

Your Inclusion Calendar

Set your inclusive intentions for the year ahead

Your D+I

Hello! I’m Chris, founder of Your D+I. Every year, we spend weeks collating as many key inclusion dates as we can to ensure we give you the best calendar possible. You will find in this years calendar some top tips for some of the dates as well as links to a plethora of free resources.

An EDI calendar is an important resource because it helps organisations stay aware of key cultural, historical, and awareness dates that matter to the people they employ and serve. It supports learning, fosters understanding, and encourages businesses to recognise the diversity within their teams.

However, it should always be used as a tool, not a checklist. Inclusion isn’t about celebrating every date or delivering surface-level gestures. It’s about understanding your people, responding meaningfully to what they need, and embedding equity into everyday practices.

The calendar is here to guide you, spark conversations, and help you make intentional choices—not to overwhelm or to force performative action.

If you would like support on how to apply these dates in the most meaningful and inclusive way, please get in touch

Visit www.yourdandi.co.uk or www.instagram.com/your.dandi

Chris



How We Can Support You on Your Inclusion Journey

Inclusion isn't a one-off activity — it's an ongoing, intentional practice. Whether you're just getting started or looking to deepen the work you've already begun, we offer practical, impactful and compassionate support to help you build a workplace where everyone can thrive.

Here's how Your D+I can help you turn awareness into action:

- **Inclusive Language Workshop**

Learn how everyday language shapes culture, belonging and psychological safety. This session gives teams the tools to communicate with clarity, respect and confidence.

- **Effective Allyship Training**

Move beyond gestures and into meaningful action. This workshop supports colleagues in understanding privilege, power and how to show up for others in practical, accountable ways.

- **Active Bystander & Intervention Training**

Equip your teams with the confidence and skills to safely challenge harmful behaviour, support those impacted, and create a culture where everyone can speak up.

- **Unconscious Bias Awareness**

Understand how biases show up in decisions, processes and interactions — and learn strategies to interrupt them.

- **Coping With Grief: Don't Stop Grieving**

A compassionate and human workshop exploring how grief shows up at work and how we can better support one another through loss, identity shifts and life transitions.

- **Making Inclusion Work for You**

A practical session designed to help organisations embed inclusion into everyday practices, policies and culture — not just one-off events.

🌐 Our Full Inclusive Language Hub

Access a dedicated web page filled with tools, articles, downloads and real-world guidance to help you build a more inclusive culture through language. Includes:

- The Inclusive Language Desktop Guide
- The Inclusive Language Onboarding Pack
- Practical examples, explanations and scripts
- Banter, bias and communication resources
- Regularly updated tools for leaders and teams

📝 Inclusion Audits & Consultancy

We also offer full Inclusion Health Checks, audits and consultancy support to help you understand where you are now, identify your priorities and build a realistic, measurable plan for progress — without overwhelm and without the fluff.

And So Much More…

From tailored workshops to policy support, leadership coaching, comms guidance and strategic planning — we're here to help you make inclusion work in a way that fits your people, your culture and your mission.
If you'd like to deepen your inclusion work in 2026, we'd love to support you.

Book a call



Inclusive Intentions for 2026

Use this space to reflect on the year ahead and set practical, people-centred inclusion intentions. These aren't resolutions—they're commitments to behaviours, decisions, and actions that contribute to a more equitable and supportive workplace.

Think about:

- What you want your team to feel in 2026
- How you want to show up as an inclusive leader or colleague
- What habits or behaviours you want to strengthen
- One thing you can stop, start, or improve
- What inclusion means for your organisation this year

My Inclusive Intentions for 2026

1. My intention for how I want our workplace to feel:

2. One inclusive habit I commit to practising consistently:

3. A behaviour or process I will improve or let go of:

4. How I will support colleagues with different needs and experiences:

5. One inclusion goal for my team or organisation:

January

World Religion Day (18 January 2026)

World Religion Day encourages people to learn about different belief systems and recognise the shared values—like compassion, respect, and community—that connect them. It's a great moment to reflect on how your workplace supports religious inclusion, such as flexible leave, prayer spaces, and awareness of major holidays.

