

JobSage

# 2022 Diversity and Inclusion Calendar





# January 2022

## Month-long Observances

### **National Mentoring Month**

Research has shown that mentoring makes a difference to career growth, particularly for women. What programming do you have in place to make sure employees of all backgrounds have access to quality mentoring?

### **Poverty in America Awareness Month**

College graduation rates are often correlated with socioeconomic background, which is too often correlated with race and ethnicity. Have you considered how your hiring practices might be more inclusive of people without college degrees?

## Important Dates

### **January 4 – National Braille Day**

Celebrates the importance of braille as a means of communication and empowerment for blind and visually impaired people



## Important Dates (cont.)

### **January 16 – World Religion Day**

Encourages people to learn about other faiths in an effort to promote understanding and peace between all religions

### **January 17 – Martin Luther King, Jr. Day**

Recognizes the birthday of Martin Luther King Jr., the most prominent advocate for nonviolent activism in the Civil Rights Movement

### **January 27 – International Holocaust Remembrance Day**

Commemorates the millions of victims of the Holocaust, often marking the victims' efforts at resistance and concentrating on contemporary efforts to battle hatred and anti-Semitism



# February 2022

## Month-long Observances

### Black History Month

When tracking employee engagement, do you make an effort to understand whether and to what extent Black employees are experiencing the workplace differently from their non-Black peers?

## Important Dates

### February 1 – National Freedom Day

Commemorates the anniversary of the day President Lincoln signed the joint resolution that established the Constitution's 13th Amendment outlawing slavery in the United States

### February 1 – Chinese New Year, also known as Lunar New Year

Festival that celebrates the beginning of a new year on the traditional Chinese calendar originally observed as a time to honor deities and ancestors

### February 20 – World Day of Social Justice

Recognizes the need to promote social justice for underprivileged and oppressed people around the world



# March 2022

## Month-long Observances

### Developmental Disabilities Awareness Month

Did you know there are tax incentives to help offset the cost of providing workplace accommodations for people with disabilities? Or that it's usually less than \$500 to make most accommodations? ([Source](#))

### National Women's History Month

How did consulting firm BCG increase promotion rates for women by 22 percent and see retention of mid-career women reach parity with that of men within 5 short years? By introducing and investing in an apprenticeship program. What's something similar you can do to promote and retain women in your workplace?

## Important Dates

### March 8 – International Women's Day

Celebrates women's achievements and advocates for taking action against gender inequality around the world

### March 18 – Holi

Hindu celebration, also known as the Festival of Colors, that ushers in the arrival of spring and the end of winter



## Important Dates (cont.)

### **March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade**

UN sponsored day to remember the more than 15 million people who suffered and died at the hands of the transatlantic slave trade and to highlight the dangers of racism and prejudice

### **March 31 – International Transgender Day of Visibility**

Celebrates the contributions transgender people have made to society while also raising awareness of the discrimination they continue to face



# April 2022

## Month-long Observances

### **National Volunteer Month**

Many employees value having a sense of purpose at work. What opportunities can you provide employees to volunteer in your community?

## Important Dates

### **April 2 – Ramadan begins**

Ramadan commemorates the month the Quran, the holy book for Muslims, was revealed and is celebrated with fasting, reflection, and prayer

### **April 2 – Equal Pay Day**

Raises awareness of the gender pay gap and marks how far into the year the average median woman must work in order to have earned what the average median man had earned the entire previous year

### **April 8 – National Day of Silence**

A student-led day to shine light on and protest the bullying and harassment of lesbian, gay, bisexual, and transgender



## Important Dates (cont.)

### **April 15-23 – Passover**

Major Jewish holiday that commemorates the slavery of the Israelites in Egypt and their ultimate exodus to freedom

### **April 17 – Easter**

Major Christian holiday commemorating the resurrection of Jesus from the dead, symbolizing the hope and promise of salvation

### **April 22 – Earth Day**

A day to learn about and remember the importance of protecting health and the environment.



# May 2022

## Month-long Observances

### **Mental Health Awareness Month**

40% of employees describe their job as very stressful or extremely stressful ([Source](#)). Have you considered offering more flexibility to help employees manage the stressors of work and personal life?

### **Asian American and Pacific Islander Heritage Month**

Asian American and Pacific Islander people are often underrepresented in leadership positions. Are you tracking how different demographics are advancing in your company and addressing any disparities your tracking reveals?

## Important Dates

### **May 2-3 – Eid al-Fitr**

Muslim holy day marking the end of the fasting month of Ramadan and celebrated with special prayers, family visits, gifting and charity.



