



Ministry  
of Defence

de&s

DE&S DIVERSITY AND INCLUSION CALENDAR 2022



...and so it begins

# January 2022



“We cannot achieve our goals without our people playing their part each and every day. DE&S has risen to many challenges in recent years and we have done so because of the strength of our people.”

Sir Simon Bollom,  
DE&S Chief Executive Officer

## Random Act of Kindness

Offer to mentor a colleague and share your expertise.



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 52.

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Week 1.

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Week 2.

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Week 3.

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Week 4.

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Week 5.

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January is Cervical Health Awareness Month | Celebration of Life Month |  
Alcohol Concern Dry January | Thyroid Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st **Mary, Mother of God** – Catholic Christian,  
**Gantan-sai (New Year)** – Shinto,  
**Global Family Day**,  
**New Year's Day/Hogmanay**,
- 4th **World Braille Day**,
- 5th **Twelfth Night** – Christian,
- 6th **Epiphany** – Christian,  
**Feast of the Theophany** – Orthodox Christian,
- 7th **Feast of the Nativity** – Orthodox Christian,
- 9th **Baptism of the Lord Jesus** – Christian,  
**Birthday of Guru Gobind Singh** – Sikh,
- 10th **Seijin no hi (Coming of Age Day)** – Shinto,
- 13th **Lohri/Maghi** – Hindu, Sikh,
- 14th **Makar Sankranti** – Hindu,  
**Pongal** – Hindu,  
**Old New Year** – Orthodox Christian,
- 16th **World Religion Day**,
- 17th **Blue Monday**,  
**17–21 Civil Service Active Wellbeing Week**,  
**Tu B'Shvat** – Judaism,  
**Martin Luther King Jr Day**,
- 18th **Thaipusam** – Hindu,  
**18–20 Mahayana New Year** – Buddhist  
**18–25 Week of Prayer for Christian Unity** – Christian
- 19th **Timkat** – Ethiopian Orthodox Christian,
- 25th **Conversion of Saint Paul** – Christian,  
**Robert Burns Night (Burns Night)**,
- 27th **Holocaust Memorial Day**,
- 28th **Data Privacy Day**,
- 31st **Birthday of Guru Har Rai** – Sikh.

All Jewish holidays begin at sundown on the evening before.





# February 2022



“The culture of the organisation is built upon our individual actions. Building a genuinely inclusive culture requires action from everyone, and at an organisational level we must challenge and support people to do the right thing.”

Ian Craddock,  
DE&S LGBT+ Champion

## Random Act of Kindness

Check in with a colleague that you haven't spoken to for a while



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 5.

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February is UK National Heart Month | Lesbian Gay Bisexual Trans History Month |  
Women's History Month | Raynaud's and Scleroderma Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st Chinese New Year – Confucian, Daoist, Buddhist,  
Imbolc – Lughnassadh – Wicca/Pagan  
Northern and Southern hemispheres,  
World Hijab Day,  
1–7 World Interfaith Harmony Week,  
1–28 LGBT History Month,
- 2nd Candlemas (Presentation of Christ in the Temple) – Christian,
- 3rd Setsubun-sai – Shinto,  
Time to Talk Day,
- 4th World Cancer Day,
- 5th Vasant Panchami – Hindu,
- 6th Zacchaeus Sunday – Orthodox Christian,
- 7th 7–13 UK Race Equality Week,  
7–13 Tinnitus Awareness Week,
- 8th Safer Internet Day,
- 11th International Day of Women and Girls in Science,  
World Day of the Sick,
- 12th Red Hand Day for Child Soldiers,
- 13th Triodion begins – Orthodox Christian,  
Autism Sunday,
- 14th Saint Valentine's Day,
- 15th Parinirvana Day/Nirvana Day – Buddhist,  
International Childhood Cancer Day,
- 16th Magha Puja (Sangha Day) – Buddhist,
- 20th Sunday of the Prodigal Son – Orthodox Christian,
- 25th Intercalary Days begin – Baha'i,  
International STAND UP to Bullying Day,
- 27th Meatfare Sunday – Orthodox Christian,
- 28th Lailat al Miraj – Islam.

