

THE VERCIDA  
**DIVERSITY  
CALENDAR  
2023**



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# KEEPING THE FAITH MONTH



# JANUARY

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

Each month VERCIDA highlights a specific aspect of diversity such as race, religion, age, sex/gender, sexual orientation and disability, as well as cultural and societal differences. This month we are focusing on religious diversity and the power of faith and belief. Keeping the Faith Month acknowledges and celebrates the many different faiths and beliefs within society, as well as recognising the importance of maintaining inter-faith dialogue.



# LGBT+ HISTORY MONTH



# FEBRUARY

M	T	W	T	F	S	S
30	31	1	2 IMBOLC (WICCA/PAGAN)/ CANDLEMAS (CHRISTIAN)	3	4 WORLD CANCER DAY	5 TU B'SHEVAT (JEWISH)
6 INTERNATIONAL DAY OF ZERO TOLERANCE TO FEMALE GENITAL MUTILATION	7	8	9	10	11	12
13	14 ST VALENTINE'S DAY (CHRISTIAN)	15 NIRVANA DAY (BUDDHIST)	16	17	18 LAILAT AL MIRAJ (MUSLIM) MAHA SHIVARATRI (HINDU)	19
20 WORLD DAY OF SOCIAL JUSTICE	21 SHROVE TUESDAY (CHRISTIAN)	22 LENT (CHRISTIAN) (STARTS)	23	24 INTERNATIONAL STAND UP TO BULLYING DAY	25	26
27	28	1	2	3	4	5
6	7	8	9	10	11	12

In February we are marking LGBT+ 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 LGBT+ History Month is to raise awareness of the history of its own civil rights movement and to educate people about the LGBT+ community and their needs.



# WOMEN'S HISTORY MONTH

# MARCH

M	T	W	T	F	S	S
27	28	1 INTERNATIONAL WHEELCHAIR DAY / ST DAVID'S DAY (WALES)	2	3 WORLD HEARING DAY	4	5
6	7 HOLI (HINDU)	8 INTERNATIONAL WOMEN'S DAY	9	10	11	12
13	14 BRITISH SIGN LANGUAGE WEEK	15	16	17 ST PATRICK'S DAY NAW-RUZ (BAHÁ'Í)	18	19 MOTHER'S DAY
20	21 WORLD DOWNS SYNDROME DAY / ELIMINATION RACIAL DISCRIMINATION	22 RAMADAN (MUSLIM) (STARTS)	23	24	25 INTERNATIONAL DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY	26 WORLD PURPLE DAY (EPILEPSY DAY)
27	28	29	30 WORLD BIPOLAR DAY	31 TRANSGENDER DAY OF VISIBILITY	1	2
3	4	5	6	7	8	9

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 the issues women face worldwide. International Women's Day (8th March) was established to commemorate the movement for women's rights, and we want to acknowledge this throughout the month of March.



# APRIL

## NEURODIVERSITY AWARENESS MONTH



M T W T F S S

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

In April we will be raising awareness of neurodiversity and the values that neurodiverse employees can bring to an organisation. By highlighting the many ways that people process information and communicate, we are celebrating the diverse range of skills in the people that we work with and how they are all valued.



# MENTAL HEALTH AWARENESS MONTH



M	T	W	T	F	S	S
1 MAY DAY BANK HOLIDAY / DEAF AWARENESS WEEK	2	3	4	5	6	7 INTERNATIONAL FAMILY EQUALITY DAY
8	9	10 NATIONAL DAY FOR STAFF NETWORKS	11	12	13	14
15 MENTAL HEALTH AWARENESS WEEK / INTERNATIONAL DAY OF FAMILIES	16	17 INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA	18	19	20	21 GLOBAL ACCESSIBILITY AWARENESS DAY
22	22	24	25 SHAVUOT STARTS (JEWISH)	26	27	28 PENTECOST (CHRISTIAN)
29 SPRING BANK HOLIDAY	30	31	1	2	3	4
5	6	7	8	9	10	11

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



# WELLBEING MONTH



M	T	W	T	F	S	S
29	30	31	1 GLOBAL DAY OF PARENTS	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18 AUTISTIC PRIDE DAY
19 FATHER'S DAY/REFUGEE WEEK STARTS	20 WORLD REFUGEE DAY	21 WORLD HUMANIST DAY	22 NATIONAL WINDRUSH DAY	23 INTERNATIONAL WOMEN IN ENGINEERING DAY	24	25
26	27	28 EID AL-ADHA STARTS	29	30	1	2
3	4	5	6	7	8	9

In June, we will focus on wellbeing by highlighting the physical, psychological, spiritual and emotional safety that all employees need to perform at their very best and to feel that they are valued by their employer and have a sense of belonging at work.



# CHALLENGING AGE PERCEPTION MONTH

# JULY

M	T	W	T	F	S	S
26	27	28	29	30	1	2
<sup>3</sup> ASALHA PUJA / DHAMMA DAY (BUDDHIST)	4	5	6	7	8	9
10	<sup>11</sup> WORLD POPULATION DAY	12	13	<sup>14</sup> INTERNATIONAL NON-BINARY PEOPLE'S DAY	<sup>15</sup> WORLD YOUTH SKILLS DAY	16
<sup>17</sup> INTERNATIONAL JUSTICE DAY	<sup>18</sup> NELSON MANDELA INTERNATIONAL DAY / SOUTH ASIAN HERITAGE MONTH BEGINS	19	20	21	22	23
24	25	26	27	28	<sup>29</sup> ST JAMES THE GREAT DAY (CHRISTIAN)	<sup>30</sup> INTERNATIONAL DAY OF FRIENDSHIP
31	1	2	3	4	5	6

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.





# AUGUST

## CELEBRATING FAMILY MONTH



M	T	W	T	F	S	S
31	1	2	3	4	5	6
7	8	9 INDIGENOUS PEOPLE'S DAY	10	12 INTERNATIONAL YOUTH DAY	12	13
14	15	16 MUHARRAM (MUSLIM) ENDS	17	18	19	20
21	22	23 INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE AND ITS ABOLITION	24	26 WOMEN'S EQUALITY DAY	26	27
28 AUGUST BANK HOLIDAY	29	30	31	1	2	3
4	5	6	7	8	9	10

Throughout August we will highlight the different concepts of the family. We will celebrate the different types of biological, affinity or logical family units that we create for ourselves that give us a sense of comfort, purpose, safety and camaraderie.



# INTERSECTIONALITY AWARENESS MONTH

# SEPTEMBER

M	T	W	T	F	S	S
28	29	30	31	1	2	3
4	5 INTERNATIONAL DAY OF CHARITY	6 KRISHNA JANMASHTAMI (HINDU)	7	8	9	10 WORLD SUICIDE PREVENTION DAY
11	12	13	14	15 ROSH HASHANAH (JEWISH)	16	17
18 INTERNATIONAL EQUAL PAY DAY	19	20	21 WORLD ALZHEIMER'S DAY / INTERNATIONAL DAY OF PEACE	22	23 BISEXUAL VISIBILITY DAY / INTERNATIONAL DAY OF SIGN LANGUAGES	24 WORLD DEAF DAY
25 YOM KIPPUR (JEWISH) / NATIONAL INCLUSION WEEK	26 EUROPEAN DAY OF LANGUAGES	27	28	29	30	1
2	3	4	5	6	7	8

This September, we will be focussing on the importance of recognising the many intersectional identities that makes us unique and different from one another, We will highlight how we can better understand the individual needs and experiences of employees based on those intersections between our different identities, backgrounds, beliefs and cultures.



# BLACK HISTORY MONTH

# OCTOBER

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

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 by being actively anti-racist. 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.



# RETURNING TO WORK MONTH



# NOVEMBER

M	T	W	T	F	S	S
30	31	1	2	3	4	5
6	7	8	9 WORLD FREEDOM DAY	10	11 ARMISTICE DAY	12 REMEMBRANCE SUNDAY DIWALI (HINDU)
13 ANTI BULLYING WEEK	14 WORLD DIABETES DAY	15	16 INTERNATIONAL DAY FOR TOLERANCE	17	18	19 INTERNATIONAL MEN'S DAY
20 TRANS DAY OF REMEMBRANCE	21	22	23	24	25 INTERNATIONAL DAY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN	26
27	28	29	30 ST. ANDREW'S DAY (ENGLAND)	1	2	3
4	5	6	7	8	9	10

In November, we will focus on those employees who are returning to work after experiencing significant events in their lives, such as maternity leave and childbirth, adoption, sickness absence and the development of a disability. Understanding the different and changing needs of those who are choosing to return to work is vital to creating and maintaining a consciously inclusive workplace.



# DISABILITY CONFIDENT MONTH



# DECEMBER

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

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.

