



THE VERCIDA  
**DIVERSITY  
CALENDAR  
2022**

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# KEEPING THE FAITH MONTH



# JANUARY

M	T	W	T	F	S	S
27	28	29	30	31	1	2
3	<sup>4</sup> WORLD BRAILLE DAY	5	<sup>6</sup> EPIPHANY (CHRISTIAN)	<sup>7</sup> CHRISTMAS DAY (ORTHODOX)	<sup>8</sup> ETHNICITY PAY GAP DAY	9
10	11	12	13	<sup>14</sup> MAGHI (SIKH)	15	<sup>16</sup> WORLD RELIGION DAY (GLOBAL)
<sup>17</sup> WORLD RELIGION DAY (BAHAI)	<sup>18</sup> MAHAYANA NEW YEAR (BUDDHIST)	19	20	21	22	23
24	25	26	<sup>27</sup> HOLOCAUST MEMORIAL DAY	<sup>28</sup> HAVE FUN AT WORK DAY	29	30
31	1	2	3	4	5	6

Each month Vercida concentrates on a specific aspect of diversity such as cultural, racial, religious, age, sex/gender, sexual orientation and disability.

This month we are focusing on religious diversity. Keeping the faith, honours different beliefs and celebrates allowing individuals to be true to themselves.



# LGBTQ+ HISTORY MONTH



# FEBRUARY

M	T	W	T	F	S	S
31	<sup>1</sup> CHINESE NEW YEAR	<sup>2</sup> IMBOLC/ CANDLEMAS (WICCA/ PAGAN)	3	<sup>4</sup> WORLD CANCER DAY	5	<sup>6</sup> INTERNATIONAL DAY OF ZERO TOLERANCE TO FEMALE GENITAL MUTILATION
7	8	9	10	11	12	13
<sup>14</sup> ST VALENTINE'S DAY (CHRISTIAN)	15	<sup>16</sup> NIRVANA DAY (BUDDHIST)	17	18	19	<sup>20</sup> WORLD DAY OF SOCIAL JUSTICE
21	22	23	24	<sup>25</sup> INTERNATIONAL STAND UP TO BULLYING DAY	26	27
28	1	2	3	4	5	6
7	8	9	10	11	12	13

February marks LGBTQ+ History Month and to celebrate we will be covering historic events within the community and sharing the experiences of our clients and their employees.

The overall aim of LGBTQ+ History Month is to raise awareness and educate people about the LGBTQ+ community.



# MARCH

## EMPOWERING WOMEN MONTH

INCLUDE, INSPIRE,  
INITIATE



M	T	W	T	F	S	S
28	<sup>1</sup> INTERNATIONAL WHEELCHAIR DAY / LAILAT AL-MIRAJ (ISLAM)	<sup>2</sup> LENT BEGINS	<sup>3</sup> WORLD HEARING DAY	4	5	6
7	<sup>8</sup> INTERNATIONAL WOMEN'S DAY	9	10	11	12	<sup>13</sup> BRITISH SIGN LANGUAGE WEEK
14	15	16	<sup>17</sup> ST PATRICK'S DAY	18	19	<sup>20</sup> INTERNATIONAL DAY OF HAPPINESS
<sup>21</sup> WORLD DOWNS SYNDROME DAY / ELIMINATION RACIAL DISCRIMINATION	22	23	24	<sup>25</sup> INTERNATIONAL DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY	<sup>26</sup> WORLD PURPLE DAY (EPILEPSY DAY)	<sup>27</sup> MOTHER'S DAY
28	29	<sup>30</sup> WORLD BIPOLAR DAY	<sup>31</sup> INTERNATIONAL TRANSGENDER DAY OF VISIBILITY	1	2	3
4	5	6	7	8	9	10

March is about celebrating women and empowering them to be their best selves. Women's Month commemorates the history of women's impact on the world and raises awareness of issues women face worldwide. International Women's Day was established to commemorate the movement for women's rights and we want to acknowledge this throughout the month of March.



