

2023-2024

# EQUALITY, DIVERSITY & INCLUSION CALENDAR



A woman with glasses and curly hair is smiling and talking to a man in a white lab coat. They are in a clinical setting with framed pictures on the wall. The image is overlaid with a teal and blue geometric design.

# SEPTEMBER

- **World Alzheimer's Month:** aims to raise awareness and challenge stigma surrounding Alzheimer's and dementia.
- **East and Southeast Asian Heritage Month:** to honour and celebrate the culture, diversity, history and contributions of East and South East Asian communities across the UK.
- **National Inclusion Week (25-01):** a week dedicated to celebrating inclusion and taking action to create inclusive workplaces.



# SEPTEMBER

2023

World Alzheimers Month  
East and Southeast Asian Heritage Month

MON

TUE

WED

THU

FRI

SAT

SUN

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INTERNATIONAL  
DAY OF CHARITY

COLOUR BLIND  
AWARENESS DAY

INTERNATIONAL  
LITERACY DAY

WORLD SUICIDE  
PREVENTION DAY  
ARBAEEN (ISLAM)

11

12

13

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WORLD AFRO DAY  
ROSH HASHANAH  
(JEWISH)

18

19

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23

24

INTERNATIONAL  
EQUAL PAY DAY

BI VISIBILITY DAY  
INTERNATIONAL  
DAY OF SIGN  
LANGUAGE

YOM KIPPUR  
(JEWISH)

25

26

27

28

29

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UK INCLUSION  
WEEK BEGINS

SUKKOT  
(JEWISH) 29-6



# OCTOBER

- **Black History Month:** a time to recognise and celebrate the invaluable contributions of black people to British society.
- **Menopause Awareness Month:** is a month to raise awareness of the menopause and the support options available for improving health and wellbeing.
- **ACE Week:** an annual event that takes place at the end of October to celebrate and recognise the diversity of asexuality.



# OCTOBER 2023

Black History Month  
Menopause Awareness Month

MON

TUE

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THU

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SAINT FRANCIS'  
DAY (CHRISTIAN)

WORLD DYSLEXIA  
DAY

INTERNATIONAL  
LESBIAN DAY

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14

15

WORLD MENTAL  
HEALTH DAY

NATIONAL  
COMING OUT DAY

16

17

18

19

20

21

22

WORLD  
MENOPAUSE DAY  
INTERNATIONAL  
PRONOUNS DAY

23

24

25

26

27

28

29

ASEXUAL  
AWARENESS WEEK  
(ACE)

DUSSEHRA  
(HINDUISM)

INTERSEX  
AWARENESS DAY

30

31



# NOVEMBER

- **Islamaphobia Awareness Month:** aims to raise awareness of Islamophobia in the UK and showcase the positive contributions of Muslims in society.
- **Transgender Awareness Month:** is centered around educating people about the transgender community, raising visibility of transgender people, and advocating for their rights.
- **Mens Mental Health Month:** also known as Movember, as men grow mustaches to raise awareness of men's health conditions.

# NOVEMBER

2023

Islamophobia Awareness Month  
Transgender Awareness Month  
Mens Mental Health Month



MON

TUE

WED

THU

FRI

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SUN

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ALL SAINTS DAY  
(CHRISTIAN)

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PURPLE TUESDAY

INTERSEX DAY OF  
REMEMBRANCE

ARMISTICE DAY

INTER FAITH WEEK

13

14

15

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19

TRANSGENDER  
AWARENESS WEEK

UK DISABILITY  
HISTORY MONTH

INTERNATIONAL  
MENS DAY

20

21

22

23

24

25

26

TRANSGENDER  
DAY OF  
REMEMBRANCE

INTERNATIONAL DAY  
FOR THE ELIMINATION  
OF VIOLENCE  
AGAINST WOMEN

27

28

29

30

SAINT ANDREW'S  
DAY (CHRISTIAN)

NANAK JI  
(SIKHISM)

A smiling man with dreadlocks, wearing a blue button-down shirt, is clapping his hands. He is in an office environment. In the background, a man with glasses is working at a desk. A clock is visible on the wall. The image has a teal and black geometric overlay on the right side.

# DECEMBER

- **Universal Month for Human Rights:** a time to honour the Universal Declaration of Human Rights, an international document stating the basic rights and fundamental freedoms to which all human beings are entitled.





# DECEMBER 2023

Universal Month for Human Rights

MON

TUE

WED

THU

FRI

SAT

SUN

					1 WORLD AIDS DAY	2 INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY	3 INTERNATIONAL DAY OF DISABLED PERSONS
4	5	6	7 HANUKKAH (JUDAISM)	8	9	10 HUMAN RIGHTS DAY	
11	12	13	14	15	16	17	
18 INTERNATIONAL MIGRANTS DAY	19	20 INTERNATIONAL HUMAN SOLIDARITY DAY	21	22	23	24 CHRISTMAS EVE (CHRISTIAN)	
25 CHRISTMAS DAY (CHRISTIAN)	26 KWANZAA (PAN-AFRICAN)	27	28	29	30	31	



**JANUARY 2024**

# JANUARY 2024



MON

TUE

WED

THU

FRI

SAT

SUN

1

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7

WORLD BRAILLE  
DAY

FEAST OF THE  
EPIPHANY  
(CHRISTIAN)

8

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21

MARTIN LUTHER  
KING DAY

WORLD RELIGION  
DAY

22

23

24

25

26

27

28

MAHAYANA NEW  
YEAR  
(BUDDHISM)

HOLOCAUST  
MEMORIAL DAY

29

30

31



# FEBRUARY

- **LGBTQIA+ History Month:** an annual month-long observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements
- **World Interfaith Harmony Week (1-7):** seeks to spread the message of harmony and tolerance among the followers of all the world's religions, faiths and beliefs.
- **UK Race Equality Week (5-11):** an annual UK-wide movement uniting thousands of organisations and individuals to address the barriers to race equality in the workplace.



# FEBRUARY 2024

LGBTQIA+ History Month

MON

TUE

WED

THU

FRI

SAT

SUN

1  
WORLD  
INTERFAITH  
HARMONY WEEK  
WORLD HIJAB DAY

2

3

4

5  
UK RACE  
EQUALITY WEEK

6  
LAILAT AL-MIRAJ  
(ISLAM)

7

8

9

10

11  
INTERNATIONAL  
DAY OF WOMEN  
AND GIRLS IN  
SCIENCE

12

13  
SHROVE TUESDAY  
MARDI GRAS  
(CHRISTIAN)

14  
VASANT  
PANCHAMI  
(HINDUISM)

15  
NIRVANA DAY  
(BUDDHISM)

16

17

18

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20  
WORLD DAY OF  
SOCIAL JUSTICE

21

22

23  
INTERNATIONAL  
STAND UP TO  
BULLYING DAY

24  
TU B'SHEVAT  
(JUDAISM)

25  
MAHAYANA NEW  
YEAR  
(BUDDHISM)  
LAILAT AL  
BARA'AH (ISLAM)

26

27

28

29



# MARCH

- **Womens History Month:** an annual declared month that highlights the contributions of women to events in history and contemporary society.
- **Endometriosis Awareness Month:** observed every year in March as an awareness campaign on Endometriosis. Endometriosis is a disorder that affects nearly 180 million women worldwide.



# MARCH 2024

Womens History Month  
Endometriosis Awareness Month  
International Day for the Elimination of Racial Discrimination (21)

MON	TUE	WED	THU	FRI	SAT	SUN
				1 ZERO DISCRIMINATION DAY	2	3
4	5	6	7	8 INTERNATIONAL WOMEN'S DAY MAHA SHIVRATRI (HINDUISM),	9	10 MOTHER'S DAY (UK)
11 RAMADAN BEGINS (ISLAM)	12	13 SIGN LANGUAGE WEEK	14	15	16	17 SAINT PATRICK'S DAY (CHRISTIAN)
18	19 SAINT JOSEPH'S DAY (CHRISTIAN)	20 INTERNATIONAL DAY OF HAPPINESS	21	22	23 PURIM (JUDAISM)	24 HOLIKA DAHAN (HINDUISM), HOLI (HINDUISM)
25	26	27 HOLA MOHALLA (SIKHISM)	28	29 GOOD FRIDAY (CHRISTIAN)	30 WORLD BIPOLAR DAY	31 INTERNATIONAL TRANSGENDER DAY OF VISIBILITY EASTER SUNDAY (CHRISTIAN)

A photograph of a man and a woman looking at a screen together. The man, on the left, is bald with a beard and is wearing a blue hoodie. He has several tattoos on his arms, including a large one on his right forearm and a compass rose on his left forearm. He is wearing a silver hoop earring and a nose ring. The woman, on the right, has dark hair pulled back and is wearing a light purple sweater. They are both looking towards the right side of the frame, presumably at a screen. The background is a plain, light-colored wall. A teal diagonal graphic element is present in the top right corner.

# APRIL

- **Autism Awareness Month:** a time to reflect on our progress and reaffirm our commitment to supporting research that responds to the needs of people on the autism spectrum, now and into the future.





