





*We must be willing to let go of the life we have planned so as to have the life that is waiting for us.*

*Joseph Campbell*



## Diversity Perspectives

# January 2016



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

January is National Glaucoma Awareness Month | Cervical Health Awareness Month  
National Mentoring Month | National Blood Donor Month | Celebration of Life Month

## Celebrations

- 1st **Mary, Mother of God** – Catholic Christian  
**Feast of Saint Basil** – Orthodox Christian  
**Gantan-sai (New Year)** – Shinto  
**New Year's Day/Hogmanay** – Secular  
**Temple Day** – Buddhist
- 4th **World Braille Day**
- 5th **Twelfth Night** – Christian  
**Birthday of Guru Gobindh Singh** – Sikh
- 6th **Epiphany** – Christian  
**Feast of the Theophany** – Orthodox Christian  
**Dia de los Reyes** – Christian
- 7th **Christmas Day** – Orthodox Christian  
**Christmas Day** – Ethiopian Rastafari
- 10th **Baptism of the Lord Jesus** – Christian
- 11th **Seijin no hi (Coming of Age Day)** – Shinto  
**Human Trafficking Awareness Day**
- 13th **Saint Hilary's Day** – Christian  
**Maghi** – Sikh
- 15th **Makar Sankranti** – Hindu
- 17th **World Religion Day** – Baha'i
- 18th **18-25 Week of Prayer for Christian Unity** – Christian  
**Martin Luther King Jnr. Day**
- 20th **Timkat** – Ethiopian Orthodox Christian
- 21st **Saint Agnes Day** – Christian
- 24th **24-27 Mahayana New Year** – Buddhist  
**Tu BiShvat begins at sundown** – Jewish
- 25th **Robert Burns Night (Burns Night)**  
**Saint Paul's Day** – Christian
- 27th **Holocaust Memorial Day**
- 28th **Saint Thomas Aquinas Day** – Christian
- 31st **Birthday of Guru Har Rai** – Sikh



### Diversity Champion Question Time

Have you clear objectives and a plan to promote inclusion and respect in 2016?



*It isn't what you have, or who you are, or where you are, or what you are doing that makes you happy or unhappy. It is what you think about.*

*Dale Carnegie*

# February 2016



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

## Celebrations

- 1st** **Saint Brigid of Kildare** – Celtic Christian
- 2nd** **Candlemas** – Christian
- Imbolc** – Lughnassacci – Wicca/Pagan
- Presentation of Christ in the Temple** – Christian
- 3rd** **Setsubun-sai** – Shinto
- Saint Blaise Day** – Christian
- 7th** **Four Chaplains Sunday** – Interfaith
- Transfiguration Sunday** – Christian
- 8th** **Chinese New Year** – Confucian, Daoist, Buddhist
- 9th** **Shrove Tuesday** – Christian
- 10th** **Ash Wednesday** – Christian
- 11th** **Our Lady of Lourdes** – Christian
- 12th** **Triodion begins** – Orthodox Christian
- Darwin Day**
- 14th** **Saint Valentine's Day**
- 15th** **Nirvana Day** – Buddhist – Jain
- 20th** **World Day of Social Justice**
- 26th** **Intercalary Days (begin)** – Baha'i



## Diversity Perspectives

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



### Diversity Champion Question Time

Have you identified your main diversity challenges?



Get out of your own way... Stop the paralysis by analysis... Dream your dream... Then wake up and bring it to life!

Steve Maraboli



## Diversity Perspectives

# March 2016



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

International Women's Week/Day - celebrates the social, economic, cultural and political achievement of women.

Transgender Day of Visibility – celebrates transgender people and raising awareness of discrimination faced by transgender people worldwide.

