

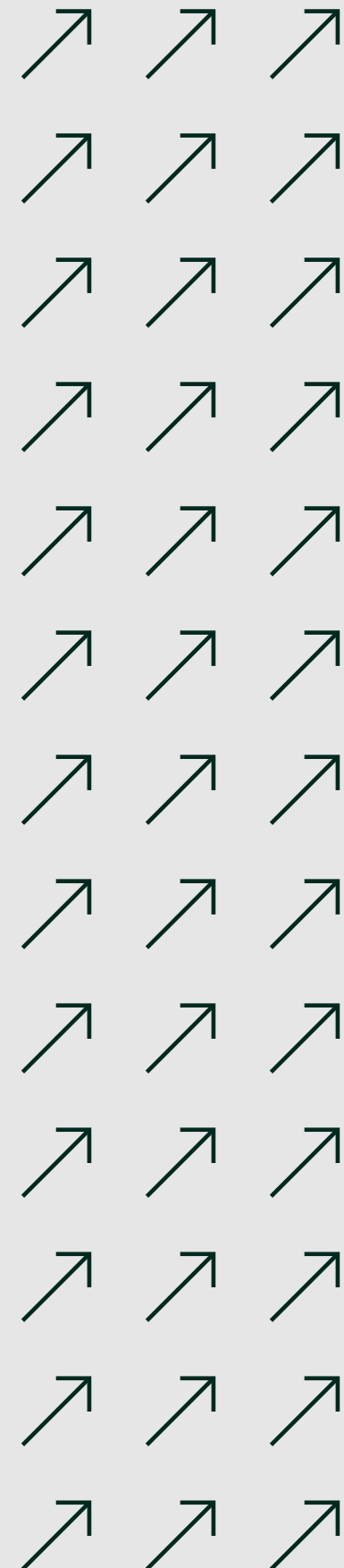
January 2024







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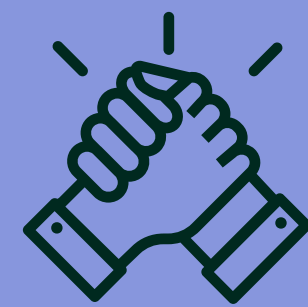
All month:

National Poverty in America Awareness Month¹

 UNITED STATES



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6 Three Kings Day  GLOBAL
7 Orthodox Christmas  GLOBAL	8	9	10	11	12	13
14  UNITED STATES	15 Martin Luther King Jr. Day  UNITED STATES	16 National Day of Racial Healing  UNITED STATES	17	18	19	20
21	22	23	24	25	26 Australia Day  AUSTRALIA	27
28	29	30	31			



Tips to support and educate

¹Host a financial wellness session to engage your employees in better understanding their finances.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	1 World Hijab Day ³ GLOBAL	2	3
4	5	6	7 Isra Wal Miraj GLOBAL	8	9	10 Lunar New Year GLOBAL
11 International Day of Women and Girls in Science ⁴ UNITED STATES	12	13	14 Ash Wednesday GLOBAL	15	16 Isra and Miraj GLOBAL	17
18	19	20 World Day of Social Justice ⁵ GLOBAL	21	22	23	24
25	26	27	28	29		

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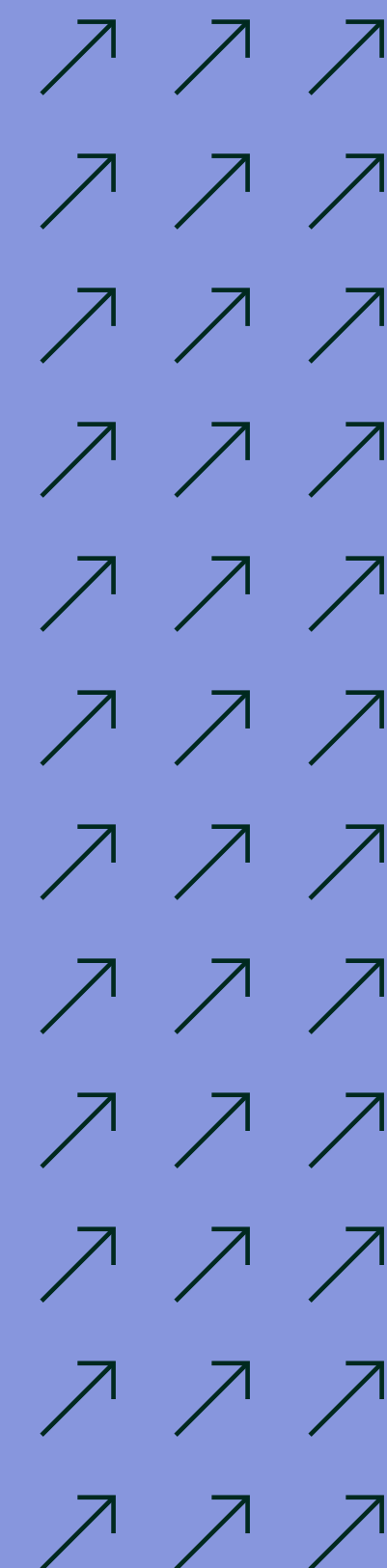
All month:

LGBTQ+ History Month¹

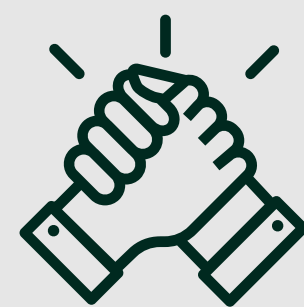
UNITED KINGDOM

Black History Month²

UNITED STATES



February 2024



Tips to support and educate

¹Create a rotation of slides for employees that highlight key LGBTQ+ figures in history.

²Review the theme for Black History Month and create watch parties and discussions on the topic. Make a list of applicable charities where employees can volunteer or donate.

³Research and share the importance of the Hijab in Muslim culture via Slack or other messaging channels in your office.

⁴Feature women in STEM from your company internally and externally. Share information about what they do and how they make an impact within your organization.

⁵Highlight volunteer opportunities, encourage food drives, donate to a social justice organization, or hold a fundraising event to support a cause related to social justice.

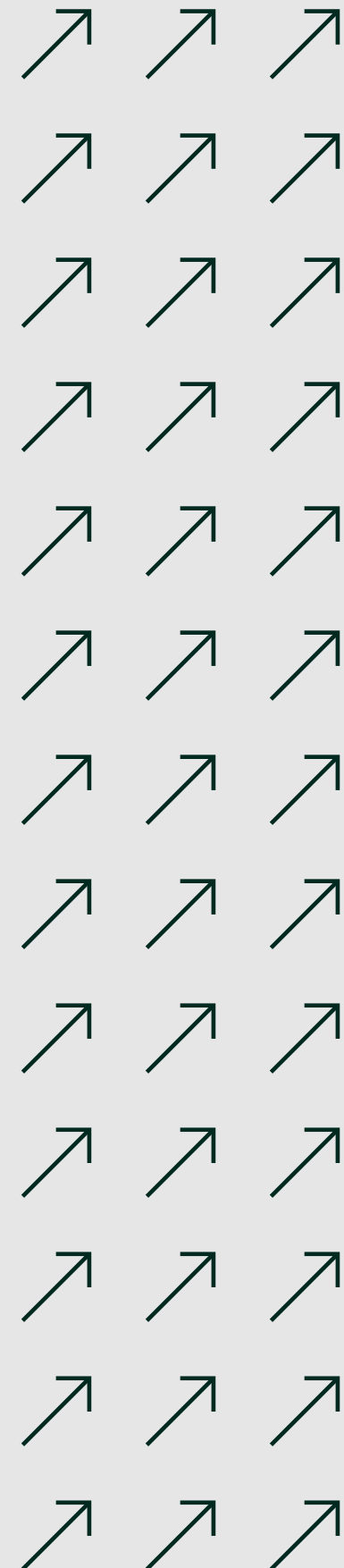
March 2024

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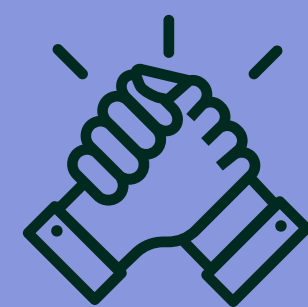
All month:

Women's History
Month¹

 GLOBAL



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
25	26	27	28	29	1 Self-Injury Awareness Day (SIAD)  GLOBAL	2
3	4 National Safety Day ²  INDIA	5	6	7	8 International Women's Day ³  GLOBAL	9
10 Ramadan ⁴  GLOBAL	11	12	13	14	15	16 Disabled Access Day  UNITED KINGDOM
17	18	19 Norwuz  GLOBAL	20	21 International Day for the Elimination of Racial Discrimination ⁵  GLOBAL National Close the Gap Day  AUSTRALIA	22	23 Purim Mar 23-24  GLOBAL
24 Holy Week–Palm Sunday  GLOBAL	25 Holi  GLOBAL	26	27	28 Holy Week–Maundy Thursday  GLOBAL	29 Holy Week–Good Friday  GLOBAL	30 World Bipolar Day ⁶  GLOBAL
31 Transgender Day of Visibility ⁷  GLOBAL						



Tips to support
and educate

¹Build affinity group networks to support female career growth within your organization. Encourage your employees to join organizations that celebrate women in your industry and be active participants in their events.

²Ask safety wardens to remind employees of safety protocols and their importance.

³Choose a book or curate courses on LinkedIn Learning that celebrate and focus on the contributions of women to society.

⁴Host a session to update and inform employees about Ramadan and its importance. Create safe spaces for your Muslim employees to feel support during fasting hours.






⁵Create safe spaces in your workplace where people can report incidents of racism.

⁶Ensure there is easy access to mental health resources, help lines, and support groups within and outside of your company.

⁷Speak with your benefits providers to understand transgender coverage options and highlight the various support systems you provide for trans employees internally and externally.

April 2024

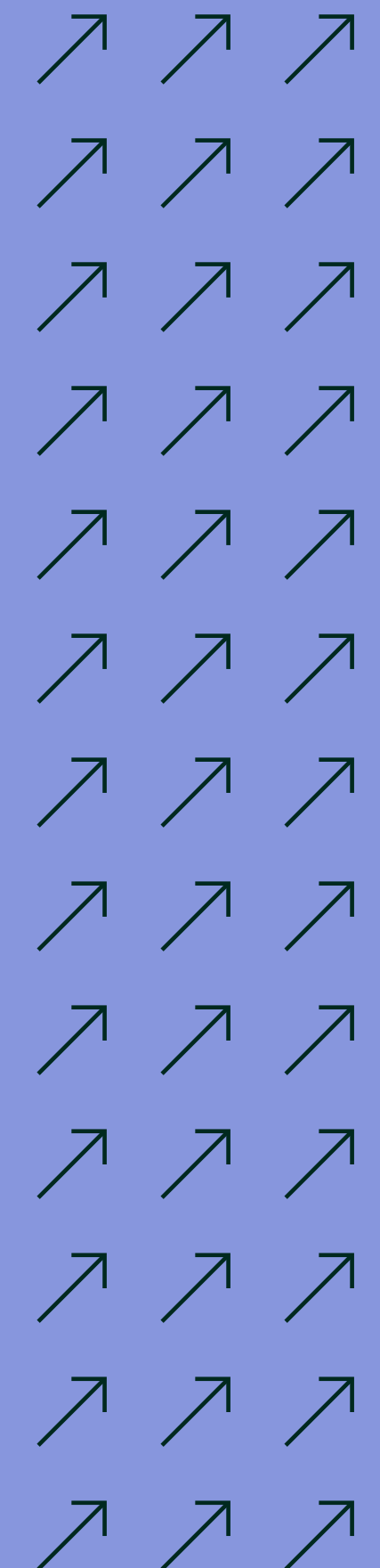
INDEX DE&I CALENDAR

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
31	1	2 World Autism Awareness Day ²  UNITED NATIONS	3	4	5	6
7	8	9	10 Eid al-Fitr  GLOBAL	11	12	13 Vaisakhi  GLOBAL
14	15 International Microvolunteering Day  GLOBAL	16	17	18	19	20
21	22	23	24	25 Girl's Day  GERMANY	26	27
28	29	30				

All month:

National Arab American Heritage Month¹

 UNITED STATES



Tips to support and educate

¹Select a book honoring Arab heritage for your company book club.

²Share resources about the autism spectrum, dispelling myths and fostering understanding. Provide training to employees on inclusivity in the workplace, including where to locate spaces for different sensory needs.