## Important Dates (cont.)

### **May 17 – International Day Against Homophobia, Transphobia and Biphobia**

A day to draw attention to the hate and obstacles faced by people with diverse sexual orientations, gender identities or expressions, and sex characteristics

### **May 21 – World Day for Cultural Diversity for Dialogue and Development**

United Nations–sanctioned international holiday highlighting the essential role of cross-cultural dialogue for achieving peace and sustainable development

### **May 30 – Memorial Day**

United States federal holiday honoring those who have died while serving in the United States armed forces



# June 2022

## Month-long Observances

### Pride Month

Pride Month is held in June each year to celebrate the achievements of the LGBTQ+ community and to commemorate the violent police raids that took place at the Stonewall Inn, a gay bar, on June 28, 1969. To this day, people who don't identify as heterosexual and/or cis-gender often feel less included in the workplace. What workplace policies have you implemented to ensure all employees, regardless of sexual orientation, feel included?

## Important Dates

### June 12 – National Loving Day

Celebration marking the anniversary of the 1967 United States Supreme Court decision, *Loving vs. Virginia*, which made it illegal for states to prevent interracial marriage

### June 19 – Juneteenth National Independence Day

Known to some as the United States' "second Independence Day," Juneteenth commemorates the date enslaved people in Texas learned of their legal right to freedom, over two and a half years after President Lincoln issued the Emancipation Proclamation



## Important Dates (cont.)

### **June 20 – World Refugee Day**

Honors the courage and strength of the countless people who have been forced to flee their homes under threats of persecution and violence



# July 2022

## Month-long Observances

### Family Reunion Month

Many of today's workers have left their hometowns to pursue education and careers. Family Reunion Month encourages people to reunite with extended family members. Whether you offer unlimited PTO or a set number of days, are you doing anything to ensure your employees actually take meaningful amounts of time off to spend with family or friends?

## Important Dates

### July 4 – Independence Day

Marks the date in 1776 when the Declaration of Independence was approved by the Continental Congress, stating that the American colonies would no longer be ruled by Great Britain

### July 9 – Eid al-Adha

Also known as the “Feast of Sacrifice,” this Islamic holiday celebrates the willingness of the Prophet Ibrahim to sacrifice his son as a sign of obedience to God



## Important Dates (cont.)

### **July 18 – Nelson Mandela International Day**

Shines light on the legacy of Nelson Mandela, a global changemaker who exemplified the power of resisting oppression and of forgiveness over hatred

### **July 26 – National Disability Independence Day**

Commemorates the signing of the Americans With Disabilities Act, which prohibits discrimination against people with disabilities



# August 2022

## Month-long Observances

### Win With Civility Month

This month reminds us to treat others with courtesy and respect. How does your company reward employees who exemplify civility or respond to rude employees? Noting that people from marginalized backgrounds are penalized more harshly when they display disrespect, how does your company ensure every employee is evaluated and treated the same way?

## Important Dates

### August 7 – Purple Heart Day

A day Americans remember and honor the members of the US armed forces who were wounded or killed while serving their country

### August 9 – International Day of the World’s Indigenous People

United Nations-sponsored day to commemorate the first meeting of the Working Group on Indigenous Populations, a group that works to promote and protect Human Rights for indigenous people around the world



## Important Dates (cont.)

### **August 21 – Senior Citizens Day**

Recognizes contributions senior citizens make in communities across the United States and raises awareness of the issues that affect older adults

### **August 26 – Women’s Equality Day**

Commemorates the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits governments from denying the right to vote to citizens of the United States on the basis of sex



# September 2022

## Month-long Observances

### Hispanic Heritage Month

Hispanic, Latino, or Latinx? Preferred terminology can change and differ even within a given demographic group, particularly one that comprises roughly 62 million diverse people. Whether it's the name you give a month-long observance or use on your employee demographic tracking, don't just make assumptions or do what you've always done. Talk to your employees and try to incorporate their perspectives in your decision-making process.