March is Prostate Cancer Awareness Month | Ovarian Cancer Awareness Month  
American Red Cross Month | Save your Vision Month | Women's History Month  
Cerebral Palsy Awareness Month

## Celebrations

- 1st **Zero Discrimination Day** – Secular  
**Saint David's Day**
- 2nd **Nineteen Day Fast (start)** – Baha'i
- 6th **Mothering Sunday**  
**Orthodox Sunday** – Orthodox Christian  
**Mealfare Sunday** – Orthodox Christian
- 7th **International women's week begins**  
**Maha Shivaratri** – Hindu
- 8th **International Women's Day**
- 13th **Cheesefare Sunday** – Orthodox Christian
- 14th **Clean Monday** – Orthodox Christian
- 17th **Saint Patrick's Day** – Christian
- 19th **Saint Joseph's Day**
- 20th **Palm Sunday** – Christian  
**Spring Equinox**  
**Ostara** – Wicca/Pagan northern hemisphere  
**Mabon** – Wicca/Pagan southern hemisphere
- 21st **Naw-Rúz (New Year)** – Baha'i  
**Norooz (New Year)** – Persian/Zoroastrian  
**International Day for the Elimination of Racial Discrimination** – Secular
- 23rd **Magha Puja (Sangha Day)** – Buddhist  
**Holi** – Hindu  
**Purim begins at sundown** – Judaism  
**Lord's Evening Meal** – Jehovah's Witness Christian
- 24th **Maundy Thursday** – Christian  
**Hola Mohalla** – Sikh
- 25th **Good Friday** – Christian  
**Annunciation to the Theotokos** – Orthodox Christian
- 26th **Holy Saturday** – Christian
- 27th **Easter Sunday** – Christian
- 28th **Easter Monday** – Christian
- 31st **Transgender Day of Visibility**



### Diversity Champion Question Time

What resources have you committed to meeting your diversity and inclusion priorities this year?



**You may never know what results come of your action, but if you do nothing there will be no result.**

*Mahatma Gandhi*



### Diversity Perspectives

# April 2016



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

## Celebrations

- 2nd World Autism Awareness Day
- 4th Annunciation of the Lord – Catholic Christian
- 8th New Year – Hindu
- 14th Vaisakhi New Year – Sikh
- 15th Ram Navami – Hindu
- 18th Birthday of Guru Tegh Bahadur – Sikh  
Birthday of Guru Angad Dev – Sikh
- 19th Mahavir Jayanti – Jain
- 21st First Day of Ridvan – Baha'i
- 22nd Theravadin New Year – Buddhist  
Hanuman Jayanti – Hindu  
Pesach (Passover) begins at sundown – Judaism
- 23rd Saint George's Day – Christian  
Lazarus Saturday – Orthodox Christian
- 24th Palm Sunday – Orthodox Christian
- 29th Ninth Day of Ridvan – Baha'i  
Good Friday – Orthodox Christian
- 30th Saint James the Great Day – Orthodox Christian

April is Autism Awareness Month | Alcohol Awareness Month | Stress Awareness Month |  
Bowel Cancer Awareness Month



### Diversity Champion Question Time

How is diversity used as a strategic tool for fostering innovation, creative problem solving and building a competitive advantage?



Learn to get in touch with the silence within yourself, and know that everything in life has purpose. There are no mistakes, no coincidences, all events are blessings given to us to learn from.

Elisabeth Kubler Ross



Diversity Perspectives

# May 2016



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

International Day Against Homophobia, Transphobia and Biphobia: Aims to coordinate international events that raise awareness of LGBT rights, violations and stimulate interest in LGBT rights work worldwide.

May is Action on Stroke Month | Mental Health Awareness Month  
Family Wellness Month | Cystic Fibrosis Month | Hepatitis Awareness Month

## Celebrations

- 1st Pascha (Easter) – Orthodox Christian  
Beltane – Wicca/Pagan
- 2nd Twelfth Day of Ridvan – Baha'i  
Birthday of Guru Arjan Dev – Sikh
- 5th Yom HaShoah (Holocaust Memorial Day) – Judaism  
Lailat al Miraj – Islam  
Ascension Day – Christian
- 11th Yom HaZikaron (Israeli Memorial Day) – Judaism
- 12th Yom Ha'Atzmaut (Israeli Independence Day) – Judaism  
International Nurses Day – Secular
- 13th Our Lady of Fatima – Catholic Christian
- 15th Visakha Puja – Buddha Day – Buddhist  
Pentecost – Christian
- 17th International Day Against Homophobia, Transphobia and Biphobia – Secular
- 21st World Day for Cultural Diversity for Dialogue and Development – Secular  
Lailat al Bara'a – Islam
- 22nd Trinity Sunday – Christian
- 23rd Birthday of Guru Amar Das – Sikh  
Declaration of the Báb – Baha'i
- 26th Lag B'Omer – Judaism  
Corpus Christi – Catholic Christian
- 29th Ascension of Baha'u'llah – Baha'i  
International Day of United Nations Peacekeepers – Secular