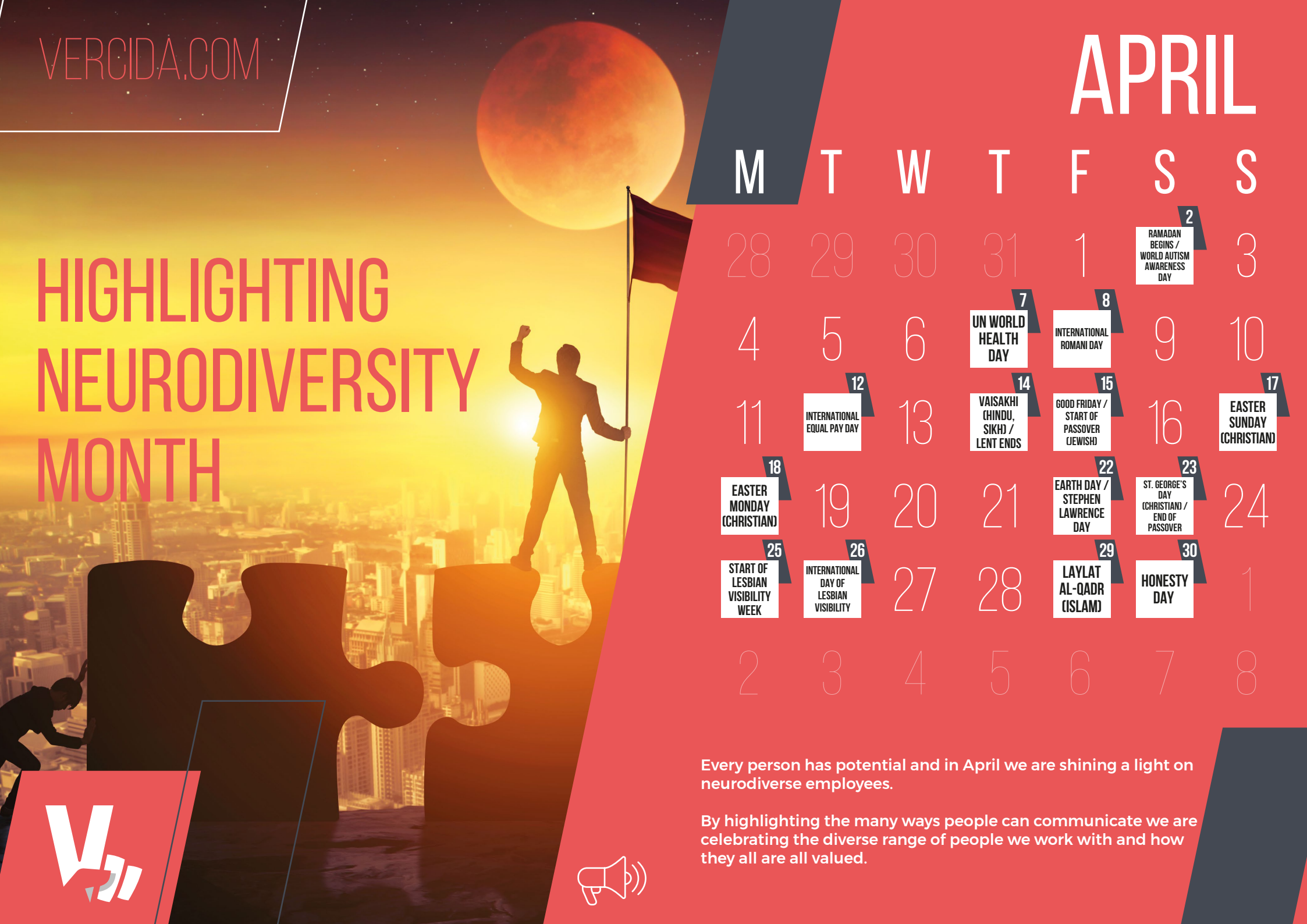
## HIGHLIGHTING NEURODIVERSITY MONTH

M T W T F S S

28	29	30	31	1	2 RAMADAN BEGINS / WORLD AUTISM AWARENESS DAY	3
4	5	6	7 UN WORLD HEALTH DAY	8 INTERNATIONAL ROMANI DAY	9	10
11	12 INTERNATIONAL EQUAL PAY DAY	13	14 VAISAKHI (HINDU, SIKH) / LENT ENDS	15 GOOD FRIDAY / START OF PASSOVER (JEWISH)	16	17 EASTER SUNDAY (CHRISTIAN)
18 EASTER MONDAY (CHRISTIAN)	19	20	21	22 EARTH DAY / STEPHEN LAWRENCE DAY	23 ST. GEORGE'S DAY (CHRISTIAN) / END OF PASSOVER	24
25 START OF LESBIAN VISIBILITY WEEK	26 INTERNATIONAL DAY OF LESBIAN VISIBILITY	27	28	29 LAYLAT AL-QADR (ISLAM)	30 HONESTY DAY	1
2	3	4	5	6	7	8

Every person has potential and in April we are shining a light on neurodiverse employees.

By highlighting the many ways people can communicate we are celebrating the diverse range of people we work with and how they all are all valued.



