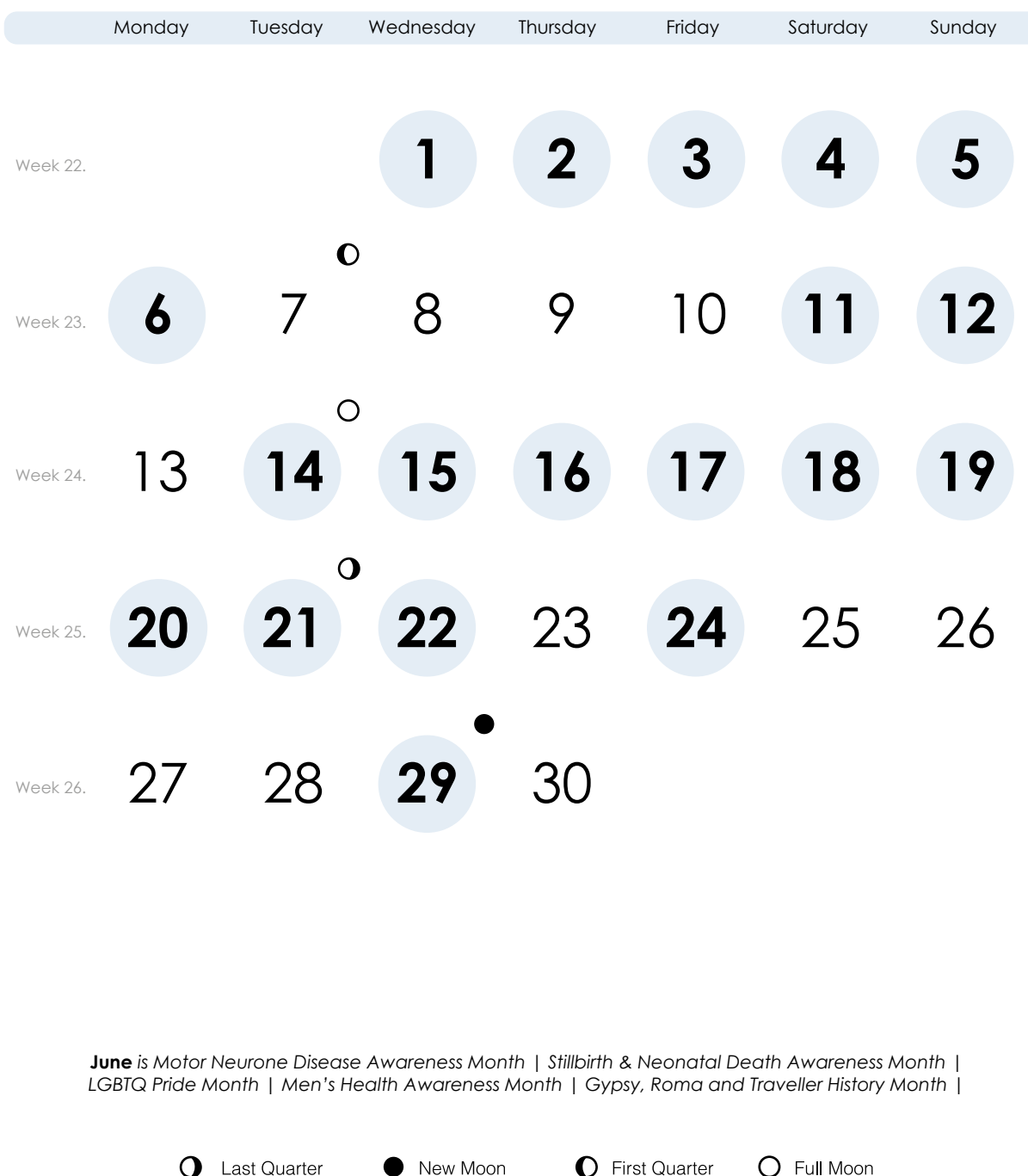
# June 2022

## LGBTQ+

**“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.



## Special Days

- 1st Global Day of Parents,
- 2nd Ascension of the Lord – Orthodox Christian,  
Bank Holiday – England, Wales, Scotland and Northern Ireland,
- 3rd Platinum Jubilee Bank Holiday – England, Wales, Scotland and Northern Ireland,
- 4th International Day of Innocent Children Victims of Aggression,
- 5th Pentecost – Christian,  
Shavuot – Judaism,  
World Environment Day,
- 6th Bank Holiday – ROI,
- 11th Global Wellness Day,
- 12th Race Unity Day – Baha'i,  
Trinity Sunday – Christian,  
Pentecost – Orthodox Christian,  
World Day against Child Labour,
- 14th World Blood Donor Day,
- 15th World Elder Abuse Awareness Day,
- 16th Corpus Christi – Catholic Christian  
Martyrdom of Guru Arjan Dev – Sikh,
- 17th World Day to Combat Desertification and Drought,
- 18th Autistic Pride Day,
- 19th Father's Day,
- 20th The Fast of the Holy Apostles – Orthodox Christian,  
World Refugee Day,
- 21st Summer Solstice,  
Litha – Yule – Wicca/Pagan Northern and Southern hemispheres,  
World Humanist Day,
- 22nd UK Windrush Day,
- 24th Sacred Heart of Jesus – Catholic Christian,  
Nativity of Saint John the Baptist – Christian,
- 29th Feast of Saints Peter and Paul – Christian.

All Jewish holidays begin at sundown on the evening before.







# July 2022

## 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.



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 26.

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Week 27.

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Week 28.

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Week 29.

18 19 20 21 22 23 24

Week 30.

25 26 27 28 29 30 31

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

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## 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 – Baha'i,
- 11th World Population Day,
- 12th Orangemen's Day,  
Bank Holiday – Northern Ireland,
