DIVERSITY CALENDAR 2016
**January 2016**

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**

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

**Imperial College London**

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**Special Days**

1st Mary, Mother of God – Catholic Christian
   Feast of Saint Basil – Orthodox Christian
   Gantan-sai (New Years) – Shinto
   New Year’s Day/Hogmanay – Secular
   Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI
   Temple Day – Buddhist
2nd Fellowship Day
3rd Epiphany – Christian
   Feast of the Theophany – Orthodox Christian
   Dia de los Reyes – Christian
   Twelfth Night – Christian
   Birthday of Guru Gobind Singh – Sikh
4th Bank Holiday – Scotland
   World Braille Day
5th Twelfth Night – Christian
   Birthday of Guru Gobind Singh – Sikh
6th Epiphany – Christian
   Feast of the Theophany – Orthodox Christian
   Dia de los Reyes – Christian
   Christmas Day – Orthodox Christian
   Christmas Day – Ethiopian Rastafari
7th Baptism of the Lord Jesus – Christian
8th Seijin no hi (Coming of Age Day) – Shinto
   Human Trafficking Awareness Day
9th Maghi – Sikh
10th New Year’s Day – Orthodox Christian
11th Seijin no hi (Coming of Age Day) – Shinto
   Human Trafficking Awareness Day
12th Saint Hillary’s Day – Christian
13th Birthday of Guru Har Rai – Sikh
14th New Year’s Day – Orthodox Christian
15th Makar Sankranti – Hindu
16th World Religion Day – Baha’i
17th 18-25 Week of Prayer for Christian Unity – Christian
18th Martin Luther King Jnr. Day
19th Timkat – Ethiopian Orthodox Christian
20th Saint Agnes Day – Christian
21st Saint Agnes Day – Christian
22nd 24-27 Mahayana New Year – Buddhist
   Tu Bishvat begins at sundown – Jewish
23rd Robert Burns Night (Burns Night)
   Saint Paul’s Day – Christian
24th Australia Day
25th Holocaust Memorial Day
26th Saint Thomas Aquinas Day – Christian
27th Data Privacy Day
28th Birthday of Guru Har Rai – Sikh
29th Birthday of Guru Har Rai – Sikh
30th Birthday of Guru Har Rai – Sikh
31st Birthday of Guru Har Rai – Sikh

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

- Last Quarter
- New Moon
- First Quarter
- Full Moon
February 2016

**Diversity Perspectives**

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

---

**Special Days**

1st  Saint Brigid of Kildare – Celtic Christian
2nd  Candlemas – Christian
  Imbolc – Lughnassacchi
  – Wicca/Pagan
  Presentation of Christ in the Temple – Christian
3rd  Setsubun-sai – Shinto
  Saint Blaise Day – Christian
4th  World Cancer Day
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
14th  Darwin Day
15th  Nirvana Day – Buddhist – Jain
20th  World Day of Social Justice
26th  Intercalary Days (begin) – Baha’i

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**Diversity Champion Question Time**

Have you identified your main diversity challenges?

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**Imperial College London**

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

- Last Quarter
- New Moon
- First Quarter
- Full Moon
Diversity Calendar 2016

Diversity Calendar 2016
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

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

New Moon

First Quarter

Full Moon

Last Quarter

Question Time

Have you identified your main diversity challenges?

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

Special Days

1st Zero Discrimination Day – Secular
Saint David’s Day
Intercalary Days (end) – Baha’i
2nd Nineteen Day Fast (start) – Baha’i
3rd World Book Day
5th Saint Piran’s Day – Christian
6th Mothering Sunday
Orthodox Sunday – Orthodox Christian
Meatfare Sunday – Orthodox Christian
7th Maha Shivaratri – Hindu
8th International Women’s Day
13th Cheesefare Sunday – Orthodox Christian
L. Ron Hubbard Birthday – Scientology
14th Clean Monday – Orthodox Christian
17th Saint Patrick’s Day – Christian
Bank Holiday – Northern Ireland and ROI
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
World Down Syndrome Day
22nd World Water Day
23rd Magha Puji (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
Bank Holiday – England, Wales, Scotland and Northern Ireland
26th Holy Saturday – Christian
27th Easter Sunday – Christian
British Summertime begins
28th Easter Monday – Christian
Bank Holiday – England, Wales, Northern Ireland and ROI
Khordad Sal (Birth of Prophet Zarathushtra) – Zoroastrian

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

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Diversity Champion

Question Time

What resources have you committed to meeting your diversity and inclusion priorities this year?
Diversity Calendar 2016

diversiton leading the world in diversity

Diversity Calendar 2016
You may never know what results come of your action, but if you do nothing there will be no result.