May 2024

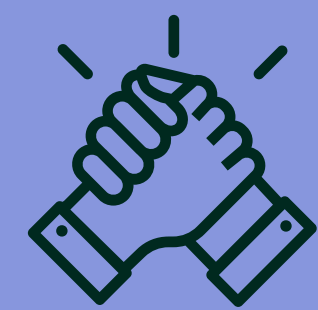
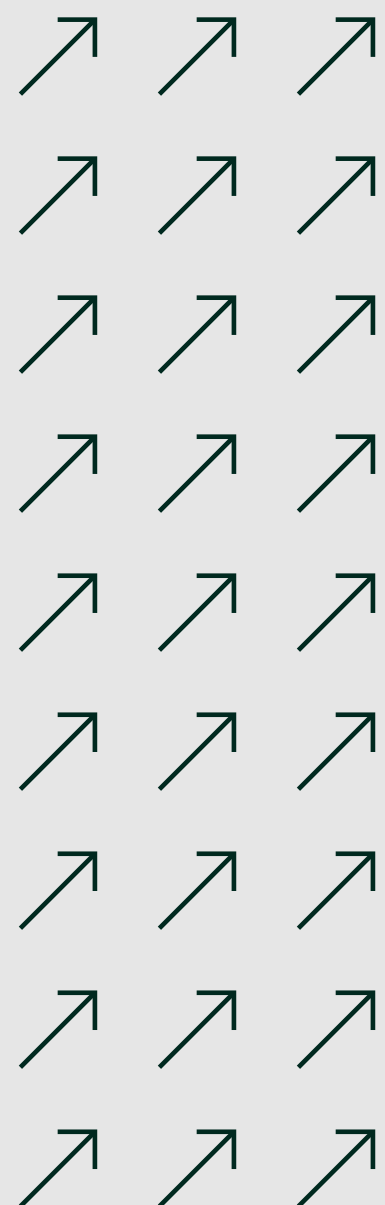
INDEX DE&I CALENDAR

All month:

South Asian
Heritage Month¹
GLOBAL

Asian American
and Pacific Islander
Heritage Month
UNITED STATES

Mental Health
Awareness Month/
Maternal Mental
Health Month²
GLOBAL



Tips to support
and educate

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	1	2	3	4
5 Orthodox Easter GLOBAL	6	7	8	9	10	11
12	13	14	15	16	17 International Day Against Homophobia, Transphobia, and Biphobia ³ GLOBAL	18
19 Mental Health Awareness Month/ Maternal Mental Health Month ² GLOBAL	20	21 Cultural Diversity Day for Dialogue and Development UNITED NATIONS	22 Harvey Milk Day UNITED STATES	23 Vesak GLOBAL	24	25
26	27	28	29	30	31	

¹Launch a series of social media posts honoring the contributions of South Asian individuals to society, such as famous figures in history, current notable figures making an impact, or employees that celebrate this heritage in your organization.

²Offer mental health screenings to your employees. Many people don't realize they are impacted by mental health issues until they escalate.

³Provide visibility of LGBTQ+ leaders in society to your team members, highlighting their achievements and contributions. Host regular check-ins with your LGBTQ+ affinity group to gather feedback on your company's inclusivity efforts.