All Jewish holidays begin at sundown on the evening before.





# March 2022



“Have courage to step out of your comfort zone and face any fears head on so that you can take advantage and seize the opportunities around you. Don’t stop at the first sign of a barrier. Be brave, be courageous and realise your potential.”

Jo Osburn-Hughes,  
DE&S Gender Champion

## Random Act of Kindness

Tell a colleague how much you appreciate them.



Ministry  
of Defence



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Week 9.		1	2	3	4	5	6
Week 10.	7	8	9	10	11	12	13
Week 11.	14	15	16	17	18	19	20
Week 12.	21	22	23	24	25	26	27
Week 13.	28	29	30	31			

March is Prostate Cancer Awareness Month | Ovarian Cancer Awareness Month |  
UK Marie Curie Cancer Care Great Daffodil Appeal Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st** Intercalary Days (end) – Baha’i,  
Saint David’s Day – Christian,  
Shrove Tuesday – Christian,  
Maha Shivaratri – Hindu,  
International Wheelchair Day,  
Self Injury Awareness Day (SIAD),  
Zero Discrimination Day,
- 2nd** Nineteen Day Fast begins – Baha’i,  
Ash Wednesday – Christian,
- 3rd** World Hearing Day,
- 6th** Cheesefare Sunday – Orthodox Christian,
- 7th** Great Lent begins – Clean Monday  
– Orthodox Christian,  
7–11 National Careers Week,
- 8th** International Women’s Day,
- 13th** Sunday of Orthodoxy – Orthodox  
Christian,
- 14th** Nanakshahi (New Year) – Sikh,
- 16th** Young Carers Action Day
- 17th** Saint Patrick’s Day – Christian,  
Holika Dahan – Hindu,  
Purim – Judaism,
- 18th** Holi – Hindu,  
Lailat al Bara’ah – Islam,
- 19th** Saint Joseph’s Day – Christian,  
Holi Mohalla – Sikh,
- 20th** Spring Equinox,  
Ostara – Mabon – Wicca/Pagan  
Northern and Southern hemispheres,  
International Day of Happiness,
- 21st** Naw-Rúz (New Year) – Baha’i,  
Norooz (New Year) – Persian/Zoroastrian,  
International Day for the Elimination of  
Racial Discrimination,  
World Down Syndrome Day,  
21–25 Neuro Diversity Celebration Week,
- 25th** The Annunciation of the Virgin Mary  
– Christian,  
Annunciation to the Theotokos  
– Orthodox Christian,  
International Day of Remembrance  
of the Victims of Slavery and the  
Transatlantic Slave Trade,
- 26th** Khordad Sal (Birth of Prophet  
Zarathushtra) – Zoroastrian,
- 30th** World Bipolar Day,
- 31st** International Transgender Day of Visibility.

All Jewish holidays begin at sundown  
on the evening before.





# April 2022



“It’s really hard to go through something that is deeply hurting you on the inside, but you have to act like it doesn’t affect you at all. You can’t hate yourself happy and you can’t shame yourself worthy; real change comes with self-love and self-care.”

Ian Slade,  
DE&S Psychological Health  
and Safety Lead

## Random Act of Kindness

Give someone a voice that might not usually contribute.



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 13.