Mahatma Gandhi

### Diversity Perspectives

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### Special Days

- **1st April Fools Day**
- **2nd World Autism Awareness Day**
- **4th Annunciation of the Lord – Catholic Christian**
- **7th World Health Day – Secular**
- **8th New Year – Hindu International Romani Day**
- **14th Vaisakhi New Year – Sikh**
- **15th Ramanavami – 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 Therevadin New Year – Buddhist Hanuman Jayanti – Hindu**
- **Pesach (Passover) begins at sundown – Judaism Earth Day**
- **23rd Saint George’s Day – Christian**
- **24th Palm Sunday – Orthodox Christian Shakespeare Day**
- **28th World Day for Health & Safety at Work**
- **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**

- **Last Quarter**
- **New Moon**
- **First Quarter**
- **Full Moon**
### Diversity Perspectives

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

— Mahatma Gandhi

### Question Time

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

### Special Days

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<tbody>
<tr>
<td>1st</td>
<td>Pascha (Easter) – Orthodox Christian</td>
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<td>2nd</td>
<td>Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI</td>
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<tr>
<td>3rd</td>
<td>World Press Freedom Day</td>
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<td>5th</td>
<td>Yom HaShoah (Holocaust Memorial Day) – Judaism</td>
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<td>World Red Cross Red Crescent Day</td>
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<td>Yom HaZikaron (Israeli Memorial Day)</td>
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<td>Yom HaAtzmaut (Israeli Independence Day) – Judaism</td>
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<td>Our Lady of Fatima – Catholic Christian</td>
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<td>Visakha Puja – Buddha Day – Buddhist</td>
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<td>16th</td>
<td>Whit Monday – Christian</td>
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<td>17th</td>
<td>International Day Against Homophobia, Transphobia and Biphobia – Secular</td>
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<tr>
<td>21st</td>
<td>World Day for Cultural Diversity for Dialogue and Development – Secular</td>
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<td>22nd</td>
<td>International Day for Biological Diversity</td>
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<td>23rd</td>
<td>Birthday of Guru Amar Das – Sikh</td>
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<td>26th</td>
<td>Lag B’Omer – Judaism</td>
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<tr>
<td>29th</td>
<td>Ascension of Baha’u’llah – Baha’i</td>
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<td>30th</td>
<td>Spring Bank Holiday – England, Wales, Scotland and Northern Ireland</td>
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<td>World No Tobacco Day</td>
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**May is Action on Stroke Month | Mental Health Awareness Month**

**Family Wellness Month | Cystic Fibrosis Month | Hepatitis Awareness Month**

- **Last Quarter**
- **New Moon**
- **First Quarter**
- **Full Moon**
No one is born hating another person because of the colour of his skin.

Nelson Mandela

June 2016

Special Days

1st International Children’s Day
3rd Sacred Heart of Jesus – Catholic Christian
4th International Day of Innocent Children Victims of Aggression
5th World Environment Day
6th Bank Holiday – ROI
   Ramadan begins – Islam
9th Ascension of Jesus – Orthodox Christian
   Saint Columba of Iona – Celtic Christian
11th Shavuot begins at sundown – Judaism
   Trooping the Colour
14th World Blood Donor Day
16th Guru Arjan Dev martyrdom – Sikh
17th World Day to Combat Desertification and Drought
19th Father’s Day
   Pentecost – Orthodox Christian
   World Sickle Cell Disease Awareness Day
20th World Refugee Day
   Summer Solstice
   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 Perspectives

Question Time

Have you Equality, Diversity and Respect policies?

