

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages.)
January		Early to mid-January is generally a 'quieter month' for the industry, with corporate office closures and many taking the opportunity to take leave and spend time with family and friends over the holiday period. As leaders, ensure you know your team's start and end dates for leave/ travel/ holiday plans and that you can keep in touch (KIT) for safety and/or emergency purposes. It's also a good opportunity to share safety reminders and wish everyone well.	
11 February	<u>International Day of Women & Girls in Science</u>	A day to celebrate women and girls who are leading innovation and call for actions to remove all barriers that hold them back.	<ul style="list-style-type: none"> • Promote pathways and pipeline for women and girls • Opportunity to debunk the myth that girls do not like the sciences and other gender stereotypes, and promote industry investment in education and training, gender-responsive technology and innovation
20 February	<u>World Day of Social Justice</u>	A day to promote and progress social justice. Social justice is advanced when barriers that people face because of gender, age, race, ethnicity, religion, culture or disability are removed.	<ul style="list-style-type: none"> • Opportunity to promote diversity and inclusion across industry • Can be very specific (for example, Gender equity – equal pay, supporting regions – Indigenous employment, diversity across the workforce – inclusion of older Australians) or more broad in focus • Opportunity to highlight and promote the role of inclusive leadership in supporting the principles of social justice and cultivating workplace diversity • Aligned to ICMM and WGC Principles specifically in relation to Human Rights
1 March	<u>Zero Discrimination Day</u>	A day to celebrate the advocacy and activism that brings the world closer to zero discrimination and the actions and laws that help to ensure that people can live with dignity.	<ul style="list-style-type: none"> • Opportunity to promote and celebrate happiness across the industry • Links to mental health and wellbeing/healthy workplaces (aligned to Safety Plan) (see also RU OK? Day, Suicide Prevention Day, Mental Health Week, International Mental Health Day/Movember)
8 March	<u>International Women's Day</u>	A global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. The day has a new theme each year.	<ul style="list-style-type: none"> • Opportunity to promote and celebrate cultural diversity across industry • Aligned to Safety Plan, Diversity and Inclusion Strategy and ICMM and WGC Principles specifically in relation to Human Rights

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
20 March	<u>International Day of Happiness</u>	A day to be happy. Since 2013, the United Nations has celebrated the International Day of Happiness as a way to recognise the importance of happiness in the lives of people around the world.	<ul style="list-style-type: none"> • Opportunity to promote and celebrate happiness across the industry • Links to mental health and wellbeing/healthy workplaces (aligned to Safety Plan) (see also RU OK? Day, Suicide Prevention Day, Mental Health Week, International Mental Health Day/Movember)
21 March	<u>International Day for the Elimination of Racial Discrimination (Also National Harmony Day)</u>	A day to remind people of racial discrimination's negative consequences. It also encourages people to remember their obligation and determination to combat racial discrimination.	<ul style="list-style-type: none"> • Opportunity to promote and celebrate cultural diversity across the industry • Aligned to Safety Plan, Diversity and Inclusion Strategy and ICMM and WGC Principles specifically in relation to Human Rights
7 April	<u>World Health Day</u>	A global health awareness day to mark the founding of the World Health Organisation (WHO). A day for WHO to draw worldwide attention to a subject of major importance to global health through international, regional and local events related to a particular theme.	<ul style="list-style-type: none"> • Opportunity to raise awareness on broad health related issues • Opportunity to promote annual theme • Links to workplace health and safety plan
28 April	<u>World Day for Safety and Health at Work and Workers' Memorial Day</u>	Promotes safety and health in the workplace; and Worker's Memorial Day honours those who have died from work-related injury or illness. Resources are made available through Safe Work Australia	<ul style="list-style-type: none"> • Opportunity to promote industry commitment to health and safety and highlight industry's strong safety-share culture across industry • Opportunity to raise awareness of the nature of work across industry and how industry works to be a world leader in workplace safety • Opportunity to acknowledge and honour the lives lost and changed due to work-related injury or illness • Links to workplace health and safety (see also National Safe Work Month)

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
17 May	<u>International Day against Homophobia, Transphobia and Biphobia (IDAHOBIT)</u>	IDAHOBIT is a worldwide celebration of sexual and gender diversities. Created in 2004 to draw the attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics.	<ul style="list-style-type: none"> • Opportunity to promote workplace diversity and inclusion and stand with the LGBTIQ community through: standing out against homophobia, biphobia, interphobia and transphobia by visibly sharing messages of support &/OR hosting an event or creating and promoting safe spaces • Links to diversity, inclusion and safety (see also Zero Discrimination Day)
27 May - 3 June	<u>National Reconciliation Week</u>	A time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.	<ul style="list-style-type: none"> • Opportunity for a weeklong campaign, including social media, profiling Indigenous social (cultural heritage protection), economic (business/employment/training/native title payments) and environmental (ranger programs/mine rehabilitation) participation in industry (See also NAIDOC Week and International Day for the World Indigenous Peoples)
5 June	<u>World Environment Day</u>	A day to bring increased awareness to worldwide environmental concerns, like climate change, deforestation, pollution of the world's oceans, and unsustainable development that could harm plant and animal species. Each year there is a new theme.	<ul style="list-style-type: none"> • Potential to reflect on Enduring Value, and include case studies • Links to environment, social license to operate, community and HSES Plan as well as ICMM and WGC principles focused on environment
10 June	<u>Flexible Working Day</u>	Flexible Working Day is an international day to celebrate and showcase the benefits of flexible work for both people and organisations.	<ul style="list-style-type: none"> • Opportunity to promote work flex and develop awareness of benefits for both business and employees • Links to diversity, inclusion and safety (mental health and wellbeing)

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
4-11 July	<u>NAIDOC Week</u>	A time to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life.	<ul style="list-style-type: none"> • Opportunity to participate in a range of activities and to support the local community • Opportunity for a weeklong campaign, including social media, profiling Indigenous social (cultural heritage protection), economic (business/employment/training/native title payments) and environmental (ranger programs/mine rehabilitation) participation in industry (see also National Reconciliation Week and International Day for the World Indigenous Peoples)
9 August	<u>International Day for the World Indigenous Peoples</u>	A day to support the UN Declaration on the Rights of Indigenous Peoples including the rights to self-determination and to traditional lands, territories and resources.	<ul style="list-style-type: none"> • Opportunity for organisation to support local community and recognise their contributions • Also aligned to Indigenous Relations Policy, Diversity and Inclusion Strategy and ICMM and WGC principles focused on Indigenous Peoples
12 August	<u>International Youth Day</u>	A day to draw attention to a given set of cultural and legal issues surrounding youth. Annual theme.	<ul style="list-style-type: none"> • Opportunity to celebrate and promote the role and importance of young people to Australia's mining industry • Links to talent and recruitment pathways pipeline (Grad and Vac Programs) and Diversity and Inclusion Strategy
Last week of August, first week of September	<u>Equal Pay Day</u>	A day that marks the period of extra days in the current year which women need to work to achieve the same wages that men earned during the previous financial year. A day that recognises how much longer women have to work to earn the same as men in one year. For every 12 months that men work, for example, women may have to work an extra 60 days – and the end of those extra days is marked by Equal Pay Day.	<ul style="list-style-type: none"> • The gender pay gap has been typically around 17% for around 20 years. Every year the percentage is calculated by the Australian Bureau of Statistics and is based on Average Weekly Earnings data (as well as WGEA). There's no one cause of the gap, and no one solution. In fact, most of the gap occurs because of unconscious bias. • An opportunity to draw attention to the wage gap • Links to diversity and inclusion and anti-discrimination

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
Second Thursday in September (12 September 2024)	<u>R U Ok? Day (National AUS event but communicated globally).</u>	A day of national action that aims to get Australians across the entire spectrum of society, connecting with friends and loved ones, by reaching out to anyone doing it tough and simply asking: "Are you ok?" R U OK? Day is about prevention, preventing little problems turning into big problems.	<ul style="list-style-type: none"> • Opportunity for promotion and awareness raising on the importance of talking about mental health with someone to reduce risk • Links to health and safety, mental health and wellbeing; especially for FIFO/ DIDO workforce (see also Mental Health Awareness Week)
Month of October	<u>National Safe Work Month</u>	A time to raise awareness of workplace safety and encourage all working Australians to get involved in and concentrate on safety in their workplace to reduce death, injury and disease.	<ul style="list-style-type: none"> • Opportunity to promote commitment to health and safety and highlight the industry's strong safety-share culture • Opportunity to raise awareness of the nature of work across the industry and how industry works to be a world leader in workplace safety • Opportunity to acknowledge and honour the lives lost and changed due to work-related injury or illness • Links to workplace health and safety (see also World Day for Safety and Health at Work and Workers' Memorial Day)
6-12 October	<u>Mental Health Week (National AUS event but communicated globally).</u>	An annual national event to raise awareness of the importance of mental health and wellbeing in the wider community; increase community awareness and education about mental health issues; encourage participation in life enhancing lifestyles. Mental Health Foundation of Australia is the main organiser	<ul style="list-style-type: none"> • Opportunity for promotion and awareness raising on the importance of mental health and wellbeing and highlighting the programs and initiatives driven by the business and community partners in support of mental health and wellbeing • Links to health and safety, mental health and wellbeing; Diversity and Inclusion Strategy (especially for and FIFO/ DIDO workforce. See also RUOK? Day, Movember, World Mental Health Day)

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
10 October	<u>World Mental Health Day</u>	A day to raise awareness of mental health issues around the world and mobilise efforts in support of mental health. A day for all stakeholders working on mental health issues to talk about their work, and what more needs to be done to make mental health care a reality for people worldwide.	<ul style="list-style-type: none"> • Opportunity for promotion and awareness raising on the importance of mental health and wellbeing and highlighting the programs and initiatives driven by the business and community partners in support of mental health and wellbeing • Links to health and safety, mental health and wellbeing; Diversity and Inclusion Strategy (especially for and FIFO/ DIDO workforce. See also RUOK? Day, Movember, Mental Health Week)
Month of November	<u>Movember (started as National AUS event but now going global)</u>	The leading charity changing the face of men's health by generating awareness about prostate cancer, testicular cancer, mental health and suicide prevention by men raising funds and the conversation by growing a Mo during the month. Since 2003, Movember has funded more than 1,250 men's health projects around the world, challenging the status quo, shaking up men's health research and transforming the way health services reach and support men.	<ul style="list-style-type: none"> • Opportunity for promotion and awareness raising on the importance of men's health and wellbeing (which makes up around 80% of the workforce) • Links to health and safety, mental health and wellbeing; Diversity and Inclusion Strategy (see also RUOK? Day, Mental Health Week)
19 November	<u>International Men's Day</u>	Celebrates worldwide the positive value men bring to the world, their families and communities. Highlights the positive role models and raise awareness of men's well-being.	<ul style="list-style-type: none"> • Opportunity to celebrate and highlight positive male role models

Diversity & Inclusion Events Calendar Template

Date	Event	Description	Relevance (always try and align an event/activity to a company strategy, policy or value. The below are examples of other important linkages)
25 November	<u>International Day for the Elimination of Violence against Women</u>	A day to raise public awareness of an issue that unfortunately happens everywhere on every date.	<ul style="list-style-type: none"> • Opportunity to contribute to community awareness of domestic and family violence and its impacts and promote a clear message of no tolerance • Pledge to stand up, speak out and act to prevent men’s violence against women (men represent more than 80 per cent of the industry) • Links to health and safety, diversity and inclusion
3 December	<u>International Day of Persons with Disabilities</u>	A day to promote the rights and wellbeing of persons with disabilities in all spheres of society and development and increase awareness in every aspect of political, social, economic and cultural life.	<ul style="list-style-type: none"> • Opportunity to highlight contribution of innovation and technology in increasing pathways into industry • Links to diversity and inclusion, innovation, technology and workforce of the future
10 December	<u>Human Rights Day</u>	A day to stand up for our own rights and those of others. We can take action in our own daily lives, to uphold the rights that protect us all and thereby promote the kinship of all human beings.	<ul style="list-style-type: none"> • The Universal Declaration of Human Rights holds the Guinness World Record as the most translated document. Yet, far too many people are still unaware of their basic rights as human beings. • Opportunity for business to raise awareness and support of the Universal Declaration of Human Rights through sharing across its workforce in more than 500 languages • Links to diversity and inclusion and aligned to ICMM and WGC Principles specifically in relation to Human Rights

Ready for more? Enhance your ability to build a diverse and inclusive workplace within the resources sector with the [**Diversity & Inclusion Advanced Masterclass**](#). Developed by diversity & inclusion experts in the mining sector. 8 PD hours. 100% online. [Learn more.](#)

Diversity and Inclusion

Advanced Masterclass

Gain actionable insights, tools, and industry-specific knowledge for creating inclusive workplaces in the mining industry.

Diverse and inclusive workplaces consistently outperform those struggling to adapt to the modern workforce. Gain actionable insights, tools, and industry-specific knowledge for creating, transforming and supporting inclusive workplaces in the mining industry across the varied site and office settings common to the sector.

Designed for People & Culture professionals, leaders and graduating students of the Diversity & Inclusion Foundations Masterclass, this course provides the tools and knowledge to become more confident in addressing and overcoming the challenges common to the modern workplace. Join like-minded learners to further develop your competency, confidence, and capability to drive change.

- Develop strategies for managing effective change and inclusive leadership
- Construct an organisation-wide Diversity and Inclusion Strategy with toolkit templates

"There was some great content that I think can be easily applied quite quickly. Thanks for a good course!"

- Participant of March 2021 intake

[Enrol now](#)

Visit www.ausimm.com/courses/masterclasses/diversity-and-inclusion-masterclass-series/