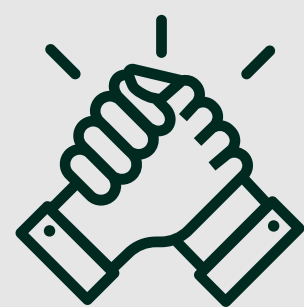
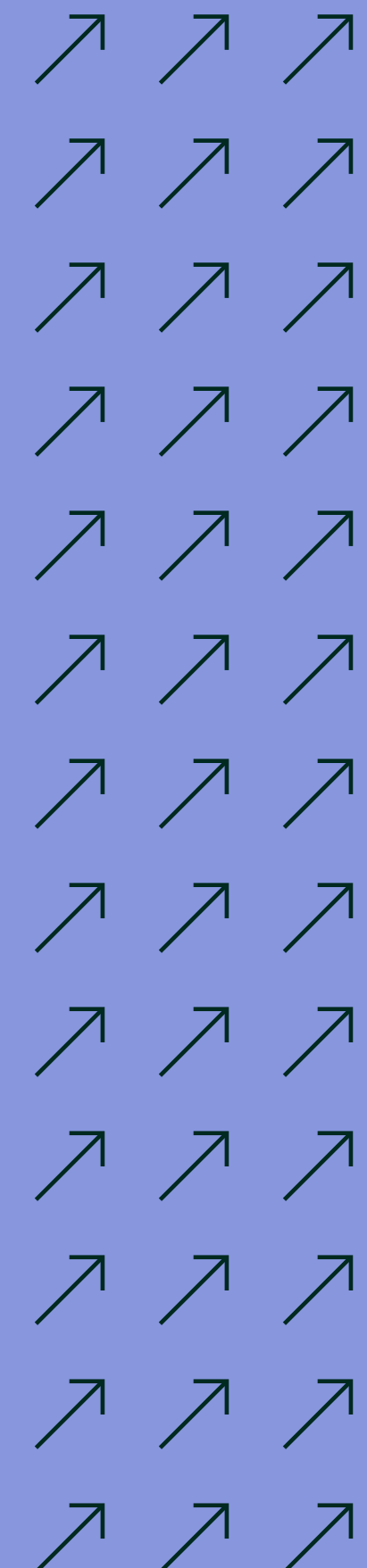
June 2024

INDEX DE&I CALENDAR

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26	27	28	29	30	31	1 National Volunteers Week ² Jun 1-7 🇬🇧 UNITED KINGDOM
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18 Autistic Pride Day 🌐 GLOBAL	19 Juneteenth ³ 🇺🇸 UNITED STATES	20	21 National Indigenous Peoples Day 🇨🇦 CANADA	22 Windrush Day ⁴ 🇬🇧 UNITED KINGDOM
23 International Women in Engineering Day ⁵ 🌐 GLOBAL National Day of Remembrance for Victims of Terrorism 🇨🇦 CANADA	24	25	26	27	28	29
30						

All month:

Pride Month¹
🌐 GLOBAL



Tips to support and educate

¹Sponsor an employee volunteer opportunity with a local organization that supports LGBTQ+ teens.

²Acknowledge and recognize outstanding employee volunteer efforts, acknowledging their commitment to making a positive impact. Remind employees of volunteer opportunities and align the week with broader corporate social responsibility initiatives that demonstrate the company's commitment to social responsibility.

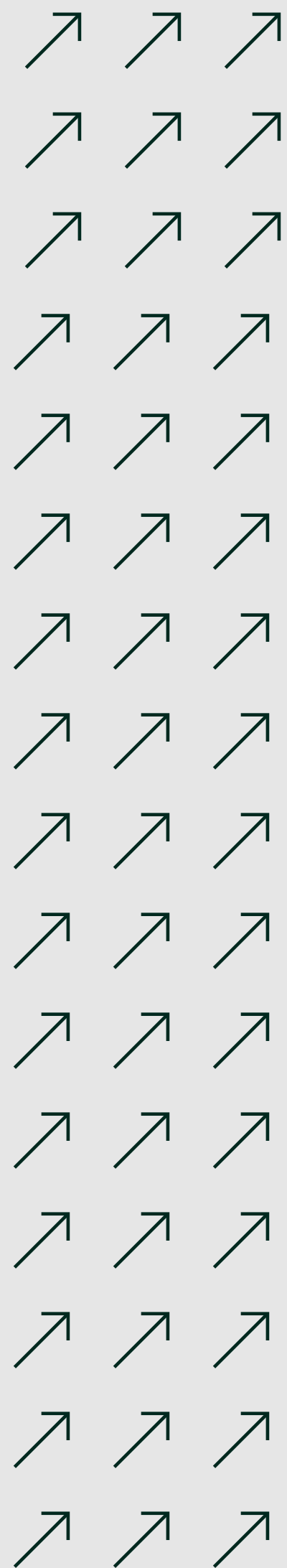
³Pay tribute to and acknowledge the many roles and contributions of the African American spirit to society via internal messaging channels.

⁴Teach employees about 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.