Imperial College London

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

Johann Wolfgang Von Goethe

**Diversity Perspectives**

**Question Time**

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

---

**Special Days**

- **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
- **11th** Saint Benedict Day – Catholic Christian
- **12th** Orangemen’s Day
- **13th** Obon (Ullambana) – Buddhist – Shinto
- **15th** Saint Vladimir the Great Day – Orthodox Christian
- **17th** International Justice Day
- **19th** Asalha Puja (Dharma Day) – Buddhist
- **22nd** Feast Day of Saint Mary Magdalene – Christian
- **23rd** Birthday of Guru Har Krishen – Sikh
- **23rd** Birthday of Emperor Haile Selassi – Rastafari
- **24th** Pioneer Day – Mormon Christian
- **25th** Parent’s Day – Secular
- **28th** World Hepatitis Day
- **30th** International Day of Friendship

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**Daylight Savings**

**Diversity Champion**

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

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**Calendar Symbols**

- ○ Last Quarter
- ● New Moon
- ○ First Quarter
- ○ Full Moon
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**Diversity Perspectives**

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

George F. Burns

**Special Days**

1st  Summer Bank Holiday – Scotland and ROI
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

12th International Youth Day

14th Tish’a B’Av – Jewish

15th Assumption of Blessed Virgin Mary – Catholic Christian
Dormition of the Theotokos – Orthodox Christian

18th Raksha Bandhan – Hindu

19th World Humanitarian Day

22nd Queenship of Mary – Catholic Christian

25th Krishna Janmashtami – Hindu

29th Summer Bank Holiday – England, Wales and Northern Ireland
Beheading of Saint John the Baptist – Christian

**August**

Health & Safety Month | National Immunizations Awareness Month
Black Business Month | Children’s Eye Health & Safety Month

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<th>Last Quarter</th>
<th>New Moon</th>
<th>First Quarter</th>
<th>Full Moon</th>
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Diversity Champion

Question Time

How are staff held accountable for diversity?
Diversity Calendar 2016

leading the world in diversity
It is literally true that you can succeed best and quickest by helping others to succeed.

Napoleon Hill

**Diversity Perspectives**

**Diversity Champion**

Question Time

What is your Organisation’s business case for diversity?

**Imperial College London**

September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month

International Blood Cancer Awareness Month | World Alzheimer’s Month

Special Days

1st  Ecclesiastical year begins – Orthodox Christian
5th  Ganesh Chaturthi – Hindu
   International Day of Charity
6th  Paryushan Parva – Jain
8th  Nativity of Virgin Mary – Christian
   International Literacy Day
10th Waq al Araf (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
21st  International Day of Peace
   World Alzheimer’s Day
22nd  Autumn Equinox
   Mabon – Wicca/Pagan northern hemisphere
   Ostara – Wicca/Pagan southern hemisphere
27th  Meskel – Ethiopian Orthodox Christian
28th  International Right to Know Day
   Freedom from Hunger Day
29th  Michaelmas – Saint Michael and All Angels – Christian
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

### Special Days

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<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Tradition/Religion</th>
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<tbody>
<tr>
<td>1st</td>
<td>Navaratri – Hindu</td>
<td>Hindu</td>
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<td>Muharram New Year – Islam</td>
<td>Islam – Secular</td>
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<td>2nd</td>
<td>International Day of Non Violence</td>
<td>– Secular</td>
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<td>3rd</td>
<td>Feast of the Guardian Angels</td>
<td>– Christian</td>
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<td>Rosh Hashanah begins at sundown</td>
<td>– Jewish</td>
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<td>Saint Francis Day – Catholic Christian</td>
<td>– Christian</td>
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<td>Blessing of the Animals – Christian</td>
<td>– Christian</td>
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<td>World Teachers’ Day</td>
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<td>Birthday of Guru Ram Das Sikh</td>
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<td>Thanksgiving (Canada) – Interfaith</td>
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<td>World Mental Health Day</td>
<td>– Secular</td>
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<td>Ashura – Islam</td>
<td>– Jewish</td>
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<td>Yom Kippur begins at sundown</td>
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<td>1st Navaratri – Hindu</td>
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<td>International Day of Older Persons</td>
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<td>14th</td>
<td>International Day for the Eradication of Poverty</td>
<td>– Secular</td>
</tr>
<tr>
<td>15th</td>
<td>World Sight Day</td>
<td></td>
</tr>
<tr>
<td>16th</td>
<td>Sukkot begins at sundown</td>
<td>– Jewish</td>
</tr>
<tr>
<td>17th</td>
<td>International Day for the Eradication of Poverty</td>
<td></td>
</tr>
<tr>
<td>18th</td>
<td>Saint Luke, Apostle &amp; Evangelist</td>
<td>– Christian</td>
</tr>
<tr>
<td>20th</td>
<td>Birth of the Báb – Baha’i</td>
<td>– Baha’i</td>
</tr>
<tr>
<td>23rd</td>
<td>Shemini Atzeret begins at sundown</td>
<td>– Jewish</td>
</tr>
<tr>
<td>24th</td>
<td>Simchat Torah begins at sundown</td>
<td>– Jewish</td>
</tr>
<tr>
<td>23rd</td>
<td>Installation of the Scriptures of Guru Granth Sahib – Sikh</td>
<td>Sikh</td>
</tr>
<tr>
<td>28th</td>
<td>Milvian Bridge Day – Christian</td>
<td>– Christian</td>
</tr>
<tr>
<td>29th</td>
<td>World Stroke Day</td>
<td></td>
</tr>
<tr>
<td>30th</td>
<td>Diwali – Deepavali – Hindu, Sikh, Jain</td>
<td>Hindu, Sikh, Jain</td>
</tr>
<tr>
<td>31st</td>
<td>All Hallows Eve – Christian</td>
<td>– Christian</td>
</tr>
<tr>
<td>31st</td>
<td>Samhain (Halloween) – Pagan</td>
<td>Pagans</td>
</tr>
<tr>
<td>31st</td>
<td>Reformation Day – Protestant Christian</td>
<td>– Protestant</td>
</tr>
<tr>
<td>1st</td>
<td>New Year – Jain</td>
<td>Jain</td>
</tr>
<tr>
<td>5th</td>
<td>Bank Holiday – ROI</td>
<td>– ROI</td>
</tr>
</tbody>
</table>