Top tip: Host a short learning session or internal spotlight where employees share religious or cultural traditions they're comfortable discussing.



SUN	MON	TUE	WED	THU	FRI	SAT
				1 Braille literacy month begins	2 World Introvert Day	3
4	5	6	7	8	9	10
11 Human Trafficking Awareness Day	12	13	14	15	16	17 International Mentoring Day
18 World Religion Day	19 MLK Jnr Day	20	21	22	23	24 International Day Of Education
25	26	27 Holocaust Memorial Day	28	29	30	31

February

Time to Talk Day (5 February 2026)

Time to Talk Day promotes open, judgment-free conversations about mental health. Even small check-ins can make a meaningful difference. Workplaces can use the day to encourage honest dialogue, reduce stigma, and remind teams of available wellbeing support.

Top tip: Encourage managers to block out 15 minutes for wellbeing check-ins with their teams.



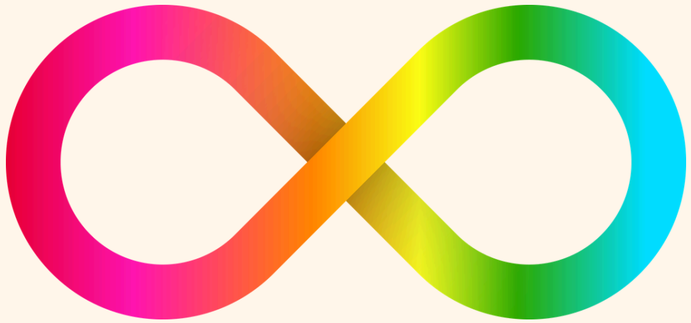
SUN	MON	TUE	WED	THU	FRI	SAT
1 LGBT History Month Begins World Hijab Day	2 Sexual Abuse and Sexual Violence Awareness Week 2nd-8th Childrens Mental Health Week 2nd-8th	3 Race Equity Week 3rd-9th	4 World Cancer Day	5 Time To Talk Day	6 International Day of Zero Tolerance for FGM	7
8	9 International Epilepsy Day	10 Safe Internet Day	11 International Day of Girls and Women In Science	12	13	14
15	16 Aromantic Spectrum Awareness Week 16th-22nd	17 Ramadan begins	18 International Aspergers Day	19	20 World Day Of Social Justice	21 International Mother Language Day
22	23 Eating Disorder Awareness Week 23rd-1st	24	25	26	27	28 Rare Disease Day

March

Neurodiversity Celebration Week (16–22 March 2026)

Neurodiversity Celebration Week raises awareness of conditions like ADHD, autism, dyslexia, and dyspraxia, shifting the focus from “deficits” to strengths. It’s an opportunity for employers to review adjustments, celebrate neurodivergent talent, and empower staff through learning.

Top tip: Run a micro-training on neuroinclusive communication and share a quick guide on reasonable adjustments.



SUN	MON	TUE	WED	THU	FRI	SAT
1 Womens History Month Disability Day Of Mourning Zero Discrimination Day	2	3 World Hearing Day	4	5	6	7
8 International Womens Day World Glaucoma Week 8th-14th	9	10	11 World Day Of Muslim Culture	12 World Glaucoma Day	13	14
15	16 Neurodiversity Celebration Week 16th-22nd	17	18 Ramadan ends	19	20 Eid-Ul-Fitr	21 Down Syndrome Awareness Day International Day for Elimination of Racial Discrimination
22	23	24	25 International Day of Remembrance of the Victims of Slavery	26 Purple Day (Epilepsy)	27	28
29	30 World Bipolar Day	31 International Transgender Day of Visibility				

April

International Asexuality Day (6 April 2026)

International Asexuality Day highlights the experiences of people who identify as asexual, aromantic, demisexual, or grey-ace. The day promotes visibility, acceptance, and understanding of diverse experiences of attraction, reminding workplaces to avoid assumptions about relationships and identity.

