

different Calendar 2023 together

Diversity, Inclusion and Wellbeing Calendar



*“At Wheatley we are committed to placing equality, diversity and inclusion at the heart of everything we do, and under our **Different Together** banner we visibly celebrate inclusion for all of our people. We recognise the value of diversity in both our employees and communities, along with the benefits this can bring. A culture of inclusion has always been key to our Group values, and we will continue to strengthen this as we create a diverse workforce environment that aspires to reflect and represent the communities we serve.”*

Joanne Laverty
Director of People Services

This diversity calendar has been developed to highlight notable, cultural and awareness dates throughout the year.

Dates included reflect the information we know about faiths and cultures celebrated by our employees and customers following our diversity monitoring surveys.

The main faiths observed by our people and included in the calendar are: Christianity, Islam and Paganism.

However this does not mean other religions, beliefs or non-belief are not of equal value. We have therefore included some celebration dates linked to Buddhism, Sikhism, Hinduism and Judaism - and, of course, there are many other important cultural and religious dates.

This calendar covers May 2023 - February 2024 and was produced following analysis of our customer and staff diversity surveys.

Staff networking groups and support

This calendar is intended to raise awareness and understanding of diversity, inclusion and wellbeing dates that may be relevant to our employees and customers, based on our survey results.

Staff networks

Wheatley Group, we have our Different Together Community of Excellence (CoE). This is made up of staff from across the Group who meet regularly to discuss and action equality, diversity and inclusion activity. Connected to our CoE is six staff network groups. These groups provide peer support, guidance and advice in a safe space for colleagues themed around particular areas of diversity. The groups share experiences and help take forward ideas for positive change to make Wheatley inclusive for everyone. Our six staff networking groups are:

Our six staff networking groups are:

- Age network
- Menopause and perimenopause
- LGBTQ+
- Disability and neurodiversity
- Carers
- Race and multicultural



May

> Deaf Awareness Week



1- 7 May

Deaf Awareness Week aims to raise awareness and challenge perceptions of hearing loss and deafness. It offers guidance on to how to be more inclusive for people with hearing loss.

15 - 21 May

Mental Health Awareness Week (part of Mental Health Month) is supported by the Mental Health Foundation. It aims to educate the public about mental health issues, understanding the signs of a mental health issue and promoting ways to improve mental health.

18 May

Global Accessibility Awareness Day focuses on digital access and inclusion for people with disabilities and impairments.

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| 29 | 30 | 31 | | | | |

| Date | Name | |
|---------|-------------------------------------|--|
| 1 - 7 | Deaf Awareness week | |
| 1 - 7 | Scottish Learning Disability Week | |
| 1 | Beltane (Paganism) | |
| 5 | Buddha Day / Vesak (Buddhism) | |
| 8 - 14 | Black inclusion week | |
| 15 - 21 | Mental Health Awareness Week | |
| 18 | Global Accessibility Awareness Day | |
| 21 | World Cultural Diversity Day | |
| 23 | Guru Arjan Dev Martyrdom (Sikhism) | |
| 25 - 27 | Shavuot (Judaism) | |
| 28 | Pentecost / Whit Sunday (Christian) | |

May is action on Mental Health Awareness Month / UK National Walking Month

June

| Date | Name | |
|---------------------|--------------------------------------|----|
| 1-30 | Pride Month | 🌈 |
| 7 - 13 | Carers Week | 👤 |
| 10 | Global Wellness day | 🌺 |
| 12 - 18 | June Men's Health Week | 👤 |
| 18 | Autistic pride day | 👤 |
| 19 - 25 | Refugee Week | 👤 |
| 21 | Summer Solstice (Paganism) | 🌿 |
| 26 - 1 | Hajj (Islam) | 🌙 |
| 28 - 2 | Eid Al Adha (Islam) | 🌙 |
| 29 | Christianity: St Peter & St Paul Day | ✝️ |
| June is Pride Month | | |

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1 - 30 June

Pride Month: the LGBTQ+ community celebrate each year in June to honour the 1969 Stonewall Uprising in Manhattan. Pride month recognises the impact LGBTQ+ individuals have had locally, nationally, and internationally.

7 - 13 June

Carers Week highlights the challenges unpaid carers face, and recognises the contribution they make to families and communities.

19 - 25 June

Refugee Week celebrates the contributions, creativity and resilience of refugees and people seeking sanctuary. It gives them the chance to share their personal experiences.

21 June

Summer Solstice is the longest day and one of eight Pagan holidays celebrated annually. It marks the beginning of summer and deities manifesting as Mother Earth and the Sun King.



> Refugee Week

July

they
them

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her

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him

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her

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> International Non-Binary
People's Day

14 July

International Non-Binary People's Day
is aimed at raising awareness around the
issues faced by non-binary people around
the world. The day was first celebrated in
2012 and was chosen for being precisely
between International Men's Day and
International Women's Day.

| Date | Name | |
|------|---|---|
| 14 | International Non-Binary People's day | ● |
| 19 | Al-hijra / Muharram (Islam) Islamic New Year | ☾ |
| 18 | South Asian Heritage Month | 🌿 |
| 27 | Tisha B'va (Jewish) | ★ |

July is South Asian Heritage Month and Disability
Pride month

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August

> United Nations

| Date | Name | |
|------|---|---|
| 6 | Cycle to Work Day | ● |
| 12 | International Youth Day | ● |
| 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 | ● |
| 30 | Raksha Bandhan (Hinduism) | 卐 |

August is Black Business Month

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12 August

International Youth Day is a UN observed day dedicated to the importance and value of the world's young people. It highlights the roles they play in modern society.



