



**CIPD**

THE INCLUSION CALENDAR 2023



HUMAN-  
oriented  
Company

business  
&  
people  
UNDIVIDED

We have  
A VISION

Principle

Education  
? ? ?

Outsource  
STARTUP

Freedom

PEOPLE  
FIRST.

We start  
from WHY

We hate  
digital

WE DON'T WORK  
WITH  
Government

Open  
knowledge

NEW  
USER  
EXPERIENCE

NO  
COUNTRY

offline

Not-only-money  
POWER

We love  
digital

Open  
process

~~Team~~  
Community.

small  
qualified  
team

Independence

love

Power  
of  
idea

Digital  
Transformation

Honesty with  
ourselves

Strong  
Design  
Skills

Products  
LAUNCH

Remote  
TEAM

feel  
it

Creative in  
PRODUCT  
development

Digital  
AS  
RESTRICTION

Passion

Diversity  
of  
opinions

Culture

Trans-  
parent



# January 2023

## 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 52.							1
Week 1.	2	3	4	5	6	7	8
Week 2.	9	10	11	12	13	14	15
Week 3.	16	17	18	19	20	21	22
Week 4.	23	24	25	26	27	28	29
Week 5.	30	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**.
- 2nd **Bank Holiday** – England, Wales, Scotland, Northern Ireland and ROI.
- 3rd **Bank Holiday** – Scotland.
- 4th **World Braille Day**.
- 5th **Twelfth Night** – Christian, **Birthday of Guru Gobind Singh** – Sikh.
- 6th **Epiphany** – Christian, **Feast of the Theophany** – Orthodox Christian.
- 7th **3 day Mahayana New Year begins** – Buddhist, **Feast of the Nativity** – Orthodox Christian.
- 8th **Baptism of the Lord Jesus** – Christian.
- 9th **Seijin no hi (Coming of Age Day)** – Shinto.
- 13th **Lohri/Maghi** – Hindu, Sikh.
- 14th **Makar Sankranti** – Hindu, **Old New Year** – Orthodox Christian.
- 15th **Pongal** – Hindu, **World Religion Day**.
- 16th **Blue Monday**, **Martin Luther King Junior Day**.
- 18th **Week of Prayer for Christian Unity begins** – Christian.
- 19th **Timkat** – Ethiopian Orthodox Christian.
- 22nd **Chinese New Year** – Confucian, Daoist, Buddhist.
- 24th **International Day of Education**.
- 25th **Conversion of Saint Paul** – Christian, **Robert Burns Night (Burns Night)**.
- 26th **Vasant Panchami** – Hindu.
- 27th **Holocaust Memorial Day**.
- 28th **Data Privacy Day**.
- 29th **Zacchaeus Sunday** – Orthodox Christian.
- 31st **Birthday of Guru Har Rai** – Sikh.

All Jewish holidays begin at sundown on the evening before.





# February 2023





## 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.

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

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

 Last Quarter    New Moon    First Quarter    Full Moon

## Special Days

- 1st **World Hijab Day, Imbolc – Lughnasadh** – Wicca/Pagan Northern and Southern hemispheres, **World Interfaith Harmony Week begins.**
- 2nd **Candlemas (Presentation of Christ in the Temple)** – Christian, **Time to Talk Day.**
- 3rd **Setsubun-sai** – Shinto.
- 4th **World Cancer Day.**
- 5th **Thaipusam** – Hindu, **Triodion begins** – Orthodox Christian.
- 6th **Tu B'Shvat** – Judaism, **Bank Holiday** – ROI, **UK Race Equality Week begins.**
- 7th **Safer Internet Day.**
- 11th **International Day of Women and Girls in Science, World Day of the Sick.**
- 12th **Sunday of the Prodigal Son** – Orthodox Christian, **Autism Sunday, Red Hand Day for Child Soldiers.**
- 14th **Saint Valentine's Day.**
- 15th **International Childhood Cancer Day, Parinirvana Day/Nirvana Day** – Buddhist.
- 17th **World Human Spirit Day.**
- 18th **Maha Shivaratri** – Hindu, **Lailat al Miraj** – Islam.
- 19th **Meatfare Sunday** – Orthodox Christian.
- 20th **World Day of Social Justice.**
- 21st **Shrove Tuesday** – Christian, **Ramakrishna Jayanti** – Hindu.
- 22nd **Ash Wednesday** – Christian.
- 24th **International STAND UP to Bullying Day.**
- 26th **Intercalary Days begin** – Baha'i, **Cheesefare Sunday** – Orthodox Christian.
- 27th **Great Lent begins – Clean Monday** – Orthodox Christian.

