

# INCLUSION THEME CALENDAR 2023

## October - December

| MONTH  | MANAGERS:  | SOCIAL MEDIA CONTENT:  | ALLY TIPS:   | BLUE OCEAN BRAIN:  |  |
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| <b>OCTOBER</b><br><br>Appreciating Diversity: Celebrating National Disability Employment Awareness Month | <b>READ:</b> <ul style="list-style-type: none"> <li><a href="#">Uncovering Talent – A new model of inclusion</a></li> <li><a href="#">Diwali Fact Sheet</a></li> </ul> <b>LISTEN:</b> <ul style="list-style-type: none"> <li><a href="#">S3.E5 – Listening to Indigenous Voices – The Jilted Indian Podcast</a></li> <li><a href="#">Psychological Safety in the Workplace</a></li> <li><a href="#">Mental Health, DEI and the Workplace</a></li> </ul>          | <b>VIEW:</b> <ul style="list-style-type: none"> <li><a href="#">Webinar - Center for Disability Inclusion – Darla Wilkerson</a></li> </ul> <b>DO:</b> <ul style="list-style-type: none"> <li><a href="#">When Your Employee is Going Through a Personal Crisis</a></li> <li><a href="#">The Leadership Brief – Do You Feel Safe to Speak Up at Work?</a></li> <li><a href="#">Meeting in a Box - Supporting Parents in a Post-COVID World</a></li> </ul> | <a href="#">National Coming Out Day (Oct 11)</a><br><a href="#">Indigenous Peoples Day (Oct 10)</a><br><a href="#">National Disability Employment Awareness Month - DiversityInc Best Practices</a><br><br><a href="#">Native American History Timeline</a><br><br><a href="#">How Native American Code Talkers Pioneered a New Type of Military Intelligence</a><br><br><a href="#">Deb Haaland, US Interior Secretary, on How She's Influenced by History</a><br><br><a href="#">8 Everyday Items Originally Invented for People With Disabilities</a> | Ally tip: Realize “disability” is not a dirty word. There is no need to say, “special needs.” Some examples to try are “disability”, or “people/person with a disability.”   | <ol style="list-style-type: none"> <li>Everything Adds Up: How Words and Actions Impact People with Disabilities</li> <li>The Language of Disability</li> <li>Disability Awareness: Understand Don't Assume</li> <li>Valuing All Abilities in the Workplace</li> </ol> |
| <b>NOVEMBER</b><br><br>Appreciating Diversity: Celebrating National American Heritage Month              | <b>READ:</b> <ul style="list-style-type: none"> <li><a href="#">How to Make Holiday Celebrations More Inclusive</a></li> <li><a href="#">Tip Sheet: Celebrating Inclusively During the Holidays – DiversityInc Best Practices</a></li> <li><a href="#">The Leadership Brief – Celebrating Veterans</a></li> <li></li> </ul> <b>LISTEN:</b> <ul style="list-style-type: none"> <li><a href="#">Native American Heritage Month: Happy Thanksgiving?</a></li> </ul> | <b>DO:</b> <ul style="list-style-type: none"> <li><a href="#">Meeting in a Box: Native American Heritage Month – DiversityInc Best Practices</a></li> <li><a href="#">Meeting in a Box Veterans Day</a></li> </ul>   | <b>Native American Heritage Month</b><br><br><b>Veterans Day (Nov 11)</b><br><br><b>Diwali (Nov 12)</b><br><a href="#">Diwali Fact Sheet</a><br><br><b>Transgender Day of Remembrance (Nov 20)</b><br><br><a href="#">Day of the Dead (Día de los Muertos) – Origins, Celebrations, Parade</a><br><br><a href="#">4 Ways to Honor Native Americans Without Appropriating Our Culture</a>   | Respond when someone's skills are questioned. If you hear someone say to an underrepresented colleague, “I didn't realize you'd be so well-spoken in front of that customer,” or “who would have guessed you'd be so skilled at...,” speak up. Challenge them with a simple “why do you say that?” You'll get them to confront their bias while you show support for the underrepresented person who was on the receiving end. | <ol style="list-style-type: none"> <li>Appreciating Diversity: Celebrating National American Heritage Month</li> <li>Mirrors Matter: The Importance of Representation</li> <li>Mental Wellness and Well Being at Work</li> <li>Imposter Syndrome</li> </ol>            |
| <b>DECEMBER</b><br><br>Mental Health and the Holidays  | <b>READ:</b> <ul style="list-style-type: none"> <li><a href="#">Don't Just Mentor Women and People of Color. Sponsor them.</a></li> <li><a href="#">How reverse mentorship can help create better leaders</a></li> </ul> <b>DO:</b> <ul style="list-style-type: none"> <li><a href="#">Purposeful Conversations: Lessons from Tanenbaum Peacemakers for the Workplace</a></li> </ul>   | <b>INFOGRAPHIC:</b> <ul style="list-style-type: none"> <li><a href="#">What is Covering?</a></li> <li><a href="#">Intersectionality is key to workplace diversity, inclusion gains</a></li> <li><a href="#">TED Talk: The urgency of intersectionality, Kimberle' Crenshaw</a></li> <li><a href="#">Kimberle' Crenshaw Discusses 'Intersectional Feminism'</a></li> <li><a href="#">Lafayette College: Intersectional Feminism</a></li> </ul>            | <b>International Day of Persons with Disabilities – (12/3)</b><br><br><b>Hanukkah (Dec 7-15)</b><br><a href="#">Hanukkah Fact Sheet</a><br><br><b>Christmas (Dec 25)</b><br><a href="#">Christmas Fact Sheet</a><br><br><b>Kwanzaa (Dec 26-Jan 1)</b><br><a href="#">Kwanzaa Fact Sheet</a>  | Learn about the experiences of people who look different from you. Read, watch or listen to a documentary about backgrounds other than yours.<br><br>Diversify your network. List people who are your top ten contacts. Are any of them marginalized in ways you are not? If not, who in your company could be a great addition to your network?   | <ol style="list-style-type: none"> <li>Mental Health and the Holidays</li> <li>Emotional First Aid</li> <li>Safety Circles</li> <li>Words That Still Resonate</li> <li>Mind over Matters” Reducing Bias Through Mindfulness</li> </ol>                                 |