

2025 – A Year of Purpose



Why 12 Themes for 12 Months? Each theme represents more than just a focus for the month—it's an opportunity for us to stand together and make a real difference. By aligning with global DEI observances, we're not only raising awareness but creating a space for reflection, conversation, and, most importantly, action. Every month is a new chance to champion inclusion, embrace diversity, and work towards equity. Step by step, we can build a world where everyone feels seen and heard. Will you join us in this journey? Together, we can create lasting change.

Disclaimer: Festival dates are approximate and subject to change based on solar and lunar cycles. Only gazetted holidays have been included and marked in the calendar. Links in the online version will be updated in accordance with official observance websites, and all dates reflect the information available at the time of creation.

#DEI365



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Lavanya Soman (she/her)
CEO | Director
SStraight Circles | SStraight Circles
Foundation

01 JAN 2025

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- 1: New Year's Day
- 2: [World Invert Day](#)
- 4: [World Braille Day](#)
- 6: Guru Gobind Singh Jayanti
- 12: Swami Vivekananda Birthday | National Youth Day
- 13: Lohri
- 14: Makar Sankranti | Pongal
- 20: [Martin Luther King Day](#)
- 24: [International Day of Education](#)
- 24: [National Day of Girl Child](#)
- 26: Republic Day
- 27: [International Day of Commemoration in Memory of Victims of the Holocaust](#)
- 29: Chinese New Year

“ Being vocal is about owning your fears, your weaknesses and your vulnerabilities and turning them into your strengths. To be courageous is to speak up! ”

Theme of the Month: Diversity

Diversity means the existence of differences around us and within us. Our ultimate goal is to acknowledge these differences and create a culture where everyone feels seen, respected, and included.

Actionables

- 1. Set DEI Goals for the Year:** Plan measurable DEI goals for accountability and involve contractors, housekeeping, security, and blue-collar staff in DEI events and initiatives throughout the year.
- 2. Establish Your DEI Ally Team:** Drive initiatives year-round to promote diversity, equity, and inclusion.
- 3. Empower Leaders to Celebrate Team Diversity:** Facilitate discussions to recognize marginalized individuals and enhance workplace safety.
- 4. Unlock DEI Knowledge:** Empower your DEI Ally team with SStraight Circles' signature DEI Practitioner Program (DEIPP) for a world of potential.
- 5. Host a Diversity Awareness Workshop:** Facilitate a workshop exploring the importance of embracing diversity.
- 6. Conduct a Diversity Audit:** Survey employees to gather feedback on DEI culture and improvement areas.
- 7. Educate Others:** Share resources to raise awareness about the value of diversity.
- 8. Host DEI Panel Discussions:** Organize discussions with DEI experts to explore diversity in the workplace.



NOTES

Diversity exists all around us. Every one is different and we all need to co-exist. Time to change the narrative!



Scan to know more about DEIPP





Sandhiyan Thilagavathy
(he/him)
First Volunteer
Aware India

02 FEB 2025

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- [LGBTQ History Month - UK](#)
- [Black History Month](#)
- 2: [Basant Panchami](#)
- 4: [World Cancer Day](#)
- 6: [International Day of Zero Tolerance for Female Genital Mutilation](#)
- 10: [International Epilepsy Day](#)

- 11: [International Day of Women and Girls in Science](#)
- 19: [Chhatrapati Shivaji Maharaj Jayanti](#)
- 20: [World Day of Social Justice](#)
- 26: [Maha Shivratri](#)
- 28: [Ramadan Begins \(Tentative\)](#)

“All it takes an individual to create a safe space where children, women, men and individuals of all gender identities share power and care, work more equally towards living free from violence.”

Theme of the Month: Cultivating Belonging & Togetherness

It's about building a culture where differences are embraced, voices are heard, and everyone feels safe, respected, and valued, fostering trust, collaboration, and connection.