# MENTAL HEALTH MATTERS MONTH



M	T	W	T	F	S	S
25	26	27	28	29	30	<sup>1</sup> INTERNATIONAL WORKERS DAY / RAMADAN ENDS / FAMILY EQUALITY DAY
<sup>2</sup> MAY DAY BANK HOLIDAY / EID AL-FITR (ISLAND)	<sup>3</sup> EID AL-FITR ENDS	<sup>4</sup> DEAF AWARENESS WEEK (UK)	5	6	7	8
9	<sup>10</sup> MENTAL HEALTH AWARENESS WEEK	11	12	13	14	<sup>15</sup> INTERNATIONAL DAY OF FAMILIES
16	<sup>17</sup> INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA	18	<sup>19</sup> GLOBAL ACCESSIBILITY AWARENESS DAY	20	<sup>21</sup> GLOBAL DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

Mental health in the workplace is the focus for May. During this month we are showcasing what businesses do to improve the health and wellbeing of their people at work.



# PRIDE MONTH

# JUNE

M	T	W	T	F	S	S
30	31	<sup>1</sup> GLOBAL DAY OF PARENTS	<sup>2</sup> SPRING BANK HOLIDAY	<sup>3</sup> START OF GURU ARJAN MARTYRDOM (SIKH)	<sup>4</sup> SHAVUOT BEGINS SUNSET OF SATURDAY (JUDAISM)	5
<sup>6</sup> SHAVUOT ENDS NIGHTFALL OF MONDAY (JUDAISM)	7	8	9	10	11	12
13	14	15	<sup>16</sup> END OF GURU ARJAN MARTYRDOM (SIKH)	17	<sup>18</sup> AUTISTIC PRIDE	<sup>19</sup> FATHER'S DAY
20	<sup>21</sup> WORLD HUMANIST DAY	<sup>22</sup> NATIONAL WINDRUSH DAY	<sup>23</sup> INTERNATIONAL WOMEN IN ENGINEERING DAY	24	25	26
27	28	29	30	1	2	3
4	5	6	7	8	9	10

It's pride month and during the month of June, all over the country, people are demonstrating their support for the LGBT community.

Vercida is joining the campaign by promoting diversity and inclusion to reduce discrimination against these communities and helping to spread the inclusion message.



# CHANGING AGE PERCEPTION MONTH

(AGE IS JUST A NUMBER)



# JULY

M T W T F S S

27	28	29	30	1	2	3
4	5	6	7	8	9 EID AL-ADHA BEGINS	10
11 WORLD POPULATION DAY	12	13 EID AL-ADHA ENDS / ASALHA PUJA (DHARMA DAY) - BUDDHIST	14 INTERNATIONAL NON-BINARY PEOPLE'S DAY	15 WORLD YOUTH SKILLS DAY	16	17 INTERNATIONAL JUSTICE DAY
18 NELSON MANDELA INTERNATIONAL DAY / SOUTH ASIAN HERITAGE MONTH BEGINS	19	20	21	22	23	24
25	26	27	28	29 ST JAMES THE GREAT DAY (CHRISTIAN)	30 INTERNATIONAL DAY OF FRIENDSHIP	31
1	2	3	4	5	6	7

This July we are focusing on changing the perception of age by showing that all generations can learn from each other. Older adults can be role models for their younger colleagues, passing on their wisdom through experience whilst, older adults can benefit from interacting with their younger counterparts by learning fresh skills, like technology. Vercida shows how breaking down age barriers can benefit both organisations and individuals in the workplace.





# HERITAGE EMPOWERMENT MONTH

FREEDOM TO CELEBRATE WHO WE ARE,  
LOOKING TO UNDERSTAND THE NUANCES  
OF DIFFERENT ETHNICITIES



# AUGUST

M	T	W	T	F	S	S
1	2	3	4 SINGLE WORKING WOMEN'S DAY	5	6	7
8	9 INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES	10	11	12 INTERNATIONAL YOUTH DAY	13	14
15	16	17 SOUTH ASIAN HERITAGE MONTH ENDS	18	19	20	21
22 INTERNATIONAL DAY COMMEMORATING THE VICTIMS OF ACTS OF VIOLENCE BASED ON RELIGION OR BELIEF	23 INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE AND ITS ABOLITION	24	25	26 WOMEN'S EQUALITY DAY	27	28
29 AUGUST BANK HOLIDAY	30	31	1	2	3	4
5	6	7	8	9	10	11

August looks at the family tree and explores people's ancestry and how knowing a person's background should enable them to be proud of who they are.

When organisations welcome people from all backgrounds into a company their main objectives has to be understanding and inclusion.



