

Your Security Industry Diversity, Inclusion, Belonging Key Events 2024



JANUARY

New Years Day
1st January
World Braille Day
4 January
Lohri
13 January
Martin Luther King Day
15 January
Sri Guru Gobind Jayanti
17 January
World Religion Day
21 January
International Day of Education
24 January
Holocaust Memorial Day
27 January

FEBRUARY

LGBT History Month
World Hijab Day
1 February
Time to Talk Day
1 February
World Cancer Day
4 February
Race Equality Week
5 - 11 February
National Apprenticeship Week
5 - 11 February
Lunar New Year
10 February
Valentines Day
14 February
Lent
14 February - 28 March
Nirvana Day
15 February
World Day of Social Justice
20 February
International Stand Up To Bullying Day
24 February
Sri Guri Ravidas Ji Jayanti
24 February

MARCH

Employee Appreciation Day
1 March
International Women's Day
8 March
Ramadan
10 March - 9 April
Mothers Day
10 March
St. Patrick's Day
17 March
Neurodiversity Celebration Week
18 - 24 March
End Racism Day
21 March
Holi
25 March
Good Friday
29 March
World Bipolar Day
30 March
Easter Sunday
31 March

APRIL

Celebrate Diversity Month
World Autism Awareness Day
2 April
World Health Day
7 April
Eid al-Fitr
10 April
Vaisakhi
13 April
St. George's Day
23 April

MAY

Deaf Awareness Week
6 - 12 May
International Family Equality Day
5 May
Europe Day
9 May
Mental Health Awareness Week
13 - 30 May
Global Accessibility Awareness Day
16 May
International Day Against Homophobia, Biphobia, and Transphobia
17 May
Cultural Diversity Day
21 May
Vesak (Buddha Day)
23 May

JUNE

Pride Month
International Age Diversity Day
9 June
Sri Guru Arjun Devji Martydom Day
10 June
National Carers Week
10 - 16 June
Eid al-Adha
16 - 19 June
Father's Day
16 June
Learning Disability Week
17 - 23 June
World Refugee Day
20 June

Celebration and awareness days are great opportunities to open and develop important conversations.

Make the most of them with our top tips overleaf:



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JULY

South Asian Heritage Month

18 July – 17 August

Nelson Mandela Day

18 July

International Security Officers' Day

24 July

International Day of Friendship

30 July

AUGUST

International Day of the World's Indigenous People

9 August

International Youth Day

12 August

World Humanitarian Day

19 August

Krishna Janmashtami

26 August

SEPTEMBER

Mawlid Al-Nabi

1 September

International Day of Charity

5 September

World Suicide Prevention Day

10 September

UN International Day of Peace

21 September

International Day of Sign Languages

23 September

National Inclusion Week

23 – 29 September

International Week of Happiness at Work

25 – 29 September

OCTOBER

Black History Month Global Diversity Awareness Month

ADHD Awareness Month

Navratri

3 October

Dyslexia Awareness Week

7 – 11 October

World Mental Health Day

10 October

Coming Out Day

11 October

National Hate Crime Awareness Week

14 – 21 October

World Menopause Day

18 October

Halloween

31 October

NOVEMBER

November / Men's Health Awareness Month

Islamophobia Awareness Month

Diwali

1 November

Remembrance Sunday

10 November

Inter Faith Week

11 November – 17 November

World Kindness Day

13 November

Sri Guru Nanak Dev Ji Gurupurb

15 November

International Stand Up To Bullying Day

15 November

Transgender Awareness Week

13 – 19 November

Disability History Month

16 November – 16 Dec

International Men's Day

19 November

International Day for Violence Against Women

25 November

DECEMBER

World Aids Day

1 December

International Day of Persons with Disabilities

3 December

International Mentoring Day

5 December

International Volunteer Day

5 December

Human Rights Day

10 December

Christmas Day

25 December

Boxing Day

26 December

Hanukkah

25 Dec – 2 January

Promote belonging: Bring a sense of belonging to your workplace by highlighting important events and promoting diversity and inclusion; daily reminders increase awareness and makes your colleagues feel more valued and appreciated.

Go beyond celebration: Our calendar is packed with great opportunities to not just increase awareness, but education and understanding too. Don't miss the opportunity to create guides, webinars fact sheets, campaign materials, podcasts, workshops, and more.

Involve the community: Involve those from the community you're celebrating. If you're going to run activity and build awareness for a particular community, give them a voice in the planning stages to make sure what you do resonates.

Less may be more: Treating celebration and awareness occasions as tick box exercises can feel like tokenism, and will often do more harm than good. Consider celebrating fewer events but making your communications more thorough.

Action speaks louder than words: Avoid empty comms by considering what you're actually communicating. If you're looking to celebrate a particular community, look at what your business is already doing to support them during the rest of the year.

Bring everyone on the journey: Avoid different messages floating around the business in silo. Engage other functions, teams and stakeholders to align messaging and tone.