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April is Autism Awareness Month | Stress Awareness Month |  
Bowel Cancer Awareness Month | Parkinson's Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st 1–31 Stress Awareness Month,
- 2nd Ramayana begins – Hindu,  
Ugadi/Telugu New Year – Hindu,  
Ramadan begins – Islam,  
World Autism Awareness Day,
- 6th International Asexuality Day,
- 7th World Health Day,
- 8th International Romani Day,
- 10th Palm Sunday – Christian,  
Rama Navami – Hindu,
- 13th Songkran (Thai New Year) – Buddhist,
- 14th Maundy Thursday – Christian,  
Mahavir Jayanti – Jain,  
Birth of the Khalsa (Vaisakhi) – Sikh,  
Tamil New Year,
- 15th Good Friday – Christian,  
Lord's Evening Meal – Jehovah's Witness,
- 16th Theravada New Year – Buddhist,  
Hanuman Jayanti – Hindu,  
Passover – Judaism,  
Lazarus Saturday – Orthodox Christian,
- 17th Easter Sunday – Christian,  
Palm Sunday – Orthodox Christian,
- 18th Easter Monday – Christian,  
Birthday of Guru Angad Dev – Sikh,  
Birthday of Guru Tegh Bahadur – Sikh,
- 21st First Day of Ridvan – Baha'i,
- 22nd Holy Friday – Orthodox Christian,
- 23rd Saint George's Day – Christian,
- 24th Pascha (Easter) – Orthodox Christian,
- 25th Feast of Saint Mark the Evangelist  
– Christian,
- 26th Lesbian Visibility Day,
- 28th Lailat al-Qadr – Islam,  
Yom HaShoah – Judaism,
- 29th Ninth Day of Ridvan – Baha'i,
- 30th Saint James the Great's Day – Orthodox  
Christian.

All Jewish holidays begin at sundown  
on the evening before.





# May 2022



“We have a vital role to play in delivering in the interests of the nation and we are best placed to do that by attracting and retaining staff from all walks of life.”

Vice Admiral Chris Gardner,  
DG Ships and DE&S Diversity  
and Inclusion Champion

## Random Act of Kindness

Donate to your local foodbank or to a charity that is close to your heart.



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 17.

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Week 18.

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Week 22.

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May is Action on Stroke Month | Mental Health Awareness Month | Hepatitis Awareness Month |  
UK National Walking Month | Celiac Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st Beltane – Samhain – Wicca/Pagan Northern and Southern hemispheres,
- 2nd Twelfth Day of Ridvan – Baha'i, Eid al Fitr – Islam, Birthday of Guru Arjan Dev – Sikh,
- 3rd Feast of Saints Philip and James – Catholic Christian, Akshaya Tritiya – Hindu, Jain,
- 4th Yom HaZikaron – Judaism, 4–8 Deaf Awareness Week,
- 5th Yom Ha'Atzmaut – Judaism,
- 8th Asexual Visibility Day,
- 9th 9–13 Mental Health Awareness Week,
- 11th Networks Day,
- 15th International Day of Families,
- 16th Vesak – Buddhist,
- 17th International Day Against Homophobia, Transphobia and Biphobia,
- 19th Lag BaOmer – Judaism,
- 23rd Birthday of Guru Amar Das – Sikh,
- 24th Declaration of the Báb – Baha'i, Pansexual Visibility Day,
- 26th Ascension Day – Christian,
- 29th Ascension of Baha'u'llah – Baha'i, Yom Yerushalayim – Judaism,
- 31st Visitation of the Blessed Virgin Mary – Catholic Christian.

All Jewish holidays begin at sundown on the evening before.



Ministry of Defence







# June 2022



“I have seen first-hand the struggles some people have to break the cycle and to change social status. DE&S needs to be a place where this is possible; an organisation where colleagues from all walks of life and backgrounds can succeed and reach their full potential.”

Scott Murray, DE&S Social Mobility Champion

## Random Act of Kindness

Have a conversation with someone different and listen to understand.



Ministry of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 22.

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Week 26.

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June is Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | LGBTQ Pride Month | Men's Health Awareness Month | Gypsy, Roma and Traveller History Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st 1–30 Pride month, 1–5 Volunteers Week, Global Day of Parents,
- 2nd Ascension of the Lord – Orthodox Christian,
- 4th International Day of Innocent Children Victims of Aggression,
- 5th Pentecost – Christian, Shavuot – Judaism,
- 8th Tourette's Awareness Day,
- 11th Global Wellness Day,
- 12th Race Unity Day – Baha'i, Trinity Sunday – Christian, Pentecost – Orthodox Christian,
- 16th Corpus Christi – Catholic Christian
- Martyrdom of Guru Arjan Dev – Sikh,
- 18th Autistic Pride Day,
- 20th The Fast of the Holy Apostles – Orthodox Christian,
- 21st 21–25 World Wellbeing Week, Litha – Yule – Wicca/Pagan Northern and Southern hemispheres,
- 22nd Reserves Day,
- 23rd International Women in Engineering Day
- 24th Sacred Heart of Jesus – Catholic Christian, Nativity of Saint John the Baptist – Christian,
- 29th Feast of Saints Peter and Paul – Christian.