# FREEDOM AND EQUALITY MONTH

HOW TO LEVEL THE  
PLAYING FIELD



# SEPTEMBER

M T W T F S S

29	30	31	1	2	3	4
<b>5</b> INTERNATIONAL DAY OF CHARITY	6	7	8	9	<b>10</b> WORLD SUICIDE PREVENTION DAY / SWAP IDEAS DAY	11
<b>12</b> DISABILITY AWARENESS DAY	13	14	15	16	17	18
19	20	<b>21</b> WORLD ALZHEIMER'S DAY / INTERNATIONAL DAY OF PEACE	22	<b>23</b> WORLD BI VISIBILITY DAY / INTERNATIONAL DAY OF SIGN LANGUAGES	24	<b>25</b> WORLD DEAF DAY
<b>26</b> EUROPEAN DAY OF LANGUAGES	27	28	29	30	1	2
3	4	5	6	7	8	9

September is all about equality and freedom of expression. We will showcase stories and cover topics including cultural, racial and religious diversity, age, sex/gender, sexual orientation and disability to illustrate how companies create an environment for this to happen.



# BLACK HISTORY MONTH



# OCTOBER

M	T	W	T	F	S	S
26	27	28	29	30	<sup>1</sup> INTERNATIONAL DAY OF OLDER PERSONS / WORLD MENOPAUSE DAY	<sup>2</sup> INTERNATIONAL DAY OF NON-VIOLENCE
<sup>3</sup> WORLD MENTAL HEALTH DAY	4	5	6	<sup>7</sup> WORLD DYSLEXIA AWARENESS DAY	8	9
<sup>10</sup> NATIONAL COMING OUT DAY	11	12	<sup>13</sup> WORLD SIGHT DAY	14	15	16
<sup>17</sup> INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY	18	19	<sup>20</sup> SPIRIT DAY (LGBTQ+)	21	<sup>22</sup> INTERNATIONAL STAMMERING AWARENESS DAY	23
24	25	<sup>26</sup> INTERSEX AWARENESS DAY	<sup>27</sup> NATIONAL MENTORING DAY	28	29	30
31	1	2	3	4	5	6

Black History Month was created to focus attention on the contributions and achievements of those with African or Caribbean heritage. It's also an opportunity for people to learn more about the effects of racism and how to challenge negative stereotypes. We've always been advocates of rights, equality and inclusion and that's why we're proud to support the ideas behind Black History Month, this year and always.



# HONOURING MEN MONTH



# NOVEMBER

M T W T F S S

31	<sup>1</sup> ISLAMOPHOBIA AWARENESS MONTH	2	<sup>3</sup> NATIONAL STRESS AWARENESS DAY	4	5	6
7	<sup>8</sup> INTERSEX DAY OF SOLIDARITY	9	10	<sup>11</sup> ARMISTICE DAY	12	<sup>13</sup> REMEMBRANCE SUNDAY / WORLD KINDNESS DAY
<sup>14</sup> ANTI BULLYING WEEK WORLD / DIABETES DAY	15	<sup>16</sup> INTERNATIONAL DAY FOR TOLERANCE (UNITED NATIONS)	17	18	<sup>19</sup> INTERNATIONAL MEN'S DAY	<sup>20</sup> TRANS DAY OF REMEMBRANCE
21	22	23	24	<sup>25</sup> INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE TOWARDS WOMEN	26	27
28	29	<sup>30</sup> ST. ANDREW'S DAY (ENGLAND)	1	2	3	4
5	6	7	8	9	10	11

We are proud advocates of Movember and we are working towards a world where men can take action to maintain their mental wellbeing and feel they are supported by those around them, especially in the workplace. During this month we highlight positive role models and raise awareness of how men can also improve gender relations and help to promote equality for women too.



# DISABILITY CONFIDENT MONTH



# DECEMBER

M	T	W	T	F	S	S
28	29	30	<b>1</b> WORLD AIDS DAY	<b>2</b> INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY	<b>3</b> INTERNATIONAL DAY OF PEOPLE WITH DISABILITIES	4
5	6	7	8	9	<b>10</b> INTERNATIONAL HUMAN RIGHTS DAY	11
12	13	14	15	16	17	<b>18</b> INTERNATIONAL MIGRANT'S DAY
19	20	21	22	23	<b>24</b> CHRISTMAS EVE (CHRISTIAN)	<b>25</b> CHRISTMAS DAY (CHRISTIAN)
<b>26</b> KWANZAA (AFRICAN DIASPORA)	27	28	29	30	<b>31</b> NEW YEAR'S EVE / HOGMANAY WATCH NIGHT (CHRISTIAN)	1
2	3	4	5	6	7	8

In December, VERCIDA marks Disability Confident Month by highlighting the strengths of the unsung heroes aiming to change the perception of the disability talent pool.

We're taking the opportunity to congratulate and showcase employers in their efforts to create a diverse and inclusive workforce that welcomes people with various disabilities into their organisations.