All Jewish holidays begin at sundown on the evening before.







1. International Day  
- in what we know, how  
how what we know, shape

# March 2023

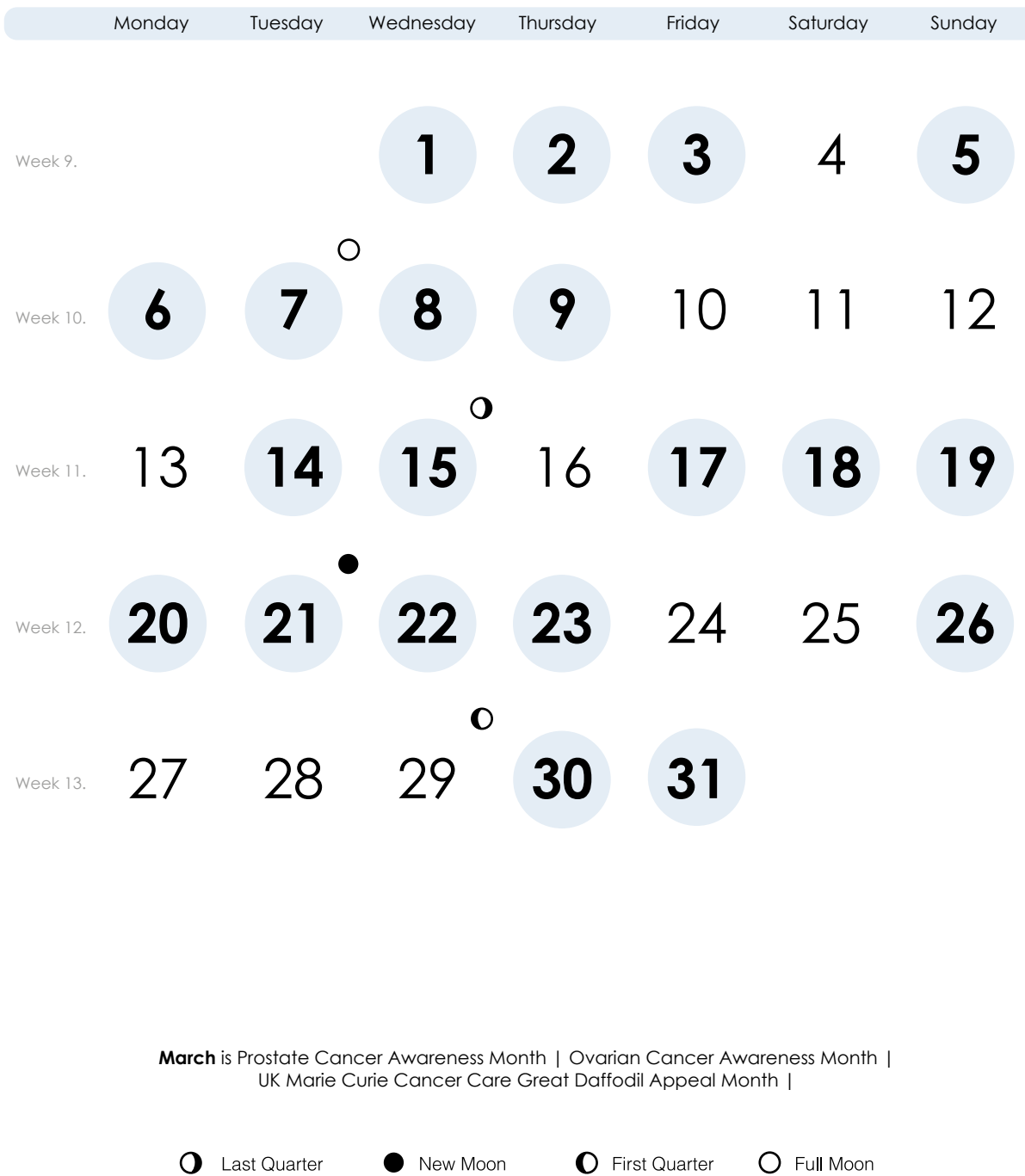
## Collaboration.

**“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.

Collaboration is not just the joining together of our work efforts. It is when two or more of us come together to create, build and develop a new interpersonal entity.

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.



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, 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 Magha Puja (Sangha Day) – Buddhist.
- 7th Holika Dahan – Hindu, Lailat al Bara’ah – Islam, Purim – Judaism.
- 8th Holi – Hindu, International Women’s Day.
- 9th Hola 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 Chaitra 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.

All Jewish holidays begin at sundown on the evening before.









# 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 13.						1	2
Week 14.	3	4	5	6	7	8	9
Week 15.	10	11	12	13	14	15	16
Week 16.	17	18	19	20	21	22	23
Week 17.	24	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 **Palm Sunday** – Christian,  
**World Autism Awareness Day.**
- 4th **Mahavir Jayanti** – Jain,  
**Lord's Evening Meal** – Jehovah's Witness.
- 6th **Theravada New Year** – Buddhist,  
**Maundy Thursday** – Christian,  
**Hanuman Jayanti** – Hindu,  
**Passover** – Judaism,  
**International Asexuality Day.**
- 7th **Good Friday** – Christian,  
**World Health Day,**  
**Bank Holiday** – England, Wales, Scotland and Northern Ireland.
- 8th **Lazarus Saturday** – Orthodox Christian,  
**International Romani Day.**
- 9th **Easter Sunday** – Christian,  
**Palm Sunday** – Orthodox Christian.
- 10th **Easter Monday** – Christian,  
**Bank Holiday** – England, Wales, Northern Ireland and ROI.
- 13th **Songkran (Thai New Year)** – Buddhist.
- 14th **Holy Friday** – Orthodox Christian,  
**Birth of the Khalsa (Vaisakhi)** – Sikh,  
**Tamil New Year.**
- 16th **Pascha (Easter)** – Orthodox Christian.
- 18th **Lailat al-Qadr** – Islam,  
**Yom HaShoah** – Judaism,  
**Birthday of Guru Angad Dev** – Sikh,  
**Birthday of Guru Tegh Bahadur** – Sikh.
- 21st **First Day of Ridvan** – Baha'i,  
**Eid al Fitr** – Islam.
- 22nd **Akshaya Tritiya** – Hindu, Jain,  
**Earth Day.**
- 23rd **Saint George's Day** – Christian.
- 25th **Feast of Saint Mark the Evangelist** – Christian,  
**Yom HaZikaron** – Judaism.
- 26th **Yom Ha'Atzmaut** – Judaism,  
**Lesbian Visibility Day.**
- 28th **World Day for Health & Safety at Work.**
- 29th **Ninth Day of Ridvan** – Baha'i.

All Jewish holidays begin at sundown on the evening before.









# May 2023

## 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.

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

May is Action on Stroke 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, **Bank Holiday** – England, Wales, Scotland, Northern Ireland and ROI.
- 2nd **Twelfth Day of Ridvan** – Baha’i, **Birthday of Guru Arjan Dev** – Sikh.
- 3rd **Feast of Saints Philip and James** – Catholic Christian, **World Press Freedom Day.**
- 4th **International Firefighters Day.**
- 5th **Vesak/Visakha Puja** – Buddhist.
- 8th **World Red Cross and Red Crescent Day, Coronation Bank Holiday** – England, Wales, Scotland and Northern Ireland.
- 9th **Lag BaOmer** – Judaism.
- 10th **UK National Day for Staff Networks.**
- 12th **International Nurses Day.**
- 15th **International Day of Families.**
- 17th **International Day Against Homophobia, Transphobia and Biphobia.**
- 18th **Ascension Day** – Christian, **Global Accessibility Awareness Day.**
- 19th **Yom Yerushalayim** – Judaism.
- 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.
- 25th **Ascension of the Lord** – Orthodox Christian.
- 26th **Shavuot** – Judaism.
- 27th **Shavuot** – Judaism.
- 28th **Pentecost** – Christian.
- 29th **Ascension of Baha’u’llah** – Baha’i, **International Day of United Nations Peacekeepers, Bank Holiday** – England, Wales, Scotland and Northern Ireland.
- 31st **Visitation of the Blessed Virgin Mary** – Catholic Christian, **World No Tobacco Day.**

All Jewish holidays begin at sundown on the evening before.







# June 2023

## Positive and Inclusive Language.

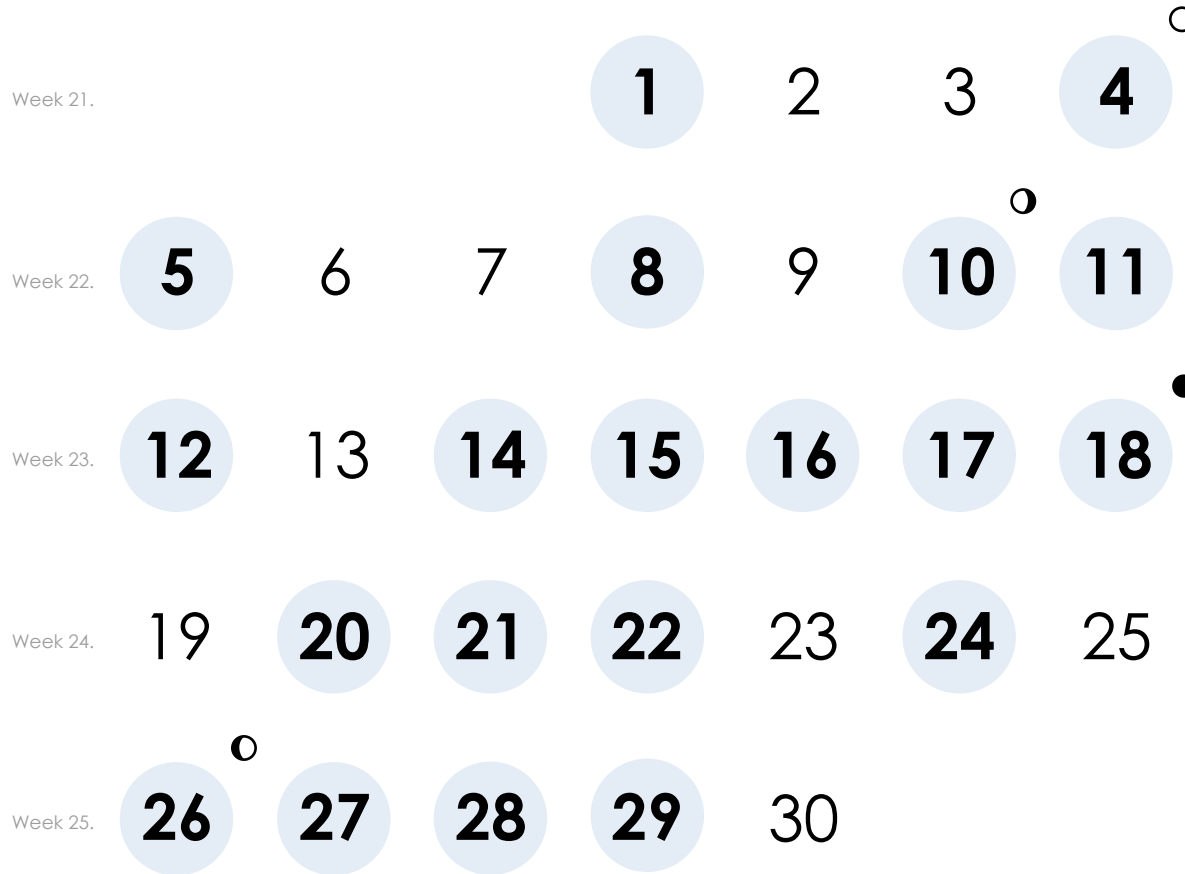
“When words are both true and kind, they can change the world”.  
Buddha.

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.

Monday Tuesday Wednesday Thursday Friday Saturday Sunday



## Special Days

- 1st **Global Day of Parents.**
- 4th **Trinity Sunday** – Christian,  
**Pentecost** – Orthodox Christian,  
**International Day of Innocent Children, Victims of Aggression.**
- 5th **World Environment Day, Bank Holiday** – ROI.
- 8th **Corpus Christi** – Catholic Christian.
- 10th **Global Wellness Day.**
- 11th **Race Unity Day** – Baha’i,  
**All Saints Day** – Orthodox Christian.
- 12th **The Fast of the Holy Apostles** – Orthodox Christian,  
**World Day against Child Labour.**
- 14th **World Blood Donor Day.**
- 15th **World Elder Abuse Awareness Day.**
- 16th **Sacred Heart of Jesus** – Catholic Christian,  
**Martyrdom of Guru Arjan Dev** – Sikh.
- 17th **World Day to Combat Desertification and Drought.**
- 18th **Autistic Pride Day, Father’s Day.**
- 20th **World Refugee Day.**
- 21st **Summer Solstice, Litha** – Yule – Wicca/Pagan Northern and Southern hemispheres,  
**World Humanist Day.**
- 22nd **UK Windrush Day.**
- 24th **Nativity of Saint John the Baptist** – Christian.
- 26th **Hajj** – Islam.
- 27th **Waqf al Arafah** – Islam.
- 28th **Eid al Adha** – Islam.
- 29th **Feast of Saints Peter and Paul** – Christian.

June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBTQ Pride Month | Gypsy, Roma and Traveller History Month |



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

All Jewish holidays begin at sundown on the evening before.





# July 2023

## 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, respected 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.

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

## Special Days

- 3rd **Asalha Puja (Dharma Day)** – Buddhist.
- 4th **US Independence Day.**
- 5th **Birthday of Guru Hargobind** – Sikh.
- 10th **Martyrdom of the Báb** – Baha'i.
- 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.**

July is UV Safety Month | Make a Difference to Children Month | International Women with Alopecia Month | Disability Pride Month |

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

All Jewish holidays begin at sundown on the evening before.









# August 2023

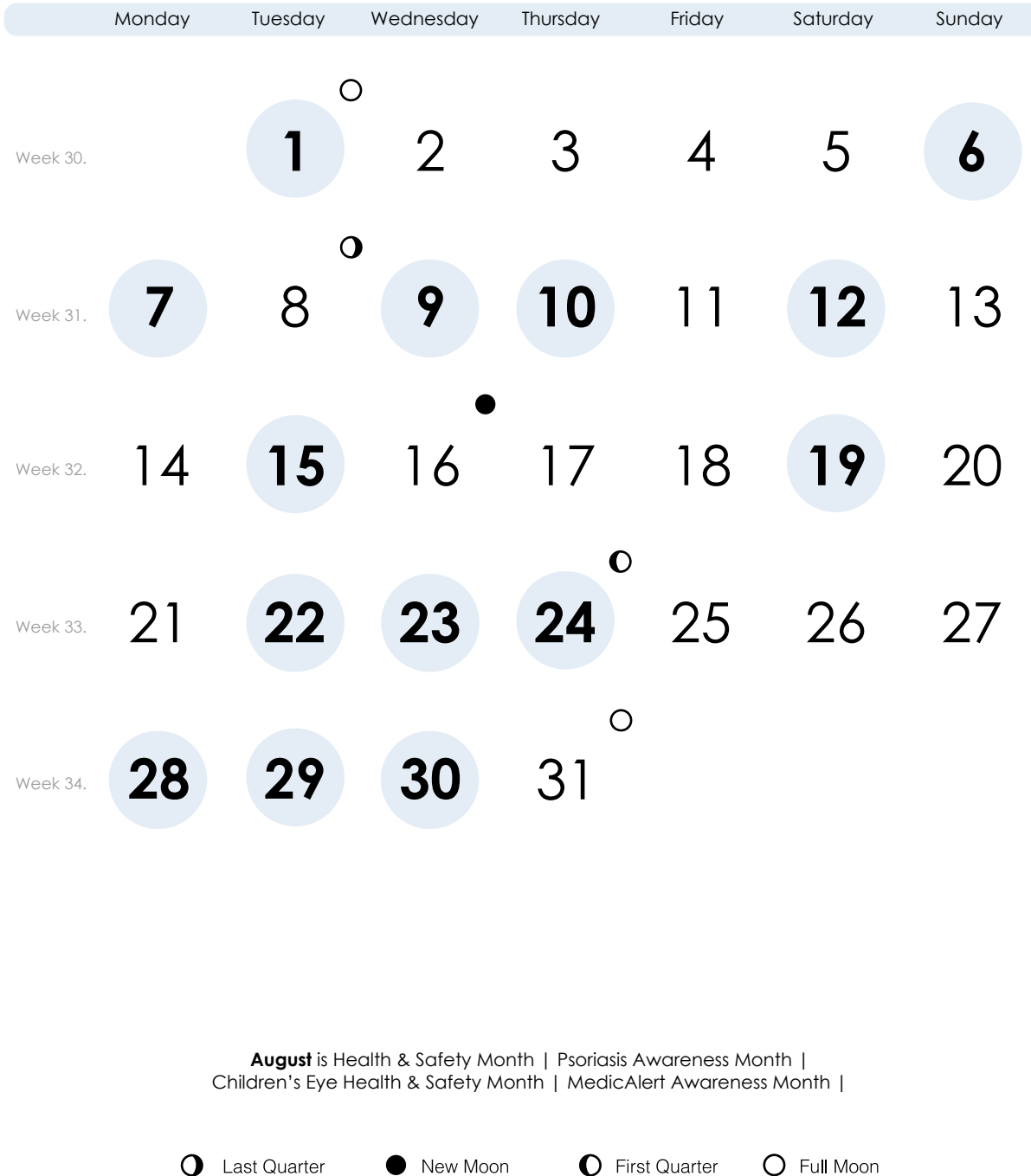
## Inclusion Imperative.

“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.



August is Health & Safety Month | Psoriasis Awareness Month | 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.
- 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.**
- 15th **Assumption of Blessed Virgin Mary** – Catholic Christian, **Dormition of the Theotokos** – Orthodox Christian.
- 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.
- 28th **Summer Bank Holiday** – England, Wales and Northern Ireland.
- 29th **Beheading of Saint John the Baptist** – Christian.
- 30th **Raksha Bandhan** – Hindu.