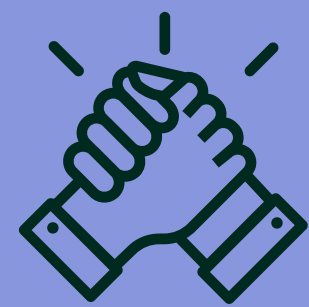
⁵Spotlight women in engineering, asking them to share their experiences, challenges, and successes via a panel discussion for your company. Establish internal mentorship programs to foster career growth and guidance.

July 2024

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








Tips to support
and educate

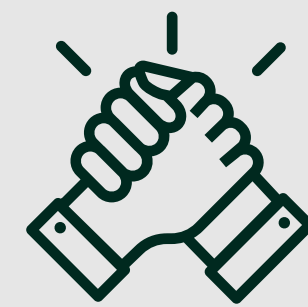
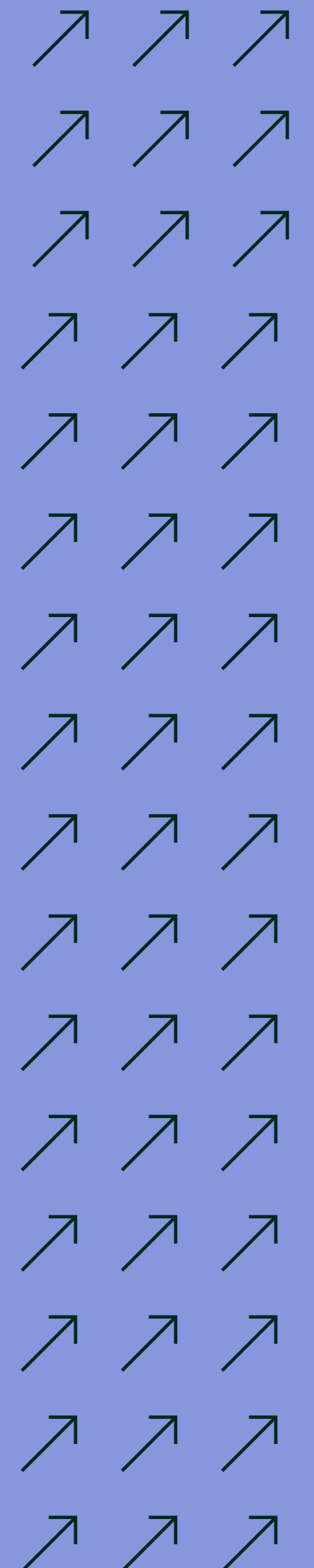
¹Find a video about Nelson Mandela's life and achievements and share it with your employees.

²Assess your current office and ensure you are ADA compliant or if not fully possible, are making strides to improve your space.

August 2024

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SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
30	31	1	2	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	Raksha Bandhan  GLOBAL World Humanitarian Day ²  UNITED NATIONS	19	20	21	22	23 International Day for the Remembrance of the Slave Trade and its Abolition  UNITED NATIONS	24
25	Krishna Janmashtami  GLOBAL	26	27	28	29	30	31



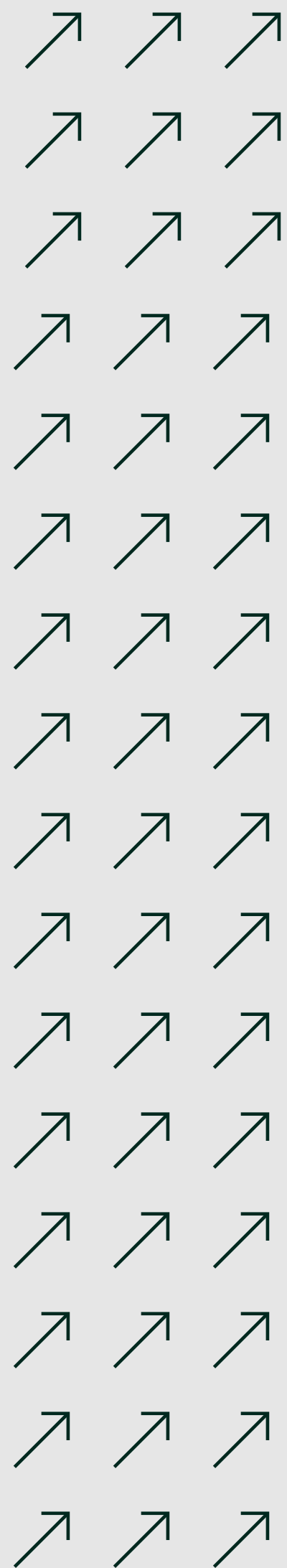
Tips to support
and educate

¹Volunteer with a local organization that supports the needs of Indigenous people in your community.

