

INCLUSION THEME CALENDAR 2023

April - June

MONTH	MANAGERS:	SOCIAL MEDIA CONTENT:	ALLY TIPS:	BLUE OCEAN BRAIN:	
APRIL Hidden Talents at Work	READ: <ul style="list-style-type: none"> What Great Mentorship Looks Like in a Hybrid Environment Great Mentors Focus on the Whole Person, Not Just Their Careers What Great Mentorship Looks Like in a Hybrid Workplace How to Intervene When You Witness a Microaggression 	DO: <ul style="list-style-type: none"> Autism Awareness and Acceptance: Hiring and Supporting a Neurodiverse Workforce Emotional Intelligence: The Art of Empathy VIEW: <ul style="list-style-type: none"> What Empathy Looks Like Simon Sinek 	Autism Awareness Month <ul style="list-style-type: none"> The Importance of Autism Awareness Inclusion Resources\Autism is not a tragedy Ramadan (3/22 - 4/21) <ul style="list-style-type: none"> Ramadan Information Sheet Easter (4/9)	Don't require college degrees (unless they're genuinely required). To improve employee representation across gender, ethnic and racial backgrounds, consider removing university degree requirements for many jobs. 80% of working-age Black Americans don't have a four-year college degree, making it a structural barrier for meaningful employment at many companies.	<ol style="list-style-type: none"> Hidden Talents @ Work Why Mentoring Matters The Powerful Force of Empathy Building Productive Conversations Through Listening Giving Effective Feedback
MAY Appreciating Diversity: Celebrating Asian American and Pacific Island Heritage Month	READ: <ul style="list-style-type: none"> QTBIPOC Mental Health and Well-Being 4 Things All Mentors and Mentees Should Know 	LISTEN: <ul style="list-style-type: none"> Anxiety Is Overwhelming. Here's A Mindfulness Tool That Works DO: <ul style="list-style-type: none"> Appreciating Diversity : Asian American & Pacific Islander Heritage Month How to Share Inclusive Feedback with Your Employees 	Mental Health Awareness Month Asian American and Pacific Islander Heritage Month <ul style="list-style-type: none"> Meeting in a Box: Asian American and Pacific Islander Heritage Month Asian American Milestones Timeline History of San Francisco's Chinatown Building the Transcontinental Railroad: How 20,000 Chinese Immigrants Made It Happen Hawaii's Long Road to Becoming America's 50th State 8 Groundbreaking Contributions by Asian Americans Through History 	<i>Listen, believe, learn.</i> Listen to alternate perspectives. Believe the information that people from underrepresented groups share. Learn from their stories and from your own mistakes.	<ol style="list-style-type: none"> Appreciating Diversity: Asian American and Pacific Islander Heritage Month The Perks of Mentorship Conversations Difference between coaching and mentoring
JUNE Appreciating Diversity: Celebrating Pride Month	READ: <ul style="list-style-type: none"> Your Rainbow Logo Doesn't Make You an Ally Why LGBTQ Employees Need Workplace Allies IGB (It Gets Better) Glossary Advice for Men Who Are Nervous About Mentoring Women How to Support Black Employees on Juneteenth and Every Other Day of the Year 	VIEW: <ul style="list-style-type: none"> Love Has No Labels Diversity & Inclusion DO: <ul style="list-style-type: none"> Meeting in a Box: LGBTQ+ Pride Month Talking About Pronouns in the Workplace 	Juneteenth, Pride Month Harvey Milk Stonewall Riots - Origins, Timeline & Leaders Meeting in a Box – LGBTQ+ Pride Month Caribbean American Heritage Month	<ul style="list-style-type: none"> When someone speaks over a co-worker or takes their idea, re-direct the attention back to the originator and give credit where it is due. Move recurring meetings from daycare pickup times. Invite team members less likely to speak in meetings to do so. Give them a heads up before the meeting that you'd like to hear their views on a specific topic so they have time to prepare. 	<ol style="list-style-type: none"> Appreciating Diversity: Celebrating Pride Month Appreciating Diversity: Celebrating Juneteenth at Work Appreciating Diversity: Celebrating National Caribbean American Heritage Month Mentorship Success Getting Comfortable with Uncomfortable Conversations