All Jewish holidays begin at sundown on the evening before.













# September 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 35.					1	2	3
Week 36.	4	5	6 	7	8	9	10
Week 37.	11	12	13	14	15 	16	17
Week 38.	18	19	20	21	22 	23	24
Week 39.	25	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 Krishna Janmashtami – Hindu, Colour Blind Awareness Day.
- 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.
- 17th Rosh Hashanah – Judaism, World Patient Safety Day.
- 18th Fast of Gedaliah – Judaism, International Equal Pay Day.
- 19th Ganesh Chaturthi – Hindu, Samvatsari – Jain.
- 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.
- 24th World Deaf Day.
- 25th Yom Kippur – Judaism, UK National Inclusion Week begins.
- 27th Meskel – Ethiopian Orthodox Christian, Mawlid al-Nabi – Islam.
- 28th Anant Chaturdashi – Hindu, International Right to Know Day.
- 29th Michaelmas – Saint Michael and All Angels – Christian, World Heart Day.
- 30th Sukkot begins – Judaism.

All Jewish holidays begin at sundown on the evening before.







# October 2023

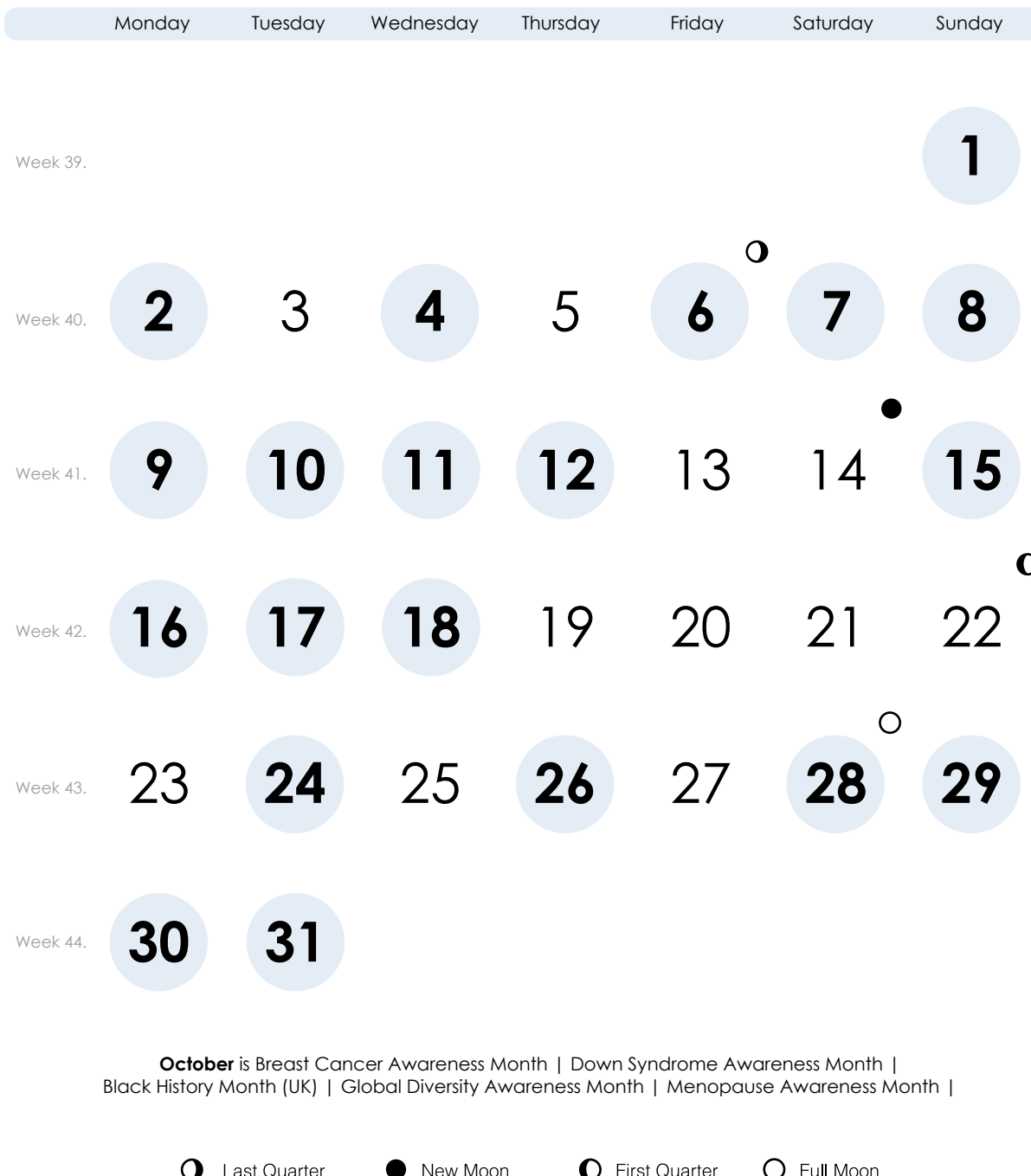
## Multi and Inter-Generational Working.

