Diversity, Inclusion and Wellbeing
Calendar 2020
Baby steps are still steps in the right direction
Start the New Year positively and think about a new activity or routine to improve your health and wellbeing this year. You may want to learn a new skill or kick a “bad” habit.

Wellbeing is the feeling of being comfortable, happy and healthy, having a sense or meaning or purpose, good mental health and generally just feeling well.

Equality – the state of being equal is foundational in a democratic society. The fight for equality is the fight to attain different kinds of equality, like racial, gender, or the equality of opportunity between rich and poor.
Keep your heart healthy by doing an exercise that you enjoy and swapping an unhealthy snack for a healthy one.
February

UK National Heart Month / Lesbian Gay Bisexual Trans History Month

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We know how to look after our love in the form of romantic gestures, but do we know how to look after our heart?

This month is LGBTQ+ History Month, an annual celebration of the Lesbian, Gay, Bisexual and Trans community, its history, culture and struggle for equality. LGBTQ+ is an acronym for lesbian, gay, bisexual and transgender people. The Q denotes queer and also questioning and the + denotes everything on the gender and sexuality spectrum.
Let's all be #EachforEqual
Women’s history month celebrates the contributions made by women to events in history and contemporary society. The theme for this year’s International Women’s Day on the 8th is #Each for Equal; an equal world is an enabled world. Individually, we’re all responsible for our own thoughts and actions - all day, every day. We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women’s achievements.

Gender identity is an individual’s sense of self as male, female, a blend or both or neither – how individuals perceive themselves and what they call themselves. Gender identity can be the same or different from an individuals’ sex assigned at birth.
Get moving and do something physically active and fun, it's even better if it is outdoors.
World Autism Awareness Month is a time to raise awareness, increase acceptance and celebrate our neurodiversity.

Autism is a lifelong, developmental disability that affects how a person communicates with and relates to other people, and how they experience the world around them. It is a hidden disability which means you can’t always tell if someone has autism. There are around 700,000 people in the UK with Autism, which is more than 1 in 100 people.
Make time today to do something kind for yourself
It is mental health awareness week in May and it’s time to focus on your mental health by learning about what you can do to help yourself and others.

Talking about mental health encourages those with experience of a mental health problem to share how they are feeling. This is often the first step to feeling better and a reminder that people are not alone. #this is me #end the stigma

Yoga, meditation, mindfulness and lifestyle changes will help bridge the connection for the mind, body and soul. A healthy mind leads to a healthy body and results in a healthy spirit.
The best thing you’ll ever do is believe in yourself
The month celebrates the diverse ways in which the Gypsy, Roma and Traveller communities add to the vibrancy of life in the UK and recognises the varied contributions that these communities have made to British society historically and today. They are protected in the Equality Act 2010 but continue to face discrimination.

Ethnic – people grouped according to a common racial, national, tribal, religious, linguistic or cultural origin.
Be kind to the planet, eat less meat and use less plastic and energy
The Earth’s global temperature is warming, meaning that weather patterns and ecosystems are changing more quickly than animal species and human communities can adapt. We all have the power to play a part and champion change through the food we eat, the clothes we wear, how we travel, and the energy and materials we use and recycle.

Inclusion is about providing equal opportunity to everyone to create a culture and environment where everyone and every group feels welcome, accepted and valued for who they are.
Listen whole heartily to others without judging them
The United Nations’ International Youth Day is celebrated on August 12th each year to recognise efforts of the world’s young people in enhancing global society. It also aims to promote ways to engage them in becoming more actively involved in making positive contributions to their communities. Did you know that Birmingham is the youngest major city in Europe, with under 25s accounting for nearly 40% of its population.

Micro-behaviours are tiny, often unconscious gestures, facial expressions, postures, words and tone of voice which can influence how included (or not included) the people around us feel.
Learn something new and share it with others
The United Nations International Day of Peace is an event that is observed each year by nations all across the world on 21st of September. Play your part in building a culture of peace, respecting the differences we have, learning about others and celebrating our diverse society.