- 13th Asalha Puja (Dharma Day) – Buddhist,
- 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,
- 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,
- 28th World Hepatitis Day,
- 30th Al-Hijra/Muharram – New Year – Islam,  
International Day of Friendship,  
World Day against Trafficking Persons.

All Jewish holidays begin at sundown  
on the evening before.







# August 2022

## 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.

Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 31.

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Week 32.

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Week 33.

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Week 34.

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Week 35.

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August is Health & Safety Month | Psoriasis Awareness Month | Black Business Month (US) |  
Children's Eye Health & Safety Month | MedicAlert Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st **Lammas** – Christian,  
**Fast in honour of Holy Mother of Lord Jesus** – Orthodox Christian,  
**Lughnasadh – Imbolc** – Wicca/Pagan  
Northern and Southern hemispheres,  
**Summer Bank Holiday** – Scotland and ROI,
- 6th **Feast of Transfiguration of Our Lord** – Christian,  
**Transfiguration of the Lord** – Orthodox Christian,
- 7th **Tish'a B'av** – Judaism,
- 8th **Ashura** – Islam,
- 9th **International Day of the World's Indigenous Peoples**,
- 10th **Feast of Saint Lawrence** – Christian,
- 11th **Raksha Bandhan** – Hindu,
- 12th **International Youth Day**,
- 15th **Assumption of Blessed Virgin Mary** – Catholic Christian,  
**Dormition of the Theotokos** – Orthodox Christian,
- 18th **Krishna Janmashtami** – Hindu,
- 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 **Paryushana Parvarambha begins** – Jain,  
**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,  
**Summer Bank Holiday** – England, Wales and Northern Ireland,
- 31st **Ganesh Chaturthi** – Hindu,  
**Samvatsari** – Jain.