Actionables

- 1. Create Safe Spaces:** Identify safety champions to uphold workplace safety against harassment and discrimination while fostering regular inclusive discussions. *Partner with SStraight Circles for the various DEI Campaigns and initiatives.*
- 2. Inclusivity Recognition:** Acknowledge employees who actively support inclusivity, and invite them to share their stories through internal media.
- 3. Mindfulness Initiatives:** Conduct anonymous psychological safety surveys with employees to identify strengths and areas for improvement. Develop action plans based on the findings.
- 4. Honour Caregivers and Survivors on World Cancer Day:** Invite them to share their stories and raise awareness on forums.
- 5. Team-Building Activities:** Organize events that promote collaboration and community bonds.
- 6. Acts of Kindness Day:** Encourage random acts of kindness to foster positive connections.
- 7. Community Wall/Channel:** Create a space for employees to share stories and DEI initiatives.
- 8. Inclusive Language Guide:** Develop resources that encourage inclusive language in daily communication, emails, and meetings, which reinforces belonging.

NOTES

How can we truly progress, innovate and thrive as an organization if everyone doesn't feel like they belong and are valued for their unique contributions? Something to think about...right?



Scan to know more about our DEI Campaigns and Initiatives





Aditi Gangrade

(she/her/they)

**Co-Founder | Chief
Creative Officer**

Much Much Media

**03 MAR
2025**

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• Gender Equality Month

- 1: [Zero Discrimination Day](#)
- 7: Employee Appreciation Day
- 8: [International Women's Day](#)
- 14: Holi
- 17-23: Neurodiversity Celebration Week
- 20: [International Day of Happiness](#)
- 21: [World Down Syndrome Day](#)

- 21: [International Day for the Elimination of Racial Discrimination](#)
- 30: Chaitra Sukhladi | Ugadi | Gudi Padwa
- 30: [World Bipolar Day](#)
- 31: Eid al-Fitr (Ramadan Ends)
- 31: [International Transgender Day of Visibility](#)

“I’ve dedicated my work to amplify stories of social good. My aim is to build a culture of inclusive marketing in the global media landscape.”

Theme of the Month: Gender Equity For Women

It's about breaking down barriers and creating a supportive, inclusive environment where everyone, regardless of gender, can thrive equally without bias or discrimination.

Actionables

1. Conduct Women-Only Survey on Equity and Inclusion:

Utilize survey results to identify strengths and gaps, guiding equity initiatives.

2. Stand As An Ally Against Racism: Support co-workers by acknowledging their experiences and offering a listening ear.

3. Support Women-Led Businesses: Highlight and partner with women-led enterprises in your supply chain.

4. Review Policies: Ensure workplace policies support women's rights and equality.

5. Celebrate Achievements: Highlight women's accomplishments within the organization.

6. Advocate Flexible Work Policies: Support women with flexible work arrangements.

7. Establish Mentorship Programs: Pair women employees with leaders for career support.

8. Empowering Male Allyship for Gender Equity: Spark meaningful discussions on the essential role of male allies in achieving gender equity.

9. Host Networking Events: Enable women to connect and strengthen professional networks.

10. Honor Transgender Employees and Their Journeys:

Express kindness and acknowledgment for their experiences.



NOTES

Women in India earn approximately ₹40 for every ₹100 earned by men, highlighting significant wage gap.
-Global Gender Gap Index, 2024.





Justin Vijay Jesudas (he/him)
Chief Operating Officer

TTK Center for Rehabilitation Research and Device Development (R2D2), IIT Madras

04 APR 2025

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[2: World Autism Awareness Day](#)

[6: International Asexuality Day](#)

6: Ram Navami

[7: World Health Day](#)

10: Mahavir Jayanti

13: Baisakhi

14: Vishu | Tamil New Year |

Rongali Bihu | Ambedkar Jayanti

15: Poila Boishak

18: Good Friday

20: Easter

[21: World Creativity and](#)

[Innovation Day](#)

[22: Earth Day](#)

[28: World Day for Safety and](#)

[Health at Work](#)

“ At R2D2, we are bridging the gap between ability and disability through technology, ensuring that everyone has an equal opportunity to participate fully in society. ”

Theme of the Month: Justice – Accessibility For All

It means ensuring everyone, regardless of abilities or disabilities, can fully participate and thrive in an inclusive environment by removing barriers to access.