**Diversity Champion**  
Question Time

Who is responsible for managing diversity?



**No one is born hating another person because of the colour of his skin.**

*Nelson Mandela*



**Diversity Perspectives**

# June 2016



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

Ramadan – is the ninth month of the Islamic calendar and is observed by Muslims worldwide as a month of fasting to commemorate the first revelation of the Quran to Muhammad according to Islamic belief. The annual observance is regarded as one of the Five Pillars of Islam.

Pride Week – positive stance against discrimination and violence towards lesbian, gay, bisexual and transgender people to promote their self-affirmation, dignity, equality rights, increase their visibility as a social group, build community and celebrate sexual diversity and gender variance.

June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month  
LGBT Pride Month | Men's Health Awareness Month | Gypsy, Roma and Traveller History Month  
National Hospice Month (UK)

## Celebrations

- 3rd Sacred Heart of Jesus – Catholic Christian
- 6th Ramadan begins – Islam
- 9th Ascension of Jesus – Orthodox Christian
- Saint Columba of Iona – Celtic Christian
- 11th Shavuot begins at sundown – Judaism
- Trooping the Colour
- 16th Guru Arjan Dev martyrdom – Sikh
- 19th Father's Day
- Pentecost – Orthodox Christian
- 20th Pride Week
- Litha – Wicca/Pagan (northern hemisphere)
- Yule – Wicca/Pagan (southern hemisphere)
- 24th Nativity of Saint John the Baptist – Christian
- 26th All Saints – Orthodox Christian
- 29th Feast of Saints Peter and Paul – Christian



**Diversity Champion**  
Question Time

Have you Equality, Diversity and Respect policies?



**Be generous with kindly words, especially about those who are absent.**

*Johann Wolfgang Von Goethe*



**Diversity Perspectives**

# July 2016



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

## Celebrations

- 2nd Laylat al Qadr – Islam
- 4th Independence Day
- 5th Birthday of Guru Hargobind – Sikh
- 7th Eid al Fitr – Islam
- 9th Martyrdom of the Báb – Baha'i
- 13th Obon (Ulambana) – Buddhist – Shinto
- 15th Saint Vladimir the Great Day – Orthodox Christian
- 16th Stoke-on-Trent Pride
- 19th Asalha Puja (Dharma Day) – Buddhist
- 22nd Feast Day of Saint Mary Magdalene – Christian
- 23rd Birthday of Guru Har Krishen – Sikh  
Birthday of Emperor Haile Selassie – Rastafari
- 24th Pioneer Day – Mormon Christian
- 25th Saint James the Great Day – Christian

Stoke-on-Trent Pride – celebrating 10 years in 2016 and is an annual day to celebrate community diversity and learn from each other, increasing compassion, understanding, equality and wellbeing.

July is UV Safety Month | Family Reunion Month | Make a Difference to Children Month  
International Women with Alopecia Month



**Diversity Champion**  
Question Time

What are you doing this month to address gender, race and cultural challenges in your organisation?





Happiness is having a large, loving, caring, close-knit family in another city.

George F. Burns



Diversity Perspectives

# August 2016



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

Pride Glasgow – Scotland's largest celebration of LGBTI equality run annually to support, develop and engage the LGBTI community.