**Diversity** is about our differences in background, experiences and perspectives, interests, ethnicity, gender, sexual orientation, religion, belief, age and ability. Recognising, accepting, respecting and celebrating all the differences that make us unique will strengthen our relationships with each other and lead to a cohesive and peaceful community.
Take 10 minutes to sit still and just breathe
October is Black History Month in the UK and it has been celebrated nationwide every year since the 1980s. This month was originally founded to recognise the contributions that people of African and Caribbean backgrounds have made to this country over many generations, to educate about the British history not acknowledged, or represented and to challenge racism still evident in society.

Now, Black History Month has expanded to include the history of not just African-Caribbean black people but all black people in general.

**Unconscious Bias** – we know what prejudice and hatred of people or a particular group can look like but we are less used to thinking about the more subtle processes which can disadvantage people. We may not always be aware of our own biases. They can affect the way we behave and the decisions we make.
It’s ok to feel your feelings
Movember is an annual event involving the growing of moustaches during the month of November to raise awareness of men’s health issues, such as prostate cancer, testicular cancer, and men’s suicide.

Suicide is the single biggest killer of men under 45 in the UK with 84 men taking their own lives every week. Men are three times as likely to die by suicide than women. It is believed that hundreds of male suicides could be prevented if men felt able to ask for help when they desperately need it.

Self Esteem is how a person thinks about themselves is linked to family traditions, language, social customs, economic background and other aspects of a person’s social and cultural environment.
Stop and take a deep breath, you’re doing great
Human rights belong to every human being regardless of sex, race, nationality, socio-economic group, political opinion, sexual orientation or any other status. They are the basic rights and freedoms all people should be guaranteed. They are universal, apply equally to everyone and are founded on the principle of dignity for every human being.

Human rights ensure that people can live freely, that they are able to flourish, reach their potential and participate in society. Human rights ensure that everyone is treated fairly and with dignity and respect.
### The year at a glance

#### January
- **1**: New Year’s Day / Hogmanay
- **2**: Birthday of Guru Gobind Singh Sikh
- **3**: World Braille Day
- **4**: Twelfth Night Christian
- **5**: Epiphany Christian
- **6**: Data Privacy Day
- **7**: Seijin no hi (Coming of Age Day) Shinto
- **8**: International Day of Women and Girls in Science / Safer Internet Day
- **9**: Birthday of Guru Angad Dev Sikh
- **10**: Mahayana New Year Buddhist
- **11**: International Day Against Biphobia, Homophobia, Transphobia and Abortion
- **12**: International Day Against Drug Abuse and Illicit Trafficking
- **13**: International Day Against Homophobia, Transphobia and Biphobia
- **14**: Makar Sankranti Hindu
- **15**: Makar Sankranti Sikh
- **16**: Autism Sunday
- **17**: International Women’s Day
- **18**: National Apprenticeship Week
- **19**: Autism Acceptance Day
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- **30**: Autism Acceptance Day
- **31**: World Bipolar Day

#### February
- **1**: World Hijab Day
- **2**: National Apprenticeship Week
- **3**: World Cancer day
- **4**: World Book Day
- **5**: World Water Day
- **6**: Holocaust Memorial Day
- **7**: Data Privacy Day
- **8**: Magna Carta Day
- **9**: Twitter Day
- **10**: Robert Burns Night / Chinese New Year – Year of the rat
- **11**: Data Privacy Day
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- **18**: International Day of Human Rights
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- **31**: International Day of Human Rights

#### March
- **1**: St. David’s Day
- **2**: Eating Disorders Week / National Careers’ Week
- **3**: World Hearing Day
- **4**: International Women’s Day #Each for Equal
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#### April
- **1**: April Fool’s Day
- **2**: Rama Navami Hindu
- **3**: National Walk to Work Day
- **4**: Palm Sunday Christian
- **5**: Mahavir Jayanti Jain
- **6**: World Health Day
- **7**: Hanumana Jayanti Hindu
- **8**: Lailat al Bara’ah Islam
- **9**: Purim Jewish
- **10**: No Smoking Day
- **11**: Easter Sunday Christian
- **12**: Easter Monday Christian
- **13**: Birth of the Khalsa (Vaisakhi) Sikh
- **14**: International Day of Families
- **15**: International Day of Families
- **16**: International Day of Families
- **17**: International Day of Families
- **18**: Birth of Guru Tegh Bahadur / Birth of Guru Angad Dev Sikh
- **19**: International Day of Happiness / Nav-Ruz (New Year) Baha’i
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- **30**: International Day of Happiness / Nav-Ruz (New Year) Baha’i

#### May
- **1**: Twelfth Day of Ridvan Baha’i
- **2**: Birthday of Guru Arjan Dev Sikh
- **3**: National Walk to Work Day
- **4**: Palm Sunday Christian
- **5**: Mahavir Jayanti Jain
- **6**: World Health Day
- **7**: Hanumana Jayanti Hindu
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- **30**: International Day of Happiness / Nav-Ruz (New Year) Baha’i

#### June
- **1**: World Environment Day
- **2**: Bike week
- **3**: International Day Against Drug Abuse and Illicit Trafficking
- **4**: World Refugee Day
- **5**: World Humanist Day
- **6**: International Day of Yoga
- **7**: World Humanist Day
- **8**: International Day Against Drug Abuse and Illicit Trafficking
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**July**
- 1: International Plastic Free Day
- 2: Birthday of Guru Hargobind Sikh
- 3: Asalha Puja (Dharma Day) Buddhist
- 4: World Chocolate Day
- 5: Martyrdom of the Bab Baha’i
- 6: World Population Day
- 7: World Youth Skills Day
- 8: Birthday of Guru Har Krishan Sikh
- 9: International Day of Older Persons

**August**
- 1: Anant Chaturdashi Jain
- 2: International Day of the World’s Indigenous Peoples
- 3: Krishna Janmashtami Hindu
- 4: International Youth Day
- 5: Paryushana Parvaramba begins Jain
- 6: World Humanitarian Day
- 7: Shemini Atzeret Jewish
- 8: Rosh Hashanah Jewish
- 9: International Happiness at Work Week

**September**
- 1: International Day of Charity
- 2: World Smile Day
- 3: International Day of Democracy
- 4: Read a Book Day
- 5: Sukkot Jewish
- 6: Global Hand Washing Day
- 7: World Food Day
- 8: Birth of the Bab Baha’i
- 9: Remembrance Sunday

**October**
- 1: International Day of Older Persons
- 2: World Suicide Prevention Day
- 3: International Day of Charity
- 4: International Day of Charity
- 5: World Mental Health Day
- 6: World Alzheimer’s Day
- 7: Navaratri begins Hindu
- 8: Birthday of Guru Ram Das Sikh
- 9: World Kindness Day

**November**
- 1: Nov World Vegan Day
- 2: World Smile Day
- 3: Sukkot Jewish
- 4: Birthday of Guru Ram Das Sikh
- 5: Armistice Day
- 6: Remembrance Sunday
- 7: Birth of the Bab Baha’i
- 8: World Kindness Day
- 9: Christmas Jumper Day

**December**
- 1: World Aids Day
- 2: International Day for the Abolition of Slavery
- 3: World Population Day
- 4: World Change Day
- 5: Guy Fawkes Night
- 6: Reformation Day
- 7: World Kindness Day
- 8: Rohatsu (Bodhi Day) Buddhist
- 9: Human Rights Day
- 10: Christmas Jumper Day

**Sources:**
- International Holidays
- Cultural Celebrations
- Religious Events

**Notes:**
- The calendar includes a variety of international holidays, cultural celebrations, and religious events.
- The dates are marked for different months from July to December.
- Specifics include dates for each event, the associated culture, and the type of celebration (e.g., holiday, observance, etc.).