Actionables

- 1. Conduct an Inclusive Accessibility Audit:** Identify strengths and gaps—accessibility is for everyone, not just those with abilities.
- 2. Assistive Technology:** Tie up with Assistive Equipment and Technology service providers to provide tools for equitable access.
- 3. Invite Neurodivergent Voices and Ally Partners:** Share success stories and insights on how disability inclusion benefits individuals and organizations.
- 4. Share Inclusion Success Stories:** Encourage employees to share experiences and prioritize disability inclusion in leadership discussions to foster a more inclusive organization.
- 5. Inclusive Policies for Disability Awareness:** Ensure company policies support individuals with disabilities and eliminate ableist language in all communications.
- 6. Remote Work Flexibility:** Provide remote work options for employees with mobility challenges.
- 7. Support Group:** Create a group for employees with disabilities to share resources and experiences.
- 8. Celebrate Innovations:** Highlight workplace accessibility initiatives and successes.
- 9. Access to Mini-Grants:** Offer small grants for employees to implement unique accessibility ideas in their teams or departments.

NOTES

1 in 5 people live with disabilities, yet only 30% of organizations prioritize accessibility in the workplace.
- WHO





Geetha Solaraj (she/her)
Managing Partner
 Brahmi Transformation
 Counselling Psychologist | Neurodiversity
 Practitioner | NLP Coach

05 MAY 2025

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- **Mental Health Awareness Month (USA)**
- 1: International Workers' Day/ Labour Day
- 7: Birthday of Rabindranath Tagore
- 11: Mother's Day
- 12: Buddha Purnima
- 17: [International Day Against Homophobia, Biphobia and Transphobia](#)
- 20: [International Human Resources Day](#)
- 21: [World Day for Cultural Diversity for Dialogue and Development](#)
- 28: [Menstrual Hygiene Day](#)
- 12-18: **Mental Health Awareness Week (UK)**
- 15: [International Day of Families](#)
- 16: [International Day of Living Together in Peace](#)

“ Change starts by challenging our unconscious biases; without awareness, progress is only a hope. ”

Theme of the Month: Mental Health for All Gender & Marginalized Communities

It focuses on supporting marginalized communities, including LGBTQIA+ individuals, women, men, racial minorities, and people with disabilities, by providing tailored resources, challenging stigmas, and fostering a culture of empathy and care.

Actionables

- 1. Create Mental Health Resource Groups:** Empower employees to share concerns, stories, and resources. Identify mental health champions across teams.
- 2. Empathy-Focused Workshops:** Organize workshops on coping strategies and stress management tailored to different needs.
- 3. Launch A Comprehensive Employee Assistance Program:** Offer confidential counseling and partner with mental health organizations for complete access to a support system.
- 4. Anonymous Feedback Channels:** Establish anonymous channels for sharing mental health concerns.
- 5. Diverse Leadership:** Ensure representation of diverse voices in leadership to address varied mental health needs.
- 6. Encourage Mental Health Days:** Promote a culture that values taking time off for mental well-being.
- 7. Diverse Resources:** Provide mental health materials that reflect various perspectives and are culturally accessible.
- 8. Run Anti-Stigma Campaigns:** Initiate & normalize mental health conversations at work, reducing stigma for employees.
- 9. Collaborate for Employee Well-Being:** Partner with SStraight Circles to offer sound healing sessions that promote relaxation and mental wellness for employees.



NOTES

Over 800,000 people die by suicide each year, with men disproportionately affected. Women face heightened mental health challenges from societal pressures, underscoring the urgent need for inclusive strategies.
- WHO



Scan to explore our sound healing sessions





Sonali Khan (she/her)
Founder & Executive Director
GLAD Foundation

06 JUNE 2025

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• LGBTQIA – Pride Month

- 7: Bakrid/Eid ul Zuha
- 14: [World Blood Donor Day](#)
- 15: [World Elder Abuse Awareness Day](#) | Father's Day
- 16: [Neurodiversity Pride Day](#)
- 18: Autistic Pride Day

- 19: [International Day for the Elimination of Sexual Violence in Conflict](#)
- 20: [World Refugee Day](#)
- 21: [International Yoga Day](#)
- 27: [Micro, Small and Medium-sized Enterprises Day](#)

“GLAD Foundation fosters inclusive spaces where LGBTQIA+ individuals find joy, mental well-being, and the support needed to thrive, acknowledging that happiness is essential alongside career and personal development.”

Theme of the Month: Gender Equity – Celebrate LGBTQIA+ with Pride

The theme champions acceptance and equal rights, creating an inclusive environment where individuals can authentically express themselves while fostering allyship and understanding among all gender identities and sexual orientations.

Actionables

1. Implement an Anonymous Employee Support Survey:

Discover and offer support to those who feel suppressed and wish to come out.

