

IAmMatthew

2026 Inclusion & Intersectionality Calendar

The 'Glue' That Binds Us

How to use this guide. This calendar is more than a schedule; it is a strategic map for your organisation's culture. In my work with global leaders, I have seen how common it is for diversity initiatives to happen in silos. This guide is designed to help you break those silos down.

- Identify the 'Clashes': Look for weeks when multiple events overlap. Use these as opportunities for ERGS to collaborate rather than compete.
 - Look for the 'Glue': Use intersectionality to connect themes.
 - Move Beyond Awareness: Use these dates to spark deeper conversations about how your policies support people with multiple, overlapping identities.
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Quarter 1: Faith, Race & Identity

January: Faith & Belief

- 1 Jan: New Year's Day
- 8 Jan: Ethnicity Pay Gap Day
- 19 Jan: World Religion Day
- 25 Jan: Burns Night
- 26 Jan: Great Mental Health Day
- 27 Jan: Holocaust Memorial Day
- 30 Jan: Mahatma Gandhi Death Anniversary

February: Racial Equality & LGBTQ+ History

- 1 Feb: LGBTQ+ History Month (UK)
- 2 Feb: Vasant Panchami
- 3–9 Feb: Race Equality Week / Child Mental Health Awareness Week
- 6 Feb: Time to Talk Day
- 21 Feb: International Mother Language Day
- 28 Feb: Ramadan Begins

March: Gender Equality

- 1 Mar: Women's History Month
- 8 Mar: International Women's Day
- 17–23 Mar: Sign Language Week
- 30–31 Mar: Eid-al-Fitr
- 31 Mar: International Transgender Day of Visibility

Quarter 2: Neurodiversity & The Care Experience

April: Spotlight on Neurodiversity

- 2 Apr: World Autism Awareness Day
- 22 Apr: Stephen Lawrence Day
- 27 Mar – 2 Apr: World Autism Week

May: Wellbeing & Fostering

- Foster Care Fortnight (May): 12–18 May: Mental Health Awareness Week
- 17 May: IDAHOBIT (International Day Against Homophobia, Transphobia and Biphobia)
- 25 May: George Floyd Anniversary

June: LGBTQ+ Empowerment & Pride

- 1 June: Pride Month Begins
- 6–10 June: Eid-al-Adha
- 22 June: Windrush Day (77th Anniversary)

QUARTER 3 & 4

Quarter 3: Heritage & Inclusion

July: Faith & Belief

- 5 July: Pride in London
- 18 July – 17 Aug: South Asian Heritage Month
- Intersectionality Day (unofficial)

August: Heritage Empowerment

- UK Black Pride (TBC)
- 23 Aug: Remembrance of the Slave Trade and its Abolition

September: The Inclusion Journey

- 15 Sept: World Afro Day
- 15–21 Sept: National Inclusion Week
- 23 Sept: Bi Visibility Day

Quarter 4: Community Strength & Care Leavers

October: Ageism & Care Leavers

- National Care Leavers Week: Celebrating the resilience of care-experienced individuals.
- Oct–Dec: Black History Season
- 20 Oct: Diwali

November: Community Strength

- 9–16 Nov: Interfaith Week
- 13–19 Nov: Trans Awareness Week
- 16 Nov – 16 Dec: Disability Heritage Month

December: Disabilities – A Seat at the Table

- 1 Dec: World AIDS Day / Disability Heritage Month (Cont.)
- 14–22 Dec: Hanukkah Begins
- 25 Dec: Christmas Day

[FOOTER ON EVERY PAGE]

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