All Jewish holidays begin at sundown on the evening before.





# July 2022



“There is much still to do in the people agenda, including ensuring that we are all creating an inclusive environment. My commitment is that my team and I will continue to work hard to deliver against the DE&S intent of growing our Great People and ensuring we are a Great Organisation. There are many fantastic reasons to belong to DE&S and there is much that DE&S can be really proud of”

Dr Jill Hatcher,  
DE&S Director of HR

## Random Act of Kindness

Thank a colleague for their help and support.



Ministry of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 26.

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Week 28.

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Week 29.

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Week 30.

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July is UV Safety Month | Make a Difference to Children Month |  
International Women with Alopecia Month | Group B Strep Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 4th US Independence Day,
- 5th Birthday of Guru Hargobind – Sikh,
- 7th Hajj – Islam,
- 8th Waqf al Arafah – Islam,
- 9th Eid al Adha – Islam,
- 10th Martyrdom of the Báb – Baha’i,
- 12th Orangemen’s Day,
- 13th Asalha Puja (Dharma Day) – Buddhist,
- 14th International Non Binary People’s Day,
- 15th Saint Vladimir the Great Day – Orthodox Christian,
- World Youth Skills Day,
- 22nd Feast of Saint Mary Magdalene – Christian,
- 23rd Birthday of Emperor Haile Selassie – Rastafari,
- Birthday of Guru Har Krishan – Sikh,
- 24th Pioneer Day – Mormonism,
- 25th Saint James the Great Day – Christian,
- 30th Al-Hijra/Muharram – New Year – Islam.

All Jewish holidays begin at sundown on the evening before.





# August 2022



“What valuing Diversity means is thinking about that combination of life experiences, work experiences, outlook, background...how that goes to make up an individual and what that means therefore they bring to the organisation.”

David Williams,  
MOD Permanent Secretary

## Random Act of Kindness

Be a cheerleader for someone else's idea or project.



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 31.

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Week 32.

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Week 33.

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Week 34.

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Week 35.

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August is Health & Safety Month | Psoriasis Awareness Month | Black Business Month (US) |  
Children's Eye Health & Safety Month | MedicAlert Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st **Lammas** – Christian,  
**Fast in honour of Holy Mother of Lord Jesus** – Orthodox Christian,  
**Lughnasadh – Imbolc** – Wicca/Pagan Northern and Southern hemispheres,
- 6th **Feast of Transfiguration of Our Lord** – Christian,  
**Transfiguration of the Lord** – Orthodox Christian,
- 7th **Tish'a B'av** – Judaism,
- 8th **Ashura** – Islam,
- 9th **International Day of the World's Indigenous Peoples**,
- 10th **Feast of Saint Lawrence** – Christian,
- 11th **Raksha Bandhan** – Hindu,
- 12th **International Youth Day**,
- 15th **Assumption of Blessed Virgin Mary** – Catholic Christian,  
**Dormition of the Theotokos** – Orthodox Christian,
- 18th **Krishna Janmashtami** – Hindu,
- 22nd **Queenship of Mary** – Catholic Christian,  
**International Day Commemorating the Victims of Acts of Violence based on Religion or Belief**,
- 23rd **Paryushana Parvarambha begins** – Jain,
- 24th **Feast of Saint Bartholomew the Apostle** – Christian,
- 29th **Beheading of Saint John the Baptist** – Christian,
- 31st **Ganesh Chaturthi** – Hindu,  
**Samvatsari** – Jain.