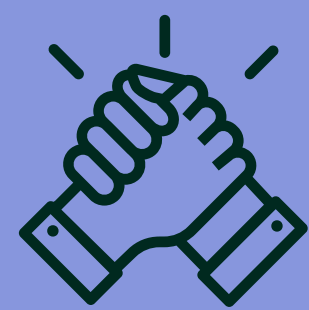
²Post on social media to draw attention to World Humanitarian Day. Provide ideas of how your community can get involved by sharing examples from within your company.

September 2024

INDEX DE&I CALENDAR



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5 International Day of Charity ¹ 🌐 UNITED NATIONS	6	7
8	9	10 World Suicide Prevention Day ² 🌐 GLOBAL	11 National Day of Service and Remembrance 🇺🇸 UNITED STATES	12	13	14
15 World Afro Day 🌐 GLOBAL National Hispanic Heritage Month Sep 15-Oct 14 🇺🇸 UNITED STATES Eid Milad Un Nabi 🌐 GLOBAL	16 Trail of Tears Commemoration Day 🇺🇸 UNITED STATES	17	18 National HIV/AIDS and Aging Awareness Day 🇺🇸 UNITED STATES	19	20	21 World Gratitude Day 🌐 GLOBAL
22	23 Celebrate Bisexuality Day 🌐 GLOBAL	24	25 National Women's Health and Fitness Day 🇺🇸 UNITED STATES	26	27	28
29	30 Orange Shirt Day/ National Day for Truth and Reconciliation ³ 🇨🇦 CANADA					



Tips to support and educate

¹Look for opportunities to donate or volunteer time with charities that align with your organization's values.

²Consider providing Mental Health First Aider training within your organization.

³Wear an orange shirt to foster discussion and learning. Encourage employees to attend talks and events that can further knowledge of this day.

October 2024

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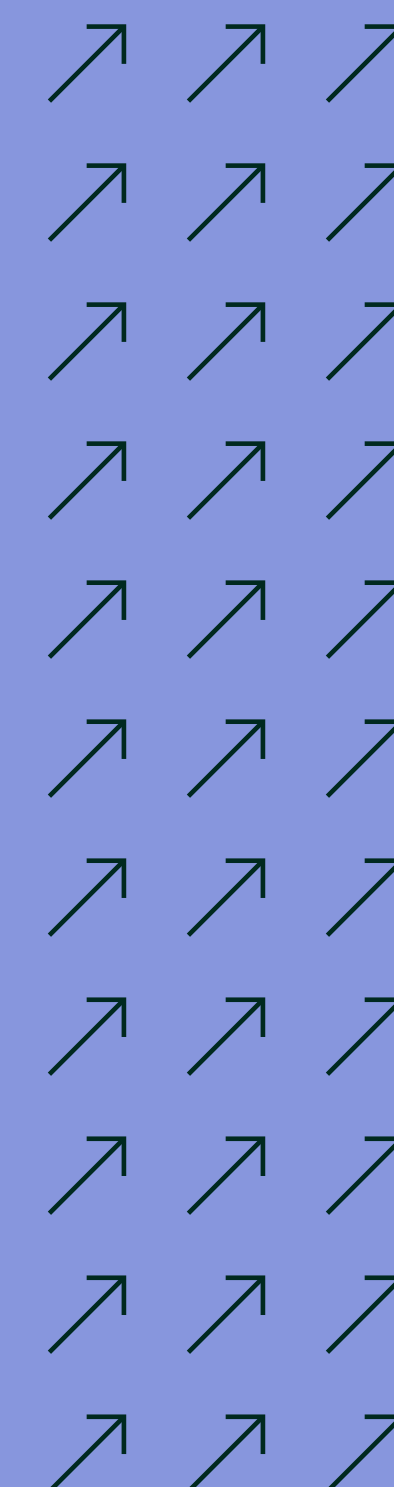
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	1	2	3	4 Rosh Hashanah GLOBAL	5
6	7	8	9	10 World Mental Health Day ³ GLOBAL	11 National Coming Out Day ⁴ GLOBAL Yom Kippur Oct 11-12 GLOBAL	12
13 Indigenous Peoples' Day UNITED STATES	14	15	16	17	18 World Menopause Day ⁵ GLOBAL	19
20	21	22	23	24	25	26
27	28	29	30	31		

All month:

Black History Month¹
UNITED KINGDOM

LGBTQ+ History Month²
GLOBAL

World Menopause Month
GLOBAL



Tips to support and educate

¹Host an external-facing panel discussion with local Black business owners that shares their challenges, successes, and learnings.