August is Health & Safety Month | National Immunizations Awareness Month  
Black Business Month | Children's Eye Health & Safety Month

## Celebrations

- 1st **Lammas** – Christian  
**Lughnassad – Imbolc** – Wicca/Pagan  
Northern and Southern hemispheres  
**Fast in honour of Holy Mother of Lord Jesus** – Orthodox Christian
- 6th **Transfiguration of the Lord** – Orthodox Christian
- 9th **International Day of the World's Indigenous Peoples** – Secular
- 14th **Tish'a B'av** – Jewish
- 15th **Assumption of Blessed Virgin Mary** – Catholic Christian  
**Dormition of the Theotokos** – Orthodox Christian  
**Obon (Bon)** – Buddhist
- 18th **Raksha Bandhan** – Hindu
- 20th **Pride Glasgow**
- 22nd **Queenship of Mary** – Catholic Christian
- 25th **Krishna Janmashtami** – Hindu
- 29th **Beheading of Saint John the Baptist** – Christian



**Diversity Champion**  
Question Time

How are staff held accountable for diversity?



**It is literally true that you can succeed best and quickest by helping others to succeed.**

*Napoleon Hill*



**Diversity Perspectives**

# September 2016



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

Eid al Adha – also known as the “Festival of the Sacrifice” or “Sacrifice Feast”, honours the willingness of Ibrahim to sacrifice his son

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

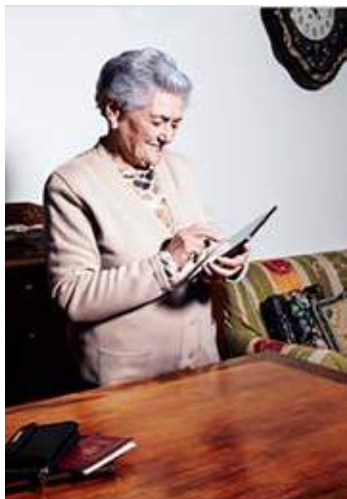
## Celebrations

- 1st **Ecclesiastical year begins** – Orthodox Christian
- 5th **Ganesh Chaturthi** – Hindu
- 6th **Paryushan Parva** – Jain
- 8th **Nativity of Virgin Mary** – Christian  
**International Literacy Day**
- 10th **Waqf al Arafa (Hajj Day)** – Islam  
**World Suicide Prevention Day**
- 11th **Eid al Adha** – Islam  
**Ethiopian New Year** – Rastafari
- 14th **The Triumph of the Cross** – Christian
- 15th **Anant Chaturdashi** – Hindu  
**International Day of Democracy** – secular
- 22nd **Mabon** – Wicca/Pagan northern hemisphere  
**Ostara** – Wicca/Pagan southern hemisphere
- 27th **Meskel** – Ethiopian Orthodox Christian
- 29th **Michaelmas** – Saint Michael and All Angels – Christian



**Diversity Champion**  
Question Time

What is your Organisation's business case for diversity?



*Enlightenment is understanding that there is nowhere to go, nothing to do, and nobody you have to be except exactly who you're being right now.*

Neale Donald Walsch



**Diversity Perspectives**

# October 2016



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

Spirit Day – people wear purple to show support for LGBT youth who are victims of bullying.  
 Diwali – an ancient Hindu festival celebrated in autumn or spring every year. The festival spiritually signifies the victory of light over darkness or good over evil, knowledge over ignorance and hope over despair.

Black History Month – observance for remembrance of important people and events in the history of the African diaspora.

October is Breast Cancer Awareness Month | Down Syndrome Awareness Month  
 Domestic Violence Awareness Month | Black History Month (UK) | Aids Awareness Month

## Celebrations

- 1st Navaratri begins – Hindu
- 2nd Muharram New Year – Islam
- International Day of Non-Violence – Secular
- Feast of the Guardian Angels – Christian
- Rosh Hashanah begins at sundown – Jewish
- 4th Saint Francis Day – Catholic Christian
- Blessing of the Animals – Christian
- 9th Birthday of Guru Ram Das Sikh
- 10th Thanksgiving (Canada) – Interfaith
- 11th Dasara – Hindu
- Ashura – Islam
- Yom Kippur begins at sundown – Jewish
- 13th World Sight Day
- 16th Sukkot begins at sundown – Jewish
- 18th Saint Luke, Apostle & Evangelist – Christian
- 20th Spirit Day
- Birth of the Báb – Baha’i
- Installation of the Scriptures of Guru Granth Sahib – Sikh
- World Osteoporosis Day
- 23rd Shemini Atzeret begins at sundown – Jewish
- 24th Simchat Torah begins at sundown – Jewish
- United Nations Day
- World Polio Day
- 28th Milvian Bridge Day – Christian
- 30th Diwali – Deepavali – Hindu, Sikh, Jain
- 31st All Hallows’ Eve – Christian
- Samhain (Halloween) – Pagan
- Reformation Day – Protestant Christian
- New Year – Jain