## Important Dates

### September 6 – Labor Day

Honors the American labor movement and the works and contributions of laborers to the development and achievements of the United States

### September 15 – International Day of Democracy

An international day to promote and uphold the principles of democracy and review the state of democracy in the world



## Important Dates (cont.)

### **September 16 – Mexican Independence Day**

Commemorates the day Father Hidalgo, a priest and leader, called for Mexico's liberation from Spain

### **September 23 – National Native American Day**

Celebrates the contributions and cultures of Native American people and tribes

### **September 25 – Rosh Hashanah begins**

Jewish New Year, marking the creation of the world and a chance for forgiveness and fresh starts

### **September 26 – Sharada Navrati begins**

Major Hindu holiday, spanning nine days, honoring Hindu goddesses and the divine feminine



# October 2022

## Month-long Observances

### **Bullying Prevention Month**

Bullying doesn't just happen among children. Many marginalized employees report instances of bullying and microaggressions in the workplace. What policies and programs do you have in place to prevent and identify workplace bullying?

## Important Dates

### **October 2 – International Day of Nonviolence**

Held on the birthday of Indian civil rights leader Mahatma Gandhi, this day is an occasion to spread the importance of non-violent protest

### **October 4-5 – Yom Kippur**

Major Jewish holiday offering a chance for people to change their fate through prayer, repentance, and charity

### **October 9 – Sukkot begins**

Jewish holiday celebrating the way in which God protected the Jewish people during the years they spent in the desert on their search for a Promised Land



## Important Dates (cont.)

### **October 11 – National Coming Out Day**

Marks the anniversary of the National March on Washington for Lesbian and Gay Rights in 1987 and celebrates the decision people have made to openly share their gender identities and sexual orientation

### **October 15 – White Cane Safety Day**

Raises awareness of people who carry a white cane and celebrates the achievements of people who are blind or visually impaired

### **October 17 – Spirit Day**

Annual day when millions of people wear purple to show their support for lesbian, gay, bisexual and transgender youth and speak out against bullying

### **October 24 – Diwali**

A festival of new beginnings and the triumph of good over evil, celebrated by millions of Hindus, Sikhs, and Jains around the world



# November 2022

## Month-long Observances

### **Movember**

Movember is a month to raise awareness of men's health issues, such as prostate cancer. Did you know that offering quality healthcare benefits can help you attract and retain talent? What additional benefits can your company afford to offer to keep employees healthy?

### **Native American Heritage Month**

This is a month to learn about the traditions and contributions of Native Americans and Alaskan Natives, a group that is underrepresented in most workplaces. What efforts is your company's recruiting team making to ensure candidates from all backgrounds learn about and are encouraged to apply for open positions?

## Important Dates

### **November 1 – Dia de los Muertos**

Mexican-origin holiday remembering friends and family members who have died

### **November 9 – World Adoption Day**

Encourages adopted people and families to share their stories and raises awareness of children in foster care waiting to be adopted



## Important Dates (cont.)

### **November 11 – Veterans Day**

Celebrates the bravery and sacrifice of all U.S. veterans, living and dead

### **November 16 – National Day for Tolerance**

Shines light on the dangers of intolerance and attempts to foster mutual understanding among cultures and peoples

### **November 19 – International Men’s Day**

Recognizes the positive value men bring to the world, their families and communities

### **November 20 – Transgender Day of Remembrance**

Memorializes those who have been murdered as a result of transphobia and draws attention to the continued violence transgender people face

### **November 24 – Thanksgiving**

Annual holiday giving thanks for the blessing of the harvest and of the preceding year



# December 2022

## Month-long Observances

### Universal Human Rights Month

This month is a time for people around the world to reaffirm and stand up for the rights and dignity of every human being. Does your company offer all employees a safe way to report concerns of harassment or discrimination?

## Important Dates

### December 1 – World AIDS Day

Unites people in the fight against HIV, supports people living with HIV, and commemorates those who have died from an AIDS-related illness

### December 3 – International Day for People with Disabilities

Aims to promote the rights and well-being of persons with disabilities in all spheres of society, including the workplace

### December 5 – International Volunteer Day

Recognizes the tireless work of volunteers around the world



## Important Dates (cont.)

### **December 10 – International Human Rights Day**

Marks the anniversary of the 1948 UN adoption of the Universal Declaration of Human Rights, guaranteeing certain fundamental rights and freedoms regardless of nationality, gender, ethnicity, religion, or any other status

### **December 18 – Hanukkah begins at sunset**

Jewish festival honoring the ideals of Judaism and commemorating the rededication of the Second Temple of Jerusalem by the lighting of candles on each of the holiday's 8 days

### **December 25 – Christmas**

Christian and cultural holiday commemorating the birth of Jesus Christ, celebrated with gift giving and family time

### **December 26 – Kwanzaa begins**

Cultural holiday established to help African Americans reconnect with their African heritage and to celebrate the principles of unity, self-determination, collective responsibility, cooperative economics, purpose, creativity and faith