Top tip: Share a short internal explainer on ace identities and remind staff to avoid assumptions about relationships or attraction.



SUN	MON	TUE	WED	THU	FRI	SAT
			1 Celebrate Diversity Month Autism Acceptance Month Stress Awareness Month	2 World Autism Awareness Day	3	4
5	6 International Asexuality Day	7 World Health Day	8 International Romani Day	9	10	11 World Parkinsons Day
12	13	14	15	16	17 Day Of Silence	18
19	20	21	22 Stephen Lawrence Day Earth Day	23	24	25
26 Lesbian Visibilty Day	27 Lesbian Visibility Week 27th-3rd	28 World Day for Safety And Helath At Workl	29 International guide Dog Day	30		

May

IDAHOBIT (17 May 2026)

The International Day Against Homophobia, Biphobia and Transphobia calls for action against discrimination faced by LGBTQ+ people worldwide. For organisations, it's a moment to reaffirm commitments to safety, allyship, and policies that actively protect LGBTQ+ employees.

Top tip: Review your LGBTQ+ policies and send a visible message of commitment to challenging discrimination.



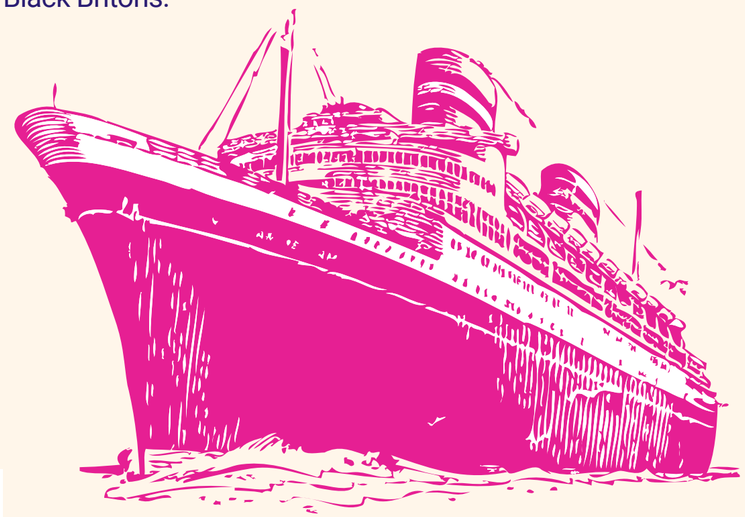
SUN	MON	TUE	WED	THU	FRI	SAT
					1 European Diversity Month	2
3 International Family Equality Day	4 Daef Awareness Week 4th-10th	5	6	7	8	9
10	11 Black Inclusion Week 11th-17th Mental Health Awareness Week 11th-17th	12	13	14	15 Tourettes Awareness Month 15th-15th International Day Of Families	16
17 IDAHOBIT	18 Dementia Action Week 18th-24th	19 Agender Pride Day	20	21 Global Accessibility Awareness Day World Day For Cultural Diversity	22 International Day for Biological Diversity	23
24	25	26	27	28 International Day For Action For Womens Health	29	30
31						

June

Windrush Day (22 June 2026)

Windrush Day honours the contributions of the Windrush Generation and their descendants. It's a vital reminder of Black British history, resilience, and the ongoing need to challenge racism. Workplaces can use the day to reflect on equity, belonging, and representation.

Top tip: Share stories, resources, or lived experiences that highlight the contributions of the Windrush Generation and Black Britons.



SUN	MON	TUE	WED	THU	FRI	SAT
	1 LGBT+ Pride Month Gypsy, Romana + Traveller History Month Volunteers Week 1st-7th	2	3	4	5	6
7 Tourettes Awareness Day	8 Careers Week 8th-14th Mens Health Week 8th-14th	9	10	11	12	13 Global Wellness Day
14 Race Unity Day	15 World Elder Abuse Awareness Day Learning Disability Week 15th-21st Refugee Week 15th-21st	16	17	18 Autistic Pride Day	19	20 World Refugee Day
21	22 Windrush Day School Diversity Week 22nd-26th	23 International Women In Engineering Day	24	25	26	27
28 Stonewall riots Anniversary	29	30				

Mid-Year Reflection: Reconnecting With Our Inclusion Goals

Mid-Year Reflection: Reconnecting With Our Inclusion Goals
As the year unfolds, it's easy for day-to-day pressures, deadlines, and unexpected challenges to pull our attention away from the inclusion goals we set at the start. This midpoint of the year is an opportunity to pause, take stock, and reconnect with the intentions that matter most.

