

I&D Calendar 2023

Purpose of this document

- Marking awareness dates sends a powerful signal to our people; helping us to learn, connect and build community
- And making informed decisions about which awareness dates to mark will maximise the impact of our I&D efforts as well as support our business goals
- This document includes a list of awareness dates to choose from and tips to help with your decision making
- By using both your I&D plan and the I&D Calendar 2023 you will be able to create a holistic strategy

Step 1 | Review your local I&D plan

- Consider how activity around different awareness dates could support your I&D objectives. Here are some examples:
 - Launching an updated policy on a date relevant to the people it supports
 - Marking different religious festivals / days to build awareness and enable managers to be more informed and sensitive to annual leave requests
 - Reinforcing training with key messages shared to mark specific dates
- Consider demographics... the profile of your existing employees and prospective employees you want to attract
 - What awareness dates might be most meaningful to them?
 - Can you get feedback to help you learn what is important to them?
 - Where possible, getting input from a diverse group of people ensures we choose a representative selection of awareness dates

Step 2 | Think of the big picture

- If you have Employee Resource Groups in your business, you can work with them, or they might take the lead on marking certain awareness dates
- Think about other activities that will be happening throughout the year
 - For example, Safety, Health & Wellbeing campaigns, Frontline Leadership Programme or other training
 - Assess if these various activities feel consistent and coherent, and is there sufficient time between them?
- People appreciate transparency. Communicate the process you went through to select the awareness dates... knowing there was a thoughtful approach helps people better understand if they don't see a date they would like to mark included

Creating your own local I&D Calendar

- Considering steps one and two above and using the I&D Calendar in the appendix, create a short list of dates
- On the next page is a template to track the final list of awareness dates you decide to mark
- We will share toolkits to support you in marking International Women's Day, Pride and Inclusion Week (these are marked across CRH)
- While there isn't a specific race and ethnicity awareness date relevant globally, we will also share a toolkit to help you mark relevant regional / local events on this theme

Local I&D Calendar 2023

Use this template to track the awareness dates you decide to mark



Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Dec
Awareness dates marked across CRH											
		International Women's Day			Pride Month			Inclusion Week			
Awareness dates that we will mark locally including ERG events											
Other significant dates *											

* Use this section to consider:

- What other activities will people participate in or receive communications on? Do the various events feel consistent and coherent?
- Consider also dates or milestones that might be relevant as input to the activities you're planning (e.g. I&D Committee meetings or projects to update policies)

Appendix | I&D Calendar, sample long list

The pages that follow include various dates across cultures, religions and society, though it's not an exhaustive list. It is designed to help you select which dates you will mark in your business during 2023.

I&D Calendar 2023

January



Sunday 1st	New Year's Day Kwanzaa ends (US)
Wednesday, 4th	World Braille Day
Friday, 6th	Three Kings Day (Spain)
Saturday, 7th	Orthodox Christmas Day Mahayana New Year (Buddhism)
Sunday, 15th	World Religion Day
Monday, 16th	Martin Luther King Day
Friday, 27th	Holocaust Memorial Day

February



Black History Month (US)
LGBTQ+ History Month

Sunday, 5th	Chinese New Year (Year of the Rabbit)
Monday, 6th	St. Brigid's Day (Christian)
Monday, 20th	Presidents Day (United States)
Tuesday, 21st	Shrove Tuesday (Christian)
Wednesday, 22nd	Ash Wednesday / Lent begins (Christian)
Sunday, 26th	Vasant Panchami (Hindu)
Monday, 27th	Maghi-Purnima (Hindu)

I&D Calendar 2023

March



Ethnic Equality Month
Gender Equality Month
Deaf History Month

Monday, 6th Makha Bucha Day (Buddhism)

Wednesday, 8th International Women's Day ♀

Wednesday, 8th Holi (Hindu)

Friday 17th Lailat al Miraj (Muslim)
Saint Patrick's Day

Saturday, 18th Maha Shivarati (Hindu)

Monday, 20th International Day of Happiness

Tuesday, 21st Neurodiversity Celebration Week
World Down Syndrome Day
International Day for Elimination of
Racial Discrimination

Wednesday, 22nd Ramadan begins (Muslim)

Friday, 31st International Transgender Day
of Visibility

April



Celebrate Diversity Month
Autism Awareness Month
Sikh Heritage Month (Canada)

Sunday, 2nd World Autism Awareness Day
Palm Sunday (Christian)

Wednesday, 5th Passover begins (Jewish)

Friday, 7th World Health Day
Good Friday (Christian)

Sunday, 9th Easter Sunday (Christian)

Monday, 10th Easter Monday (Christian)

Thursday 13th Passover ends (Jewish)

Friday, 14th Vaisakhi/Baisakhi (Sikh)

Thursday, 20th Ramadan ends (Muslim)

Friday, 21st Eid-al-Fitr, begins at sunset (Muslim)

Saturday, 22nd Eid-al-Fitr, ends at sunset (Muslim)

I&D Calendar 2023

May



Mental Health Awareness Month
South Asian Heritage Month (US)

Monday, 1st	Mental Health Awareness Week
Friday, 5th	Cinco de Mayo
Wednesday, 17th	International Day Against Homophobia, Transphobia & Biphobia
Sunday, 21st	World Day for Cultural Diversity for Dialogue & Development
Thursday, 25th	Shavuot 'Festival of Weeks' begins (Jewish)
Saturday, 27th	Shavuot 'Festival of Weeks' ends (Jewish)
Monday, 29th	Memorial Day (US)

June



LGBTQ+ Pride Month 
Gypsy, Roma & Traveller Month

Thursday, 1st	Global Day of Parents
Sunday, 11th	Race Unity Day
Sunday, 18th	Autistic Pride Day
Monday, 19th	Juneteenth (US) Learning Disability Week
Tuesday, 20th	World Refugee Day
Thursday, 22nd	Windrush Day (UK)
Friday, 23rd	International Women in Engineering Day
Monday, 26th	First day of Hajj (Muslim)
Wednesday, 28th	Stonewall Rebellion Anniversary Eid-al-Adha, begins at sunset (Muslim)

I&D Calendar 2023



July



South Asian Heritage Month (UK)

Saturday, 1st	Canada Day Last day of Hajj (Muslim)
Tuesday, 4th	Aboriginals and Islanders Day (Australia)
Sunday, 2nd	Eid-al-Adha, ends at sunset (Muslim)
Tuesday, 4th	Independence Day (US)
Friday, 14th	International Non-Binary Persons Day

August



Wednesday, 9th	International Day of the World's Indigenous Peoples
Saturday, 26th	Women's Equality Day (US)
Wednesday, 30th	Raksha Bandhan (Hindu/Sikh)

I&D Calendar 2023

September



Hispanic Heritage Month
World Dementia Awareness Month

Monday, 4th	Labor Day (US)
Tuesday, 5th	International Day of Charity
Sunday, 10th	World Suicide Prevention Day
Friday 15th	Rosh Hashanah (Jewish)
Saturday, 16th	Mexican Independence Day
Tuesday, 19th	Ganesh Chaturthi (Hindu)
Thursday, 21st	International Day of Peace
Sunday, 24th	Yom Kippur (Jewish)

Monday, 25th **National Inclusion Week** 

October



Black History Month (UK)
Disability Employment Awareness Month
ADHD Awareness Month
Breast Cancer Awareness Month

Sunday, 1st	International Day of Older Persons Yom Kippur (Jewish)
Friday, 6th	World Smile Day
Tuesday, 10th	World Mental Health Day
Sunday, 15th	Navaratri begins (Hindu)
Thursday, 19th	International Pronouns Day
Tuesday, 24th	Bandi Chhor Divas (Sikh) Navaratri ends (Hindu)

I&D Calendar 2023

November



Men's Health Awareness Month - November
Islamophobia Awareness Month

Thursday, 2nd	Day of the Dead begins (Catholic)
Friday 3rd	Day of the Dead ends (Catholic)
Saturday, 11th	Veterans Day (US) Remembrance Day (Australia)
Sunday, 12th	Diwali begins (Hindu/Sikh)
Sunday, 19th	International Men's Day
Monday, 20th	World Children's Day Trans Day of Remembrance
Thursday, 23rd	Thanksgiving (US)
Monday 27th	Guru Nanak Gurburab (Sikh)
Tuesday, 28th	'Giving Tuesday'

December



Friday, 1st	World AIDS Day
Sunday, 3rd	International Day of Persons with Disabilities
Thursday, 7th	Hanukkah begins (Jewish)
Friday, 15th	Hanukkah ends (Jewish)
Sunday, 24th	Christmas Eve (Christian)
Monday, 25th	Christmas Day (Christian)
Tuesday, 26th	Boxing Day / Saint Stephen's Day (Christian) Kwanzaa begins (US)