

INCLUSION THEME CALENDAR 2023

January - March

MONTH	MANAGERS:	SOCIAL MEDIA CONTENT:	ALLY TIPS:	BLUE OCEAN BRAIN:	
JANUARY Celebrating Diversity: How It Fosters Belonging	BOOK: <ul style="list-style-type: none"> "The Waymakers" VIEW: <ul style="list-style-type: none"> All That We Are LISTEN: <ul style="list-style-type: none"> Moving the Needle on DEI Equity vs Equality: What's the Difference? 	REFLECT AND DO: <ul style="list-style-type: none"> Allyship in Action A Call To Serve: Martin Luther King Jr. Day GLOSSARY: <ul style="list-style-type: none"> Harvard Human Resources Diversity, Inclusion, and Belonging Glossary of Terms 	Emancipation Proclamation (1/1) <ul style="list-style-type: none"> Emancipation Proclamation - Definition, Dates & Summary Lunar New Year (1/22) <ul style="list-style-type: none"> Lunar New Year Fact Sheet 8 Things You Should Know About Chinese New Year Martin Luther King Jr. Day (1/16) <ul style="list-style-type: none"> Martin Luther King Jr: Quotes, Assassination & Facts Int'l Day of Commemoration in Memory of Victims of the Holocaust (1/27) <ul style="list-style-type: none"> The Holocaust: Definition, Remembrance & Meaning 	Create your personal action plan. As you reflect on what you learn along your DEI journey write a simple personal action plan: <ol style="list-style-type: none"> 1. Specific action I will take is: 2. Taking this action is important to me because: 3. I will begin (date) 4. For accountability, I will share my plan with.... 5. Make your plan your screensaver or alarm 	<ol style="list-style-type: none"> 1. Celebrating Diversity: How It Fosters Belonging 2. Stories at Work: Allyship 3. The Year of the Rabbit: Celebrating Lunar New Year 4. Ethics at Work: Creating a Speak Up Culture 5. Allyship in Action
FEBRUARY Appreciating Diversity: Black History Month	READ: <ul style="list-style-type: none"> Now Is a Great Time to Start Practicing Mindfulness LISTEN: <ul style="list-style-type: none"> Being Black in Corporate America How to Become More Self-Aware Building Emotional Agility 	VIEW: <ul style="list-style-type: none"> The Empathy Advantage (2/9) Brene' Brown on Empathy vs Sympathy DO: <ul style="list-style-type: none"> How Do You Handle a Racist Joke? Appreciating Diversity: Celebrating Black History Month 	Black History Month <ul style="list-style-type: none"> 8 Black Inventors Who Made Daily Life Easier The Man Behind Black History Month Meeting in a Box: Black History Month 	Respond to "I don't see color." For people to feel included and do their best work, they have to be able to bring their full selves to work, including their racial/ethnic identity. Our differences should be honored and celebrated, not ignored.	<ol style="list-style-type: none"> 1. Appreciating Diversity: Black History Month 2. The Love That Works 3. Seeing All Sides 4. Cultivating Compassion
MARCH Appreciating Diversity: Celebrating Women's History Month	READ: <ul style="list-style-type: none"> How to Intervene When a Manager Is Gaslighting Their Employees VIEW: <ul style="list-style-type: none"> About Face: How First Impressions Fool Us Taking the Bias Out of Hiring 	DO: <ul style="list-style-type: none"> Harvard Implicit Association Test Blind spots - Video discussion guide Stories @ Work: Women Breaking Barriers LISTEN: <ul style="list-style-type: none"> Can You Solve the Surgeon Riddle? 	International Women's Day (3/8) <ul style="list-style-type: none"> 9 Groundbreaking Inventions by Women Meeting in a Box: Women's History Month 5 Ways To Close The Gender Pay Gap Ramadan (3/22 - 4/21) <ul style="list-style-type: none"> Ramadan Fact Sheet Ramadan 2022 - Calendar, Fasting, Celebrations Five ways HR can support employees observing Ramadan 	Hide candidates' names and photos. Ask your recruiter to remove these and other identifiers from resumes and job applications that support bias in the pre-interview process.	<ol style="list-style-type: none"> 1. Appreciating Diversity Celebrating Women's History Month 2. U is for Upstander 3. Becoming an Ally 4. The Power of Allyship