All Jewish holidays begin at sundown on the evening before.





# September 2022



“Acceptance has such a positive impact upon a person’s good health and wellbeing. This is so important in creating a workplace where everyone feels like they belong, can participate fully, are engaged, are invested in the success of their organisation.”

Dr Min Rodriguez,  
DE&S Diversity, Inclusion  
and Wellbeing Lead

## Random Act of Kindness

Check in with your colleagues and ask how they are feeling with the change in working routine.



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 35.

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Week 36.

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Week 37.

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Week 38.

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Week 39.

26 27 28 29 30

September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month |  
Blood Cancer Awareness Month | World Alzheimer's Month | World Dementia Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 6th Colour Blind Awareness Day,
- 7th Youth Mental Health Day,
- 8th Nativity of Virgin Mary – Christian,  
Nativity of the Theotokos – Orthodox Christian,
- 9th Anant Chaturdashi – Hindu,
- 10th World Suicide Prevention Day,
- 13th Young Professionals Day,
- 14th Triumph of the Cross – Christian,  
Exaltation of the Cross – Orthodox Christian,
- 18th International Equal Pay Day,
- 21st Feast of Saint Matthew – Christian,  
World Alzheimer's Day,
- 23rd Mabon – Ostara – Wicca/Pagan  
Northern and Southern hemispheres,  
Bi Visibility Day,  
International Day of Sign Languages,
- 25th World Deaf Day,
- 26th Rosh Hashanah – Judaism,  
Navaratri begins – Hindu,  
26–30 UK National Inclusion Week,
- 27th Meskel – Ethiopian Orthodox Christian,
- 28th Fast of Gedaliah – Judaism,
- 29th Michaelmas – Saint Michael and All  
Angels – Christian.

All Jewish holidays begin at sundown  
on the evening before.





# October 2022



“For many, race conversations have been very uncomfortable and created tensions. But they are conversations that must be had and be heard if we are to understand each other and move forward as equals.”

Krishna Dhanak,  
DE&S Race Champion

## Random Act of Kindness

Invite a co-worker you don't normally connect with to catch up.



Ministry of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 39.

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Week 43.

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Week 44.

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October is Breast Cancer Awareness Month | Down Syndrome Awareness Month | Black History Month (UK) | Lupus Awareness Month | Global Diversity Awareness Month | Menopause Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st 1–31 Black History Month, 1–31 ADHD Awareness Month, International Day of Older Persons,
- 2nd Feast of the Guardian Angels – Christian,
- 3rd 3–7 World Dyslexia Awareness Week,
- 4th Blessing of the Animals – Christian, Saint Francis' Day – Christian,
- 5th Yom Kippur – Judaism, Dussehra – Dasara – Hindu,
- 6th World Cerebral Palsy Day,
- 8th Mawlid al-Nabi – Islam, International Lesbian Day,
- 9th Birthday of Guru Ram Das – Sikh,
- 10th Sukkot begins – Judaism, World Mental Health Day,
- 11th International Day of the Girl Child National Coming Out Day
- 13th World Sight Day,
- 15th International Day of Rural Women,
- 17th Shemini Atzeret – Judaism,
- 18th Feast of Saint Luke – Christian, Simchat Torah – Judaism, World Menopause Day,
- 19th International Pronouns Day,
- 23rd 23–29 Ace Week (formerly Asexual Awareness Week),
- 24th Diwali – Deepavali – Hindu, Sikh, Jain, Bandi Chhor Divas – Sikh United Nations Day,
- 26th Birth of the Báb – Baha'i, Intersex Awareness Day,
- 27th Birth of Baha'u'llah – Baha'i,
- 28th Feast of Saints Simon and Jude – Christian,
- 29th World Stroke Day,
- 31st All Hallows' Eve – Christian, Reformation Day – Protestant Christian, Samhain (Halloween) – Beltane – Wicca/Pagan Northern and Southern hemispheres.

All Jewish holidays begin at sundown on the evening before.