### Diversity Perspectives

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

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**Diversity Champion**

**Question Time**

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

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

Teresa of Avila

November 2016

Diversity Champion

Question Time

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

Imperial College London

Special Days

| Date | Event/

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

| 1st | All Saints Day – Christian
| 2nd | All Souls Day – Christian
| 5th | Guy Fawkes Night
| 9th | Dedication of the Lateran Basilica
| 11th | Armistice Day – Interfaith
| 12th | Birthday of Baha’u’llah – Baha’i
| 13th | Remembrance Sunday
| 14th | Birthday of Guru Nanak Dev Sahib
| 15th | Nativity Fast begins – Orthodox Christian
| 19th | International Men’s Day
| 20th | Christ the King – Christian
| 24th | Martyrdom of Guru Tegh Bahadur – Sikh
| 25th | International Day for the Elimination of Violence against Women
| 26th | Day of the Covenant – Baha’i
| 27th | Advent Sunday – Christian
| 30th | Saint Andrew’s Day – Christian

Bank Holiday – Scotland

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

| Last Quarter | New Moon | First Quarter | Full Moon |

| 1st | All Saints Day – Christian
| 2nd | All Souls Day – Christian
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Bank Holiday – Scotland

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

| Last Quarter | New Moon | First Quarter | Full Moon |
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

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**Diversity Perspectives**

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

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**Imperial College London**

**Special Days**

1st
World AIDS Day
International Day for the Abolition of Slavery – Secular

2nd
International Day of Persons with Disabilities – Secular

3rd
International Day of Persons with Disabilities – Secular

6th
Saint Nicholas Day

8th
Feast of the Immaculate Conception – Christian

Rohatsu (Bodhi Day) – Buddhist

9th
International Anti-Corruption Day

10th
Human Rights Day

12th
Mawlid an Nabi – Islam
Feast Day of Our Lady of Guadalupe – Catholic, Christian

16th
Posadas Navidenas – Hispanic Christian (16th – 25th)

18th
International Migrants Day – Secular

20th
International Human Solidarity Day

21st
Winter Solstice
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
Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI
Zarathosht Diso (Death of Prophet Zarathushtra) – Zoroastrian

27th
Bank Holiday – England, Wales, Scotland, Northern Ireland and ROI

28th
Holy Innocents – Christian

30th
Feast of the Holy Family – Catholic Christian

31st
New Year’s Eve
Watch Night – Christian
More and more organisations every year are asking for their Online Diversity Calendar to be made more bespoke to their Organisation’s needs.

So, now we can include your logo, add lots of your photos, design your cover, insert extra pages, add training dates, etc! You can even choose your title!

What’s more we can print your Calendar if you would also like paper copies. So, get your staff involved and start collecting your images now.

Call Sharon on +44 (0) 2841 754777 or email Sharon@diversiton.com to discuss or for further information. Please see www.diversiton.com for more examples.
Our whole hearted thanks goes out to all the staff and students who contributed to the ‘Walk Around the World Exhibition’ in 2015.

Imperial Staff Networks

To join our staff networks visit the Equality Diversity and Inclusion Centre website http://www.imperial.ac.uk/equality/