Equity, diversity and inclusion work isn't just a "business priority" — it's about people. It's about creating workplaces where everyone feels valued, supported, and able to thrive. And it extends beyond our organisations into the communities we are part of and the impact we make through the choices we take.

Use this space to reflect on your progress, revisit your commitments, and remind yourself why this work is important — not just for compliance or KPIs, but for the humans behind them.

Mid-Year Reflection: Reconnecting With Our Inclusion Goals

1. What inclusion goals did I set at the start of the year, and how am I progressing?

2. Where have I shown up well for others?

3. Where have I drifted or lost momentum — and why?

4. What has changed in my team, business, or community that I need to respond to?

5. What intention will guide me for the rest of the year?

Don't forget to check out out free resources



July

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 Disability Pride Month South Asian heritage Month 1st-31st	2	3	4	5	6 Omissexual Visibility Day
7	8	9	10	11	12	13 Non Binary Awareness Week 13th-19th
14 Non Binary people Day	15 World Youth Skills Day	16 International Drag Day	17	18 Mandela Day	19	20
21	22	23	24	25 Schizophrenia Awareness Day	26	27
28	29	30 World Day Against Trafficking In Persons	31			

Disability Pride Month

Disability Pride Month celebrates disabled identities, culture, and community. It challenges ableism by shifting the narrative from “overcoming” disability to valuing disabled people as they are. Use the month to review accessibility, amplify disabled voices, and promote inclusion.

Top tip: Audit one aspect of workplace accessibility (digital, physical, or cultural) and commit to improving it.



August

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1 World Breast Feeding Week 1st-7th	2 Roma Holocaust Memorial Day International Assistance Dog Week 2nd-8th	3
4	5	6	7	8	9 International Day of World Indigenous People	10
11	12 International Youth Day	13	14	15	16	17
18	19 World Humanitarian Day	20	21	22 Victims Of Violence Based On Religion or Belief Day	23 Rememberance Of The Slave Trade and Abolition	24
25	26	27	28	29	30	31

International Youth Day (12 August 2026)

International Youth Day recognises the role young people play in shaping society. It encourages organisations to support youth employment, apprenticeships, and mentorship while addressing barriers such as discrimination, unpaid labour, and limited pathways for progression.

Top tip: Offer a mentoring session or career skills workshop for early-career staff.



September

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Deaf Awareness month East & South East Heritage Month	2	3	4	5 International Day Of Charity	6	7 Sexual Health Week 7th-13th
8	9	10 World Suicide Prevention	11	12	13	14
15 World Afro Day	16 Bisexual Awareness Week 16th-23rd	17	18 International Equal Payday	19	20	21 International Week of Deaf People 21st-22nd World Alzheimers Day Day of Peace
22 National Eye Health Week 22nd-27th	23 Celebrate Bisexuality Day	24	25	26 International Day Of Sign Language European Day Of Languages	27	28 National Inclusion Week 28th-4th
29	30					

International Week of Deaf People (21–27 Sept 2026)

This week celebrates Deaf culture and advocates for equal access for Deaf people in all areas of life. It's an opportunity for employers to review communication accessibility, such as captioning, BSL awareness, and inclusive meeting practices.

Top tip: Enable captions on all meetings for the week and share a guide on inclusive communication for Deaf colleagues.