September

| Date | Name | | | | | |
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| 10 | World Suicide Prevention Day | 🔴 | | | | |
| 15 | Rosh Hashanah (Jewish New Year) | 🌟 | | | | |
| 19 | Youth Mental Health Day | 🟣 | | | | |
| 21 | World Alzheimer's day | 🟢 | | | | |
| 23 | Bi visibility | 🌈 | | | | |
| 23 | International day of sign languages | 🟡 | | | | |
| 23 | Autumnal Equinox (Paganism) | 🌀 | | | | |
| 23 | International day of sign languages | 🟦 | | | | |
| 25 - 1 | UK national inclusion week | 🟠 | | | | |
| September is World Alzheimer Month | | | | | | |
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10 September

World Suicide Prevention Day is dedicated to doing everything possible to raise awareness of the causes of suicide and ways to prevent it.

21 September

World Alzheimer's Day raises awareness and highlights issues faced by those affected by the disease. It's a chance to demonstrate how to these issues can be overcome and to help people live their fullest life possible.

25 - 1 October

National Inclusion Week is a week-long event to celebrate inclusion and taking action to create inclusive workplaces. Each year the event has a different theme to represent.



> World Alzheimer's Day

October

> World mental health day

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| Date | Name | |
|--|--|---|
| 1 | International Day of Older Person | ● |
| 2 - 8 | Dyslexia awareness week | ● |
| 10 | World mental health day | ● |
| 11 | National coming out day | ● |
| 15 - 21 | Invisible Disabilities Week | ● |
| 18 | World Menopause day | ● |
| 18 | International pronouns day | ● |
| 22 | International Stuttering Awareness Day | ● |
| 31 | Samhain (Paganism) | ● |
| October is ADHD Awareness Month Black history month and Breast cancer awareness month | | |

2 - 8 October

Dyslexia Awareness Week (DAW) is to raise awareness around dyslexia, a disability where somebody may have difficult reading, writing or spelling, and to champion the need for supportive tools to help. Dyslexia is estimated to affect one in every 10 people in the UK.

10 October

World Mental Health Day is to increase public awareness around the importance of mental health and services available as well as acknowledge mental health workers worldwide.

18 October

World Menopause Day is to raise awareness on the menopause and options for improving health and wellbeing. Usually taking place for women aged 45-55, it can bring debilitating symptoms that affect everyday life.

18 October

International Pronouns Day celebrates how we refer to people by the pronouns they determine for themselves. The day seeks to make respecting, sharing, and educating about personal pronouns commonplace.

November

> International Men's Day



| Date | Name |
|---|---|
| 2 | Diwali (Hinduism / Sikhism / Jainism) ● |
| 8 | Intersex day of solidarity ● |
| 13 - 19 | Transgender awareness week ● |
| 14 | World Diabetes Day ● |
| 16 - 16 | Disability history month ● |
| 19 | International men's day ● |
| 20 | Transgender day of remembrance ● |
| 25 | International day for the elimination of violence against women ● |
| November is Men's Health Awareness Month/ Disability History Month | |

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13 - 19 November

Transgender Awareness Week is to raise awareness of transgender and gender non-confirming people. The week leads up to the Transgender Day of Remembrance, a day that memorialises victims of transphobic violence.

16 November - 16 December

In the UK around one in five people have a **disability** and the month creates a platform to focus on the history of equality and human rights for members of the disabled community.

19 November

International Men's Day is to promote men's and boys' health and safety, tackling society's tolerance of violence against men and boys, promoting gender equality and highlighting positive male role models.

> Christmas day

December

| Date | Name | | | | | |
|--------|--|----|----|-----|----|------|
| 1 | World AIDs Day | 🟦 | | | | |
| 3 | International day of persons with disabilities | 🟥 | | | | |
| 7 - 15 | Hanukkah (Judaism) | 🟡 | | | | |
| 10 | Human rights day | 🟢 | | | | |
| 22 | Winter solstice (Paganism) | 🟠 | | | | |
| 24 | Christmas eve | ✝️ | | | | |
| 25 | Christmas day | ✝️ | | | | |
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January

> World Braille Day

| Date | Name | | | | | |
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| 1 | New Year's Day | | | | | |
| 4 | World Braille Day | | | | | |
| 21 | World Religion Day | | | | | |
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4 January

World Braille Day Braille is a tactile reading and writing system using raised dots that is used by blind and visually impaired people around the world. This day looks to remind people about the importance of accessibility and the need for alternative ways to support people who are blind or visually impaired.



> LGBT History month

February

| Date | Name | | | | | |
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| 4 | World Cancer Day | 🟢 | | | | |
| 6 | Time to Talk Day | 🟡 | | | | |
| 5 - 10 | UK Race Equality Week | 🟢 | | | | |
| 10 | Chinese / Lunar New Year | 🟠 | | | | |
| 22 | Ash Wednesday / Lent Begins (Christianity) | ✝️ | | | | |
| February is LGBTQ+ History Month | | 🌈 | | | | |
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4 February

World Cancer Day It is estimated that 1 in 2 people will develop some form of cancer during their lifetime (NHS). This day highlights the need for more education and supported for those affected by cancer, and the further research needed to prevent, detect and treat all forms of cancer.

1 - 29 February

LGBT History Month is an opportunity to connect and reflect on the past and present of the LGBT community, celebrate LGBT culture and progress towards equality.