“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 is Breast Cancer Awareness Month | Down Syndrome Awareness Month | Black History Month (UK) | 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.
- 6th World Cerebral Palsy Day.
- 7th Shemini Atzeret – Judaism.
- 8th Simchat Torah – Judaism, International Lesbian Day.
- 9th Birthday of Guru Ram Das – Sikh.
- 10th World Homeless Day, World Mental Health Day.
- 11th International Day of the Girl Child.
- 12th World Sight Day.
- 15th Sharad Navratri begins – Hindu, International Day of Rural Women.
- 16th Birth of the Báb – Baha'i, World Food Day.
- 17th Birth of Baha'u'llah – Baha'i, International Day for the Eradication of Poverty.
- 18th Feast of Saint Luke – Christian, International Pronouns Day, World Menopause Day.
- 24th Dussehra – Dasara – Hindu, United Nations Day.
- 26th Intersex Awareness Day.
- 28th Feast of Saints Simon and Jude – Christian.
- 29th World Stroke Day, British Summer Time ends.
- 30th Bank Holiday – ROI.
- 31st All Hallows' Eve – Christian, Reformation Day – Protestant Christian, Samhain (Halloween) – Beltane – Wicca/Pagan Northern and Southern hemispheres.

All Jewish holidays begin at sundown on the evening before.







# November 2023

## 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.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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 |

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

## Special Days

- 1st **All Saints' Day** – Christian.
- 2nd **All Souls' Day** – Christian, **Anniversary of the Crowning of Haile Selassie** – Rastafari.
- 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** – Baha'i, **Feast of Christ the King** – Christian.
- 27th **Birthday of Guru Nanak Dev** – Sikh.
- 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 2023

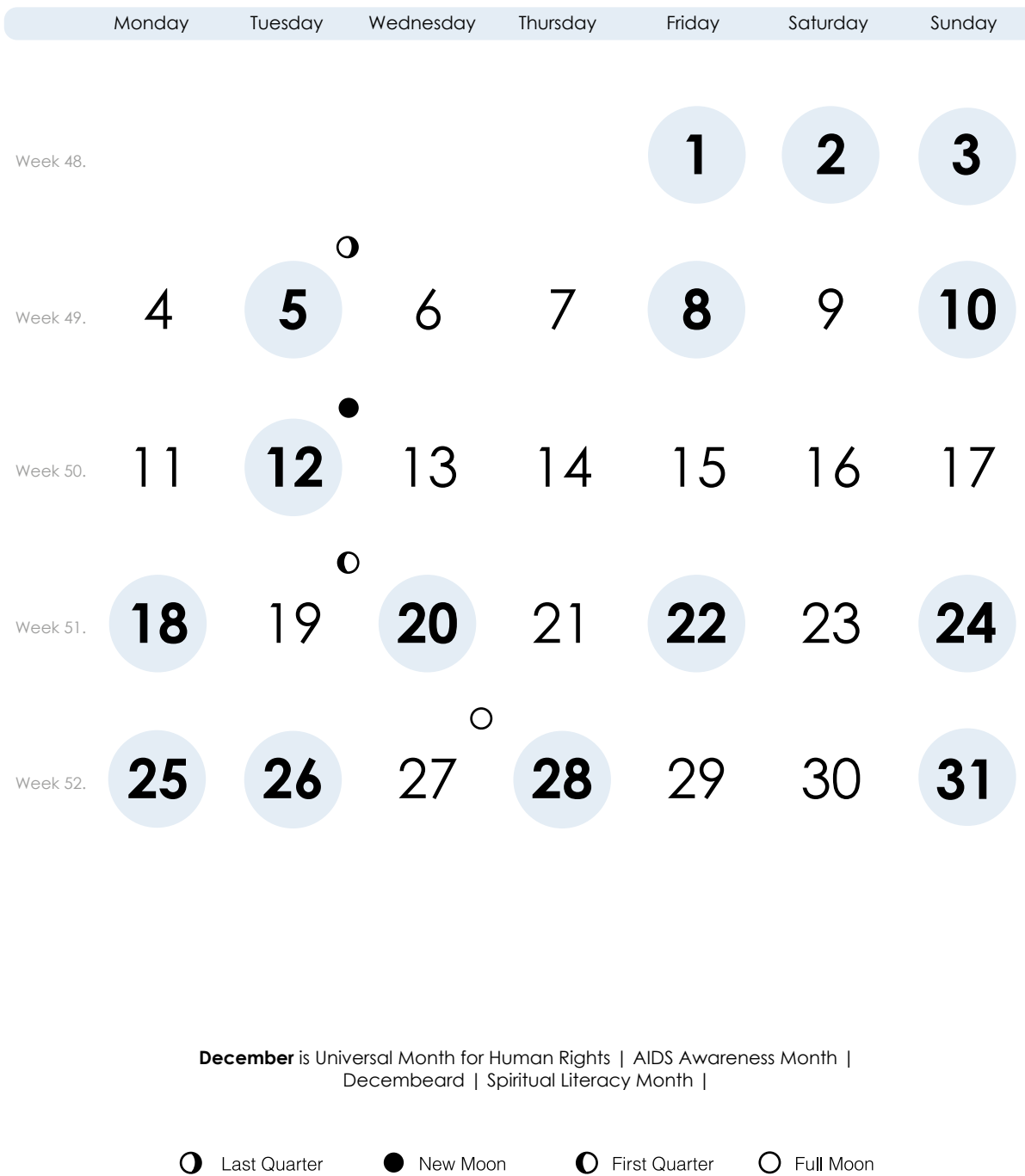
## Empowerment.

“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 |  
Decembeard | Spiritual Literacy Month |

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

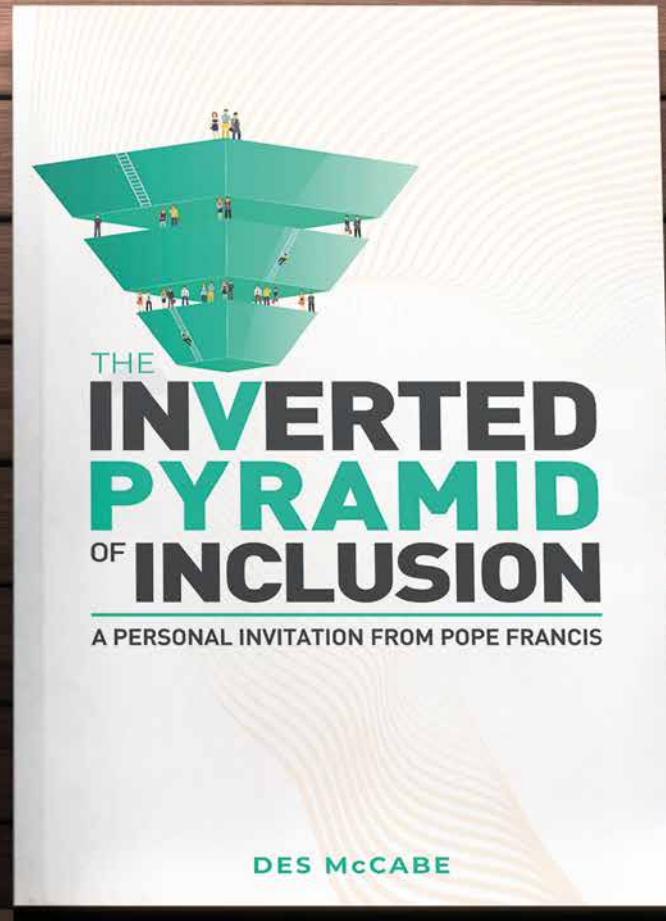
## Special Days

- 1st World AIDS Day.
- 2nd International Day for the Abolition of Slavery.
- 3rd Advent Sunday – Christian, International Day of Persons with Disabilities.
- 5th International Volunteer Day.
- 8th Rohatsu (Bodhi Day) – Buddhist, Feast of the Immaculate Conception – Christian, Chanukah begins – Judaism.
- 10th Human Rights Day.
- 12th International Universal Health Coverage Day.
- 18th International Migrants Day.
- 20th International Human Solidarity Day.
- 22nd Winter Solstice, Yule – Litha – Wicca/Pagan Northern and Southern hemispheres.
- 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, Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI.
- 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](http://www.invertedpyramid.info)

**amazon**

# Inclusion Partners 2023





# THE INCLUSION CALENDAR 2023

CIPD