2. Awareness Workshops: Offer training that addresses LGBTQIA+ awareness and the intersection with physical and neurodiverse disabilities.

3. LGBTQIA+ Film Screenings & Theatre Workshops:

Host LGBTQIA+ film screenings followed by discussions and theatre workshops to raise awareness and understanding.

4. Engagement with Disability Organizations: Partner with organizations that focus on LGBTQIA+ rights and disability advocacy.

5. Spotlight Intersectional Stories: Highlight experiences of LGBTQIA+ individuals at the intersection of Gender, Culture and / or disabilities through panels or social media.

6. Create Employee Resource Groups (ERGs): Establish or support ERGs for LGBTQIA+ employees to foster community and provide networking opportunities.

7. Pride Merchandise: Distribute pride merchandise like pins and t-shirts for visibility.

8. Fostering Allyship for LGBTQIA+ Solidarity: Promote campaigns that build meaningful support and unity with the LGBTQIA+ community.

NOTES

People may identify with gender and sexual identities, or they may not. Unlearning past beliefs is crucial—what matters most is our shared humanity!



Scan to know more
about Film Screenings
organised by us





Sunil David (he/him)
Digital Technology Consultant &
Startup Mentor

“ My mission is to work towards creating a strong, diverse workforce and to enable women across industries to prepare themselves as digital leaders of tomorrow. I also aim to guide women entrepreneurs in building sustainable businesses and becoming job creators for the future. ”

07 JULY 2025

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- [BIPOC Mental Health Month](#)
- [Disability Pride Month - U.S.](#)
- [British South Asian Heritage Month](#) (18 Jul - 17 Aug)
- 6: Ashura/Muharram
- 10: Guru Purnima
- 15: [World Youth Skills Day](#)

Theme of the Month: Building Competence By Understanding Culture, Race & Ethnicity

The ability to connect with and support individuals from diverse backgrounds by valuing their unique cultures, understanding their race and ethnicity, creating a space of empathy, respect, and belonging for all.

Actionables

- 1. Cultural Competence Training:** Offer game-based workshops to explore diverse cultures, races, and ethnicities while addressing communication and cultural barriers.
- 2. Create a Cultural Resource Group:** Share and learn from each other's cultural experiences, and celebrate key cultural days and moments together.
- 3. Tackle Stereotypes, Biases, and Micro-Aggressions:** Introduce anonymous feedback systems to help employees voice workplace challenges and foster a more inclusive environment.
- 4. Collaborating with BIPOC Co-workers? Be an Ally.** Encourage BIPOC colleagues to share their stories and seek ways to enhance your support for them at work.
- 5. Honour Disability Pride:** Host a workplace event to raise awareness and give recognition to the contributions of LGBTQIA+ colleagues with disabilities.
- 6. Cultural Immersion Days:** Organize days to experience different cultures through food, music, and art.
- 7. Community Engagement:** Encourage involvement with local artisans and cultural organizations to enhance understanding.
- 8. Cultural Story Swap:** Facilitate storytelling swaps for employees to share heritage and personal journeys.

NOTES

Did you know that employees who feel included at work are 3.5 times more likely to be engaged in their roles? Imagine the impact of fostering belonging in our workplace!

- Gallup Study





Harish Sadani
(he/him)
Co-Founder
Men Against Violence
and Abuse (MAVA)

“MAVA’s Mission is to bring about social change, particularly in traditional, male-dominated attitudes and help stop and prevent violence and abuse of women by working primarily with Men and Boys.”

08 AUG 2025

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- 3: [International Day of Friendship](#)
- 8: [International Allyship Day](#)
- 9: [International Day of the World's Indigenous People](#)
- 9: Raksha Bandhan
- 12: [International Youth Day](#)
- 15: Independence Day
- 15: Parsi New Year
- 16: Janmashtami
- 21: World Entrepreneurs’ Day
- 21: World Senior Citizen’s Day
- 26: [Women’s Equality Day](#)
- 27: Ganesh Chaturthi

Theme of the Month: Intergenerational Socio-Economic Diversity Leadership

The thought fosters connections across age groups, honoring diverse socio-economic backgrounds and creating inclusive spaces for sharing and support across generations.