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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 35.				1	2	3	4
Week 36.	5	6	7	8	9	10	11
Week 37.	12	13	14	15	16	17	18
Week 38.	19	20	21	22	23	24	25
Week 39.	26	27	28	29	30		

September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month |  
Blood Cancer Awareness Month | World Alzheimer's Month | World Dementia Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 5th International Day of Charity,
- 6th Colour Blind Awareness Day,
- 8th Nativity of Virgin Mary – Christian,  
Nativity of the Theotokos – Orthodox  
Christian,  
International Literacy Day,
- 9th Anant Chaturdashi – Hindu,
- 10th World Suicide Prevention Day,
- 14th Triumph of the Cross – Christian,  
Exaltation of the Cross – Orthodox  
Christian,
- 15th International Day of Democracy,
- 18th International Equal Pay Day,
- 21st Feast of Saint Matthew – Christian,  
International Day of Peace,  
World Alzheimer's Day,
- 23rd Autumn Equinox,  
Mabon – Ostara – Wicca/Pagan  
Northern and Southern hemispheres,  
Bi Visibility Day,  
International Day of Sign Languages,
- 25th World Deaf Day,
- 26th Rosh Hashanah – Judaism,  
Navaratri begins – Hindu,  
UK National Inclusion Week begins,
- 27th Meskel – Ethiopian Orthodox Christian,
- 28th Fast of Gedaliah – Judaism,  
International Right to Know Day,
- 29th Michaelmas – Saint Michael and All  
Angels – Christian,  
World Heart Day.

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.

Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 39.

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Week 41.

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Week 42.

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Week 43.

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Week 44.

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



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st International Day of Older Persons,
- 2nd Feast of the Guardian Angels – Christian, International Day of Non-Violence,
- 4th Blessing of the Animals – Christian, Saint Francis' Day – Christian,
- 5th Yom Kippur – Judaism, Dussehra – Dasara – Hindu,
- 6th World Cerebral Palsy Day,
- 8th Mawlid al-Nabi – Islam,
- 9th Birthday of Guru Ram Das – Sikh,
- 10th Sukkot begins – Judaism, World Homeless Day, World Mental Health Day,
- 11th International Day of the Girl Child,
- 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,
- 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.

All Jewish holidays begin at sundown on the evening before.





# November 2022

## 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.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 44.		1	2	3	4	5	6
Week 45.	7	8	9	10	11	12	13
Week 46.	14	15	16	17	18	19	20
Week 47.	21	22	23	24	25	26	27
Week 48.	28	29	30				

November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month |  
Mouth Cancer Action Month | COPD Awareness Month |  
Movember Men's Health Awareness Month |

○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## Special Days

- 1st All Saints' Day – Christian,
- 2nd All Souls' Day – Christian,  
Coronation of Emperor Haile Selassie I – Rastafari,
- 8th Birthday of Guru Nanak Dev – Sikh,  
Intersex Day of Solidarity,
- 9th Dedication of the Lateran Basilica – Catholic Christian,
- 11th Armistice Day,
- 13th Remembrance Sunday,  
World Kindness Day,  
UK Interfaith Week begins,
- 14th World Diabetes Day,
- 15th Nativity Fast begins – Orthodox Christian,
- 16th International Day for Tolerance,
- 17th International Students' Day,
- 18th International STAND UP to Bullying Day,  
UK Disability History Month begins,
- 19th International Men's Day,
- 20th Feast of Christ the King – Christian,  
Transgender Day of Remembrance,  
Universal Children's Day,
- 21st Presentation of the Theotokos – Orthodox Christian,
- 24th Martyrdom of Guru Tegh Bahadur – Sikh,  
US Thanksgiving,
- 25th International Day for the Elimination of Violence against Women,
- 26th Day of the Covenant – Baha'i,
- 27th Advent Sunday – Christian,
- 28th Ascension of Abdu'l-Bahá – Baha'i,
- 30th Saint Andrew's Day – Christian,  
Bank Holiday – Scotland.

All Jewish holidays begin at sundown on the evening before.