# APRIL 2024

## Autism Awareness Month

MON

TUE

WED

THU

FRI

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1

EASTER MONDAY  
(CHRISTIAN)

2

WORLD AUTISM  
AWARENESS DAY

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6

LAYLAT AL-QADR  
(ISLAM),

7

WORLD HEALTH  
DAY

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EID AL FITR  
(ISLAM)

11

12

13

VAISAKHI  
(HINDUISM,  
SIKHISM)

14

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20

FIRST DAY OF  
RIDVÁN (BAHÁ'Í)

21

22

STEPHEN  
LAWRENCE DAY  
PASSOVER  
(JUDAISM)

23

ST. GEORGE'S  
DAY (CHRISTIAN)

24

25

26

27

28

NINTH DAY OF  
RIDVÁN (BAHÁ'Í)

29

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# MAY

- **Deaf Awareness Week (6-12):** the purpose of this holiday is to increase public awareness about the issues affecting deaf people and deaf culture as a whole.
- **Mental Health Awareness Week (15-21):** the week aims to tackle stigma and help people understand and prioritise their and others' mental health.



# MAY

2024

International Day Against Homophobia, Biphobia and Transphobia (17)  
World Day for Cultural Diversity for Dialogue and Development (21)

MON TUE WED THU FRI SAT SUN

		1	2	3 WORLD HEARING DAY	4	5
6 DEAF AWARENESS WEEK	7	8 NATIONAL DAY FOR STAFF NETWORKS	9	10	11	12
13	14 YOM HAATZMAUT (JUDAISM)	15 MENTAL HEALTH AWARENESS WEEK	16 GLOBAL ACCESSIBILITY AWARENESS DAY	17	18	19
20	21	22	23	24	25 GEORGE FLOYD ANNIVERSARY	26
27	28	29	30	31		



# JUNE

- **Pride Month:** dedicated to celebration and commemoration of lesbian, gay, bisexual, and transgender pride. Pride Month began after the Stonewall riots, a series of gay liberation protests in 1969.
- **Mental Learning Disability Week (17-23):** Mencap state the aim of learning disability week is to make sure the world hears what life is like if you have a learning disability.

# JUNE 2024

Pride Month



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23

EID-AL-ADHA  
(ISLAM) 17-20

AUTISTIC PRIDE  
DAY

SHAVUOT  
(JUDAISM)

THE HAJJ  
(ISLAM) 14-19

WORLD REFUGEE  
DAY

WORLD HUMANIST  
DAY

WINDRUSH DAY

INTERNATIONAL  
WOMEN IN  
ENGINEERING DAY

24

25

26

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A woman with dark hair and glasses is looking towards a man with a green headband. They are in a meeting room with a window in the background. A teal geometric shape is overlaid on the right side of the image.

# JULY

- **Disability Pride Month:** celebrated in the UK since 2015, Disability Pride Month an opportunity to raise awareness of disabilities, start positive conversations and celebrate the diversity and differences of the disabled community.
- **South Asian Heritage Month July 18 – August 17:** a month to honour, recognise, and appreciate South Asian history and culture, as well as to comprehend the rich cultural legacy of countries and South Asia.



# JULY 2024

Disability Pride Month  
South Asian Heritage Month

MON	TUE	WED	THU	FRI	SAT	SUN
1	2	3	4	5	6	7 HIJRI NEW YEAR (ISLAM)
8	9	10	11	12	13	14
15	16 ASHURA (ISLAM)	17 WORLD DAY FOR INTERNATIONAL JUSTICE	18 SOUTH ASIAN HERITAGE MONTH BEGINS MANDELA DAY	19	20	21 ASALHA PUJA (BUDDHIST)
22	23	24	25 ST. JAMES THE GREAT DAY (CHRISTIAN)	26	27	28
29	30	31				



# AUGUST

- **International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief:** the world has faced an alarming escalation of hate, both online and offline, targeting religion or belief minorities as well as members of lesbian, gay, transexual and intersex communities.





# AUGUST 2024

International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief (22)

MON

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11

INTERNATIONAL DAY  
OF THE WORLD'S  
INDIGENOUS  
PEOPLES

12

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18

OBON  
(BUDDHISM)

ASSUMPTION OF  
MARY  
(CHRISTIAN)

19

20

21

22

23

24

25

WORLD  
HUMANITARIAN  
DAY

26

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31

INTERNATIONAL  
DAY FOR PEOPLE  
OF AFRICAN  
DESCENT



THE EQUAL GROUP HAS HIGHLIGHTED MAJOR EDI DATES IN THIS CALENDAR, BUT NOT ALL DAYS THAT ARE CELEBRATED BY ALL GROUPS, CULTURES AND NATIONALITIES. WE WOULD ENCOURAGE YOU TO ADD DATES TO THIS CALENDAR YOURSELF BY SPEAKING TO YOUR FRIENDS, COLLEAGUES, AND NETWORKS TO LEARN WHAT IS IMPORTANT TO THEM. PLEASE NOTE THAT WHILE THE EQUAL GROUP HAS TAKEN EVERY CARE TO PROVIDE ACCURATE INFORMATION, SOME DATES MAY CHANGE. ALL DATES CORRECT AT TIME OF PRINTING