²Create a training for your employees detailing milestones in LGBTQ+ history.

³Provide a benefits overview to your employees on all of the resources offered at your company aligned with mental health.

⁴Choose a book with an LGBTQ+ focus or author for your company book club. Host an internal discussion afterward to share your thoughts and learnings.

⁵Provide informational resources to employees on menopause.

November 2024

INDEX DE&I CALENDAR

All month:

National American Indian Heritage Month¹

 UNITED STATES

Movember

 GLOBAL



Tips to support and educate

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	31	1 Diwali  GLOBAL	2
3 Culture Day  JAPAN	4	5	6 National Stress Awareness Day  GLOBAL	7	8	9 World Adoption Day  GLOBAL
10	11 Remembrance Day  UNITED KINGDOM  AUSTRALIA Veterans Day ²  UNITED STATES	12	13	14	15	16
17 Volkstrauertag (National Day of Mourning)  GERMANY	18	19 International Men's Day ³  GLOBAL	20	21	22	23
24	25	26	27	28	29	30

¹Choose a book that explores American Indian and Alaska Native heritage for your company book club. Gather for lunch afterward to discuss the book.

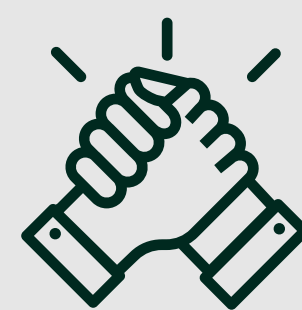
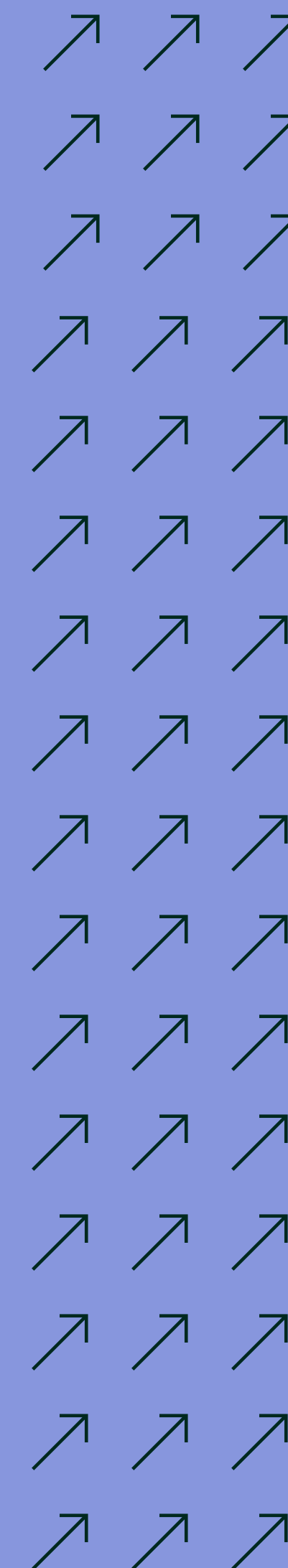
²Ensure inclusive hiring practices are in place to help veterans find your open jobs and prepare them for the interview process. Create readily available tools and resources to better support veterans on your own teams.

³Host an internal panel on issues impacting men in today's world, including mental and physical health issues.

December 2024

INDEX DE&I CALENDAR

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



Tips to support
and educate

¹Wear a red ribbon to show support for World AIDS Day and share facts about the day on your internal messaging channels.

²Pledge to support neurodiversity within your workplace and provide examples to employees of how they can do that. Suggest content creators with disabilities for employees to follow to broaden their perspectives.

³Host a company-wide volunteering day. At home, work with friends and family to support a local charity in your community.