# December 2022

## 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.



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 48.				1	2	3	4
Week 49.	5	6	7	8	9	10	11
Week 50.	12	13	14	15	16	17	18
Week 51.	19	20	21	22	23	24	25
Week 52.	26	27	28	29	30	31	

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

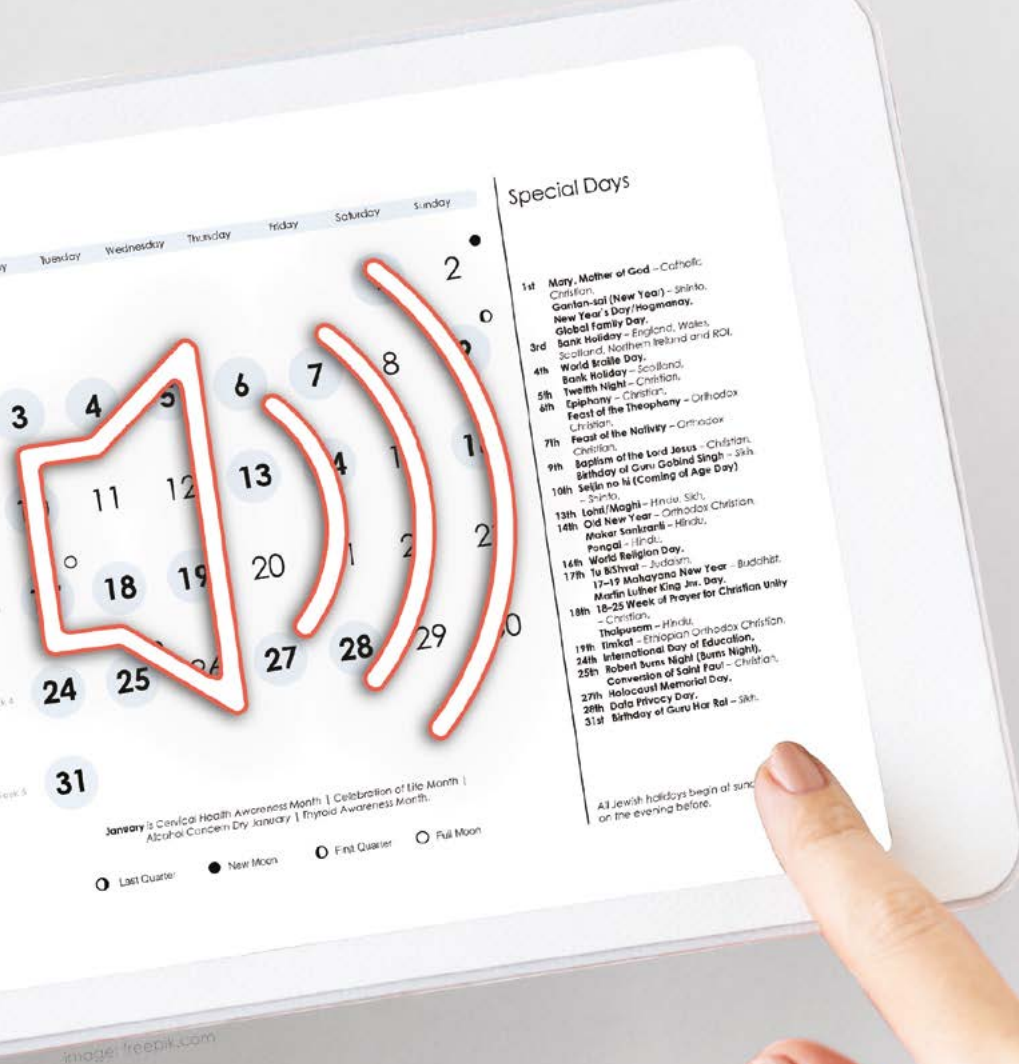
○ Last Quarter ● New Moon ○ First Quarter ○ Full Moon

## 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.

All Jewish holidays begin at sundown on the evening before.





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.



[www.diversitychampion.org](http://www.diversitychampion.org)



# Inclusion Partners 2022





# THE INCLUSION CALENDAR 2022