October

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 International Day Of Older Persons Black History Month	2	3	4	5 Dyslexia Awareness Week 5th-11th World Teachers Day
6 Cerebral Palsey Day	7	8 World Dyslexia Day International Lesbian Day World Sight Day	9 Baby Loss Awareness Week 9th-15th	10 World Mental Health Day	11 International Day Of The Girl International Coming Out Day	12 National Work Life Week 12th-18th World Arthritis Day
13 Hate Crime Awareness Weeks 12th-18th	14	15 Pregnancy and Infant Loss Remembrance Day ID of Rural Women	16	17 International Day For the Eradication Of Poverty	18 World Menopause Day Anti Slavery Day Invisible Disabilities Week 18th-24th	19 National Adoption Week 19th-25th
20	21 International Pronouns Day	22 International Stutering Awareness Day	23	24	25 Asexual Awareness Week 25th-31st	26 Intersex Awareness Day
27	28	29 World Stroke Day	30	31		

World Mental Health Day (10 October 2026)

World Mental Health Day promotes global awareness of mental health challenges and encourages proactive support. Employers can use the day to normalise conversations, signpost support, and create psychologically safe spaces for staff.

Top tip: Promote your mental health support options and encourage everyone to take a wellbeing break that day.



November

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1 Islamophobia Awareness Month Trans Parent Day	2 Stress Awareness Week 2nd-6th
3	4 Stress Awareness Day	5	6	7	8 Intersex Day Of Solidarity	9
10	11 Armistice Day	12	13 Transgender Awareness Week 13th-19th	14 World Diabetes Day	15	16 Anti Bullying Week 16th-20th International Day Of Tolerance
17 International Students Day	18	19 International Mens Day	20 World Childrens Day Transgender Day Of Remembrance	21	22	23
24	25 Elimination Of Violence Against Women's Day	26 Carers Rights Day	27	28	29	30

Transgender Day of Remembrance (20 November 2026)

TDOR honours the lives of trans people who have been lost to anti-trans violence. It's a solemn day that reinforces the importance of proactive inclusion, safety, and standing against transphobia in all forms.

Top tip: Share a reflective message honouring trans lives and reaffirming your organisation's commitment to trans inclusion.



December

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 World Aids Day	2 National Grief Awareness Week 2nd-8th ID For Abolition of Slavery	3 International Day of Persons with Disabilities	4 Hannukkah 4th-12th	5 International Volunteers Day	6	7
8 Pansexual Pride Day	9	10 Human Rights Day	11	12 National Workplace Day of Remembrance	13	14
15	16	17	18 InterNational Migrants Day	19	20 International Human Solidarity Day	21
22	23	24	25 Christmas Day	26 Kwanzah	27	28
29	30	31				

Human Rights Day (10 December 2026)

Human Rights Day marks the anniversary of the Universal Declaration of Human Rights. It’s a reminder that dignity, fairness, and equality are not abstract principles—they’re everyday practices. Workplaces can use the day to reinforce commitments to equity and anti-discrimination.

Top tip: Invite teams to reflect on equity by choosing one inclusive practice they’ll commit to improving in the new year.



End-of-Year Reflection: Honouring Growth, Learning and Impact

As the year comes to a close, this is a moment to pause and reflect on the progress you've made — individually, as a team, and as an organisation. Inclusion work is rarely linear, and it's never finished. It grows with us, shifts as our people change, and deepens as we learn more about the world and the communities we're part of.

This end-of-year reflection is a chance to look back with honesty and pride. Which intentions did you fulfil? Where did you stretch yourself? Where did you fall short — and what did those moments teach you? Most importantly, how did your actions contribute to a workplace where people feel valued, safe, and able to be themselves?

Inclusion isn't defined by single events or celebratory months — it's shaped by the small decisions, everyday behaviours and consistent commitments that build trust over time. Honour the work you've done this year and recognise the impact, both visible and unseen, that comes from showing up for others.

End-of-Year Reflection

1. What inclusion wins — big or small — am I proud of this year?

2. What challenges did I face, and what did they teach me?

3. How did I support colleagues, communities, or people with different experiences from my own?

4. Where did I grow personally in my understanding of equity, diversity and inclusion?

5. What intention or learning do I want to carry forward into next year?

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