# November 2022



“As teammates, managers and leaders, and as plain human beings, we all have a responsibility to understand disability and how best to include everyone at work so they can give their best and be happy.”

Michael Greatwich,  
DE&S Disability Champion

## Random Act of Kindness

Learn something new about someone you work with.



Ministry  
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Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 44.

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Week 45.

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Week 46.

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Week 48.

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November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month |  
Mouth Cancer Action Month | COPD Awareness Month |  
Movember Men's Health Awareness Month |



Last Quarter



New Moon



First Quarter



Full Moon

## Special Days

- 1st All Saints' Day – Christian,
- 2nd All Souls' Day – Christian,  
Coronation of Emperor Haile Selassie I – Rastafari,
- 8th Birthday of Guru Nanak Dev – Sikh,  
Intersex Day of Solidarity,
- 9th Dedication of the Lateran Basilica – Catholic Christian,
- 11th Armistice Day,
- 13th Remembrance Sunday,  
World Kindness Day,  
13–20 UK Interfaith Week,
- 14th World Diabetes Day,  
14–18 National Anti-Bullying Week,
- 15th Nativity Fast begins – Orthodox Christian,
- 16th International Day for Tolerance,
- 17th International Students' Day,
- 18th International STAND UP to Bullying Day,  
UK Disability History Month begins,
- 19th International Men's Day,
- 20th Feast of Christ the King – Christian,  
Transgender Day of Remembrance,  
Universal Children's Day,
- 21st Presentation of the Theotokos – Orthodox Christian,
- 24th Martyrdom of Guru Tegh Bahadur – Sikh,  
US Thanksgiving,
- 25th International Day for the Elimination of Violence against Women,
- 26th Day of the Covenant – Baha'i,
- 27th Advent Sunday – Christian,
- 28th Ascension of Abdu'l-Bahá – Baha'i,
- 30th Saint Andrew's Day – Christian.

All Jewish holidays begin at sundown on the evening before.



# December 2022



“We need to reflect on how our own assumptions, behaviour and language may need to change in order for those who are different from us to feel included. It is by embracing the diversity inherent within our organisation that we will improve how we do things and deliver more effectively.”

Adrian Baguley,  
DE&S Deputy Chief Executive  
Officer

## Random Act of Kindness

Share a positive thought  
with a colleague.



Ministry  
of Defence



Monday Tuesday Wednesday Thursday Friday Saturday Sunday

Week 48.

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Week 49.

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Week 50.

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Week 51.

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Week 52.

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December is Universal Month for Human Rights | AIDS Awareness Month |  
Decembeard | Spiritual Literacy Month |



Last Quarter



New Moon



First Quarter



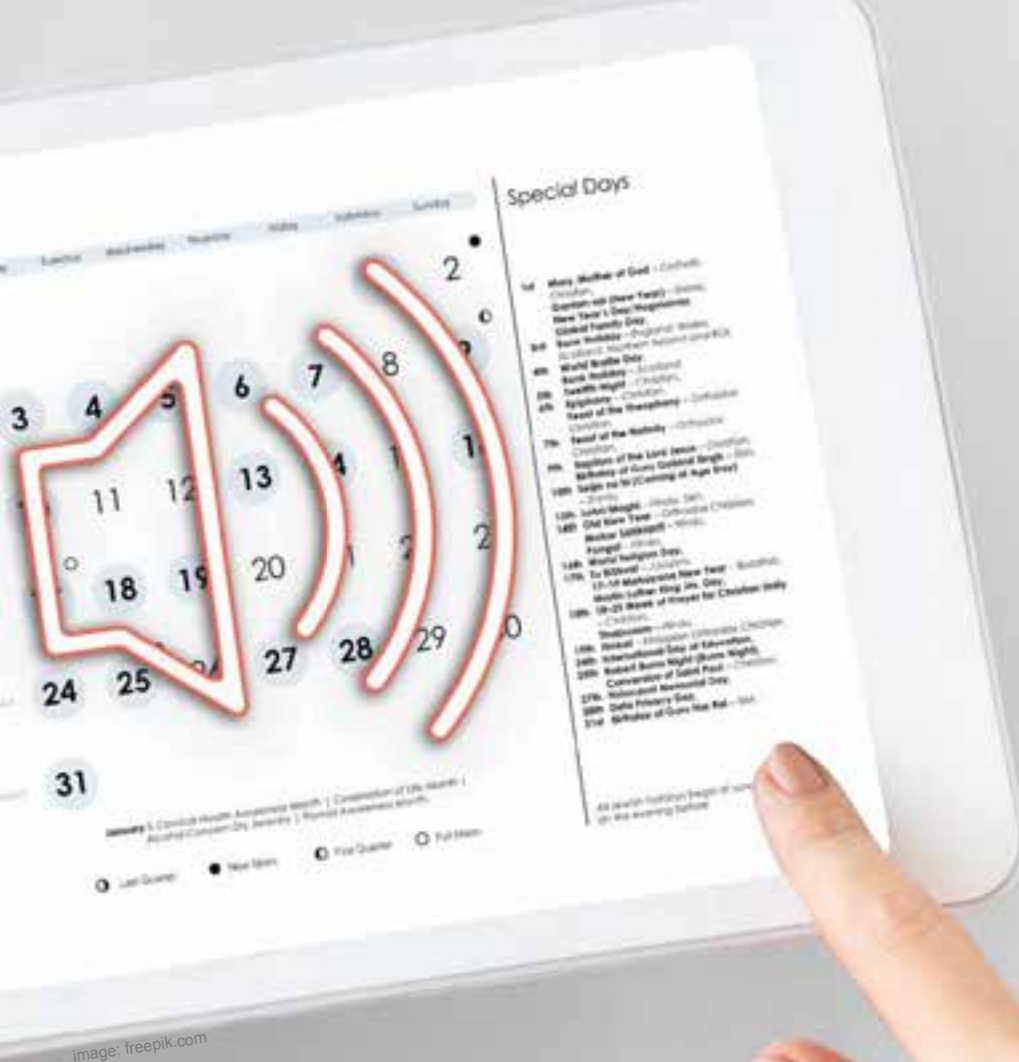
Full Moon

## Special Days

- 1st World AIDS Day,
- 2nd International Day for the Abolition of Slavery,
- 3rd International Day of Persons with Disabilities,
- 5th International Volunteer Day,
- 8th Rohatsu (Bodhi Day) – Buddhist, Feast of the Immaculate Conception – Christian,
- 10th Human Rights Day,
- 18th International Migrants Day,
- 19th Chanukah begins – Judaism,
- 21st Yule – Litha – Wicca/Pagan Northern and Southern hemispheres,
- 24th Christmas Eve – Christian,
- 25th Christmas Day – Christian, Feast of the Nativity – Orthodox Christian,
- 26th Saint Stephen's Day – Christian, Zarathosht Diso (Death of Prophet Zarathushtra) – Zoroastrian, Boxing Day, Kwanzaa begins,
- 28th Holy Innocents – Christian,
- 30th Feast of the Holy Family – Catholic Christian,
- 31st Watch Night – Christian, New Year's Eve/Hogmanay.

All Jewish holidays begin at sundown on the evening before.





Our standard online PDF calendar is now designed and produced in a format which allows universal access so that content can be used by as many people as possible including people with disabilities or vision impairment.

It makes it easier for people with disabilities to access the calendar with the aid of assistive technology software and devices like screen magnifiers, screen readers, speech-recognition software, text-to-speech software, alternative input devices and refreshable Braille displays.

This is also offered as an option in our Bespoke online PDF calendars as well.

The main benefits of an accessible calendar include:

- Reaching a wider audience
- Increased inclusion
- Improved organisational image and profile
- Better engagement
- Increased usability
- Provides greater participation and sense of belonging for many staff
- Complements and brings greater value to overall equality, diversity and inclusion activities

## DE&S DIVERSITY AND INCLUSION CALENDAR 2022