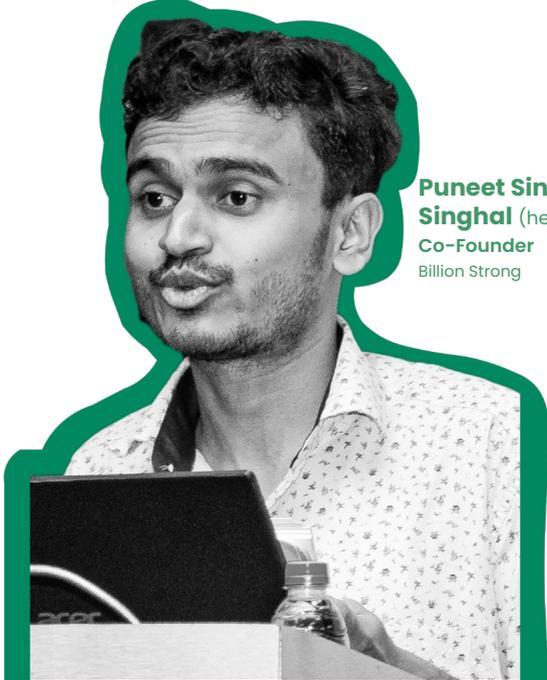
Actionables

- 1. Mentorship Programs:** Create mentorship pairings that connect employees from different generations, allowing for knowledge sharing and support.
- 2. Reverse Mentoring:** Implement reverse mentoring where younger employees mentor senior leaders on current trends and technologies.
- 3. Financial Literacy Workshops:** Host workshops focused on financial education, catering to different economic backgrounds and experiences.
- 4. Feedback Sessions:** Conduct regular feedback sessions to address intergenerational concerns and encourage open dialogue.
- 5. Social Responsibility Initiatives:** Engage employees in community service to address socio-economic gaps and build unity.
- 6. Foster Multi-Generational Collaboration:** Encourage cross-generational discussions on productivity aligned with organizational goals.
- 7. Intergenerational Hackathons:** Unite employees and students to tackle workplace or community challenges together.

NOTES

Isn't it our responsibility to ensure that all voices—regardless of age or economic background—are heard and valued in our workplace?





Puneet Singh Singhal (he/him)
Co-Founder
Billion Strong

“ Any DEI effort is incomplete without Accessibility. Equity itself means accessibility for the Disability Community. There is no social justice without Disability Justice. ”

09 SEP 2025

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5: National Teachers' Day

5: Onam | Eid-E-Milad/
Milad-un-Nabi

10: World Suicide Prevention Day

18: International Equal Pay Day

20-26: International Week of
Deaf People

21: [International Day of Peace](#)

22: Navratri (Begins)

23: [International Day of Sign
Languages](#)

28: World Deaf Day



Theme of the Month: Invisible Disabilities & Neurodiversity

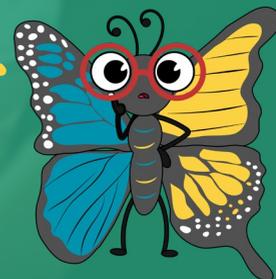
This theme embraces individuals with non-visible disabilities, such as chronic illnesses and neurodivergent conditions like autism and ADHD. It emphasizes empathy, understanding, and inclusivity, recognizing the unique strengths they contribute to our communities.

Actionables

- 1. Awareness Training:** Educate employees about invisible disabilities and neurodiversity to foster empathy, acceptance & understanding.
- 2. Provide Allyship & Mentoring Support:** Pair neurodivergent employees with supportive mentors & allies for guidance and encouragement.
- 3. Inclusive Policies & Hiring:** Adapt policies & recruitment practices to welcome candidates with invisible disabilities and neurodiverse backgrounds.
- 4. Tailored Work Plans:** Collaborate with employees on individualized work plans that leverage their strengths.
- 5. Clear Communication:** Use clear, multi-format communication (written, visual) for full accessibility.
- 6. Celebrate Neurodiversity:** Host speaker events to honor neurodiversity and employee contributions.
- 7. Build Sensory-Friendly Workspaces:** Design spaces that support neurodiverse employees by addressing sensory needs. Incorporate elements like noise reduction and adjustable lighting for an inclusive workspace.
- 8. Celebrate Deaf Employees:** Actively support their needs, honor their achievements, and foster inclusion around their experiences.

NOTES

Are we truly inclusive if we don't recognize and celebrate the strengths of neurodiverse individuals amongst us? Time to reflect on this.





