
















Inclusion Calendar 2021

Our calendar is packed with actions you can take by yourself or with your colleagues to help create happier and more inclusive teams. Use it as an individual, team or manager to spark conversations and ideas about what actions you can take to be more inclusive throughout the year. **Please note these dates are flexible and subject to change.**

We welcome all your ideas for events, where we have nothing planned. Email your ideas to organisational.development@uhd.nhs.uk. There may be occasions when we cannot commit to organising an event, but we encourage you to take part through individual and team actions.

We also welcome your inclusion stories! We'll feature them in our publications and our Humans of Hospitals blog. If you know someone that could share their story email communications@uhd.nhs.uk. For the most up to date version please go to the Intranet under Events.

	January	February	March	April	May	June	July	August	September	October	November	December	
Event or campaign	There is no specific event, but we will be giving thanks and support to our EU colleagues throughout the year as the UK leaves the EU.	LGBT History Month	 International Women's Day 8 March	There is no specific event, but please send us any inclusion stories and we'll be happy to promote and share!	12 National Staff Networks day #MakingWorkBetter	There is no specific event, but please send us any inclusion stories and we'll be happy to promote and share!	9-19 Bournemouth Pride parade at Meyrick Park 	There is no specific event, but please send us any inclusion stories. We'd love to share them!	There is no specific event, but please send us any inclusion stories and we'll be happy to promote and share!	<ul style="list-style-type: none">Black History MonthWorld Mental Health Day - 10 OctFreedom to Speak Up Month (FTSU) 	11 Armistice Day (Remembrance Day) 20 Transgender Day of Remembrance UK Disability History Month late Nov to Dec	 #PurpleLightUp campaign as part of International Day of Disabled Persons 3	
How we'll be honouring it	Sharing stories of our diverse, talented staff. Email communications@uhd.nhs.uk to share your story.	We may raise the flagpole with the LGBT flag and share stories of what it means to be LGBTQ+ in the NHS.	We hope to share stories of our female international staff.		Watch this space!		Watch this space! We may feature at Bournemouth Pride dependent on Covid restrictions.			Watch this space! We may share stories of what it means to be black in the NHS, live with mental health problems and why it's important to speak up.	Watch this space! We may host a remembrance service at the Flagpole.	Watch this space! There may be an opportunity to meet the Pro Ability Staff Network.	
What you can do as an individual	EU colleagues, friends and allies can join the European Staff Network. If you're an EU member of staff, contact HR, FTSU or the Chaplaincy teams for further support where needed.	Get your LGBTQ+ lanyard - make a pledge Access support on the LGBTQ+ network page. Become an LGBTQ+ Share your LGBTQ+ story Attend an LGBTQ+ listening event.	Pledge to build a more gender-equal world and encourage others to do the same by taking a selfie of your pledge and reposting it to Twitter. #IWD2020 #ChooseToChallenge	 Join one of our staff networks-allies are always welcome!: EU Network Armed Forces Support Group LGBTQ+ Network Pro Ability Network International Doctors Initiative. BAME Network Find them all online. Share your inclusion story.	Read our Humans of Hospital blog on the UHD website. Send us your inclusion story.	Help us plan our stall at Bournemouth Pride. Email organisational.development@uhd.nhs.uk .	Send us your inclusion story, especially if you have something to share on South Asian Heritage Month. 	Send us your inclusion story. 	Seek out black history in your local area, become a BAME ally, learn about unsung black heroes Look after your own mental health and support your colleagues who may be struggling. Find out more about our FTSU service and how it can help you. Email Helen.Martin@uhd.nhs.uk for information.	Join us for the Remembrance Day service. Join the Armed Forces Support Group as an ally. Attend the Transgender Remembrance service. Become an LGBTQ+ ally. Become a Pro Ability ally.	Dress up in purple. Share your photos on social media with the #PurpleLightUp and tag UHD. Be a Pro Ability ally. Contact organisational.development@uhd.nhs.uk		
What you can do as a team/manager	Ensure team members have enough time to find guidance and support. Be an EU Network ally. 	Find out how your team can support by getting rainbow lanyards and making pledges. Email organisational.development@uhd.nhs.uk	Discuss how you will you help forge a gender equal Trust within your team and make selfie pledges.	 Take part in training that challenges your biases. Email organisational.development@uhd.nhs.uk for information.	 Make team pledges to support LGBTQ+ colleagues and collect your rainbow lanyard. Email organisational.development@uhd.nhs.uk	 Become a BAME ally or ambassador Have a natter for mental health with your team, raise money as for mental health charities Encourage staff use the Freedom to Speak Up service	Read the Transgender Guidelines and consider how they apply to your work.	Discuss how accessible your work environment is for people with physical and mental disabilities. Make an action plan.					
Write what action you will take here													
External events	These events are for your awareness. You may like to do something to celebrate or recognise it. For more dates see online version.	11 International Thank You day 17 World Religion Day 20 Birthday of Guru Gobind Singh	1-7 Sexual Abuse and Sexual Violence Awareness Week 4 Time to Talk Day 12 Chinese New Year 17 Random Acts of Kindness Day	21 International Day for the Elimination of Racial Discrimination 27-4 April Pesach (Passover) 28-29 Holi	1-30 Stress Awareness Month 2 Good Friday 4 Easter Sunday 8 Wesak (Buddah Day) 14 Baisakhi 12-12 May Ramadan Begins	1-30 Maternal Mental Health Month 4-10 Deaf Awareness Week 12-13 Eid al-Fitr 11-17 ME Awareness Week 10-16 Mental Health Awareness Week	1-6 Immigrant Heritage Month #CelebrateImmigrants Volunteers Wek 8-14 Carer's Week 22 National Windrush Day 26 Armed Forces Reserves Day	Samaritans Talk to Us month 19-23 Eid al-Adha 1st day (Feast of Sacrifice)	South Asian Heritage Month 1-7 World Breastfeeding Week 9-10 Al-Hijra (Islamic New Year) 23 International Day for the Remembrance of the Slave Trade and its Abolition	6-8 Rosh Hashanah (Jewish New Year) 18 Menopause Awareness Day 10 World Suicide Prevention Day 27 National Inclusion Week	1 Succot (Tabernacles) 1st day 7-12 World Dyslexia Awareness Week 9-14 Baby Loss Awareness Week 27 National Mentoring Day	Islamophobia Awareness Month 4 Diwali 4 National Stress Awareness Day 8-15 Interfaith Week 11 Remembrance Day 11-14 Anti-bullying week 19 Birthday of Guru Nanak Dev Ji 13-19 Transgender Awareness Week	18 International Migrants Day 28-6 Hanukkah 25 Christmas Day