**Diversity Champion**  
Question Time

Is training in diversity, equality and respect an integral component of staff development?



You pay God a compliment by asking great things of Him.

Teresa of Avila

# November 2016



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

## Celebrations

- 1st **All Saints' Day** – Christian  
**Samhain – Beltane** – Wicca/Pagan northern and southern hemispheres
- 2nd **All Souls' Day** – Christian  
**Coronation of Emperor Haile Selassie I** – Rastafari
- 9th **Dedication of the Lateran Basilica** – Catholic Christian
- 11th **Armistice Day** – Interfaith
- 12th **Birthday of Baha'u'llah** – Baha'i
- 14th **Birthday of Guru Nanak Dev Sahib** – Sikh
- 15th **Nativity Fast begins** – Orthodox Christian
- 20th **Feast of Christ the King** – Christian
- 24th **Martyrdom of Guru Tegh Bahdur** – Sikh  
**Thanksgiving** – Interfaith USA
- 25th **International Day for the Elimination of Violence against Women**
- 26th **Day of the Covenant** – Baha'i
- 27th **Advent Sunday** – Christian
- 28th **Ascension of Abdul'I-Baha** – Baha'i
- 30th **Saint Andrew's Day** – Christian



## Diversity Perspectives

November is Epilepsy Awareness Month | Lung Cancer Awareness Month  
Pancreatic Cancer Awareness Month



### Diversity Champion Question Time

Do you regularly quantify the benefits of diversity and promote the organization's successes?



**I've found that luck is quite predictable. If you want more luck, take more chances. Be more active. Show up more often.**

*Brian Tracy*



## Diversity Perspectives

# December 2016



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

International Day of Persons with Disabilities – United Nations' (UN) annual observance to re-affirm and draw attention to the rights of people who live with disabilities.

Christmas Day – annual festival commemorating the birth of Jesus Christ and observed as a religious and cultural celebrations around the World.

**December** is Universal Human Rights Month | Spiritual Literacy Month

## Celebrations

- 3rd** **International Day of Persons with Disabilities** – *Secular*
- 6th** **Saint Nicholas' Day**
- 8th** **Feast of the Immaculate Conception** – *Christian*  
**Rohatsu (Bodhi Day)** – *Buddhist*
- 12th** **Mawlid an Nabi** – *Islam*  
**Feast Day of Our Lady of Guadalupe** – *Catholic Christian*
- 16th** **Posadas Navidenas** – *Hispanic Christian (16th – 25th)*
- 21st** **Yule** – *Wicca/Pagan northern hemisphere*  
**Litha** – *Wicca/Pagan southern hemisphere*  
**Yule** – *Christian*
- 24th** **Christmas Eve** – *Christian*  
**Chanukah begins at sundown** – *Jewish (24th December – 1st January)*
- 25th** **Christmas Day** – *Christian*  
**Feast of the Nativity** – *Orthodox Christian*
- 26th** **Saint Stephen's Day** – *Christian*  
**Boxing Day** – *Secular*  
**Zarathosht Diso (Death of Prophet Zarathushtra)** – *Zoroastrian*
- 28th** **Holy Innocents** – *Christian*
- 30th** **Feast of the Holy Family** – *Catholic Christian*
- 31st** **New Year's Eve**  
**Watch Night** – *Christian*



### Diversity Champion Question Time

Is there a clear leadership commitment to diversity at all levels in your organisation?



**Diversity Champion**

Corporate Award 2016

The International Diversity Mark

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