Aryan Somaiya (he/him)

Co-Founder

Guftagu Counseling and
Psychotherapy Services

“ As a transman and psychotherapist, I have understood that what we are most afraid of is what can liberate us. We all have shared struggles whether we are straight or queer, we only need curiosity and connection. ”

10 OCT 2025

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- [National Bullying Prevention Month](#)
- [LGBTQ History Month- USA](#)
- [Domestic Violence Awareness Month](#)
- [Global Diversity Awareness Month](#)
- [ADHD Awareness Month](#)
- [Down Syndrome Awareness Month](#)
- [National Disability Employment Awareness Month \(NDEAM\)](#)

- 1: [International Day of Older Persons](#)
- 2: [Dussehra/Vijaydashami](#)
- 2: [Gandhi Jayanti](#)

- 2: [International Day of Non-Violence](#)
- 5: [World Teachers' Day](#)
- 8: [World Dyslexia Awareness Day](#)
- 10: [World Mental Health Day](#)
- 11: [International Day of the Girl Child](#)
- 15: [International Day of Rural Women](#)
- 15: [International Pronouns Day](#)
- 18: [World Menopause Day](#)
- 21: [Diwali](#)
- 28: [Chhath Puja](#)

Theme of the Month: Navigating Mental Health Across Life's Challenges

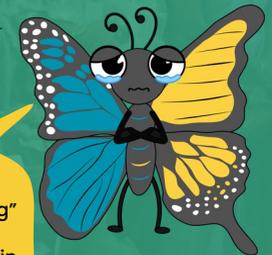
Mental health affects everyone differently. By addressing the unique challenges of everyone, and the impact of harassment, bullying, and gender-based violence, we can foster empathy and support for those navigating these struggles.

Actionables

- 1. Mental Health Awareness Campaigns:** Tackle stress, caregiver burnout, and harassment. Encourage employees to share experiences, with leaders sharing their resilience stories.
- 2. Build Allyship with Listening Circles:** Support colleagues through empathy and active listening. *Explore SStraight Circles Foundation's The Kindness Campaign (TKC).*
- 3. Prevent Burnout with Regular Check-ins:** Encourage managers to consistently connect with team members, offering support and discussing their well-being to avoid burnout.
- 4. Community Partnerships:** Collaborate with local mental health organizations to provide relevant support and resources.
- 5. Holistic Well-Being Programs:** Introduce programs that promote physical, emotional, and mental well-being, like emotional intelligence, mindfulness and fitness sessions.
- 6. Support Wellness with Flexible Policies & EAP:** Advocate for flexible work options and establish a strong Employee Assistance Program (EAP) through your Mental Health ERG.



NOTES



Did you know? A staggering 86% of Indian employees report feeling either "struggling" or "suffering" in their jobs—making workplace distress in India among the highest in the world.

-2024 Gallup Study

Scan to explore
 SStraight Circles Foundations'
 The Kindness Campaign (TKC)





Sangita Thakur (she/her)
Founder
Ashtavakra Accessibility Solutions

11 NOV 2025

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- 1: [All Saints' Day](#)
- 2: [All Souls Day](#)
- 5: [Guru Nanak Jayanti](#)
- 10: [World Science Day for Peace and Development](#)
- 13: [World Kindness Day](#)
- 13 - 19: [Transgender Awareness Week](#)
- 14: [National Children's Day](#)
- 16: [International Day for Tolerance](#)

- 19: [National Integration Day](#)
- 19: [International Men's Day](#) | [Women's Entrepreneurship Day](#)
- 20: [World Children's Day](#)
- 20: [Transgender Day of Remembrance](#)
- 24: [Guru Teg Bahadur's Martyrdom Day](#)
- 25: [International Day for the Elimination of Violence against Women](#)
- 27: [Thanksgiving](#)

“Championing Accessibility, Enabling Possibilities.”

Theme of the Month: Building Psychological Safety and Tackling Biases

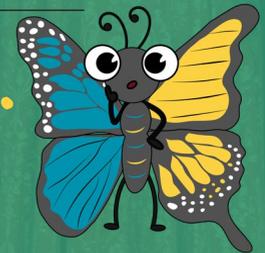
Everyone deserves to feel safe and valued at work. By addressing biases and fostering open conversations, we create a space where true inclusion, respect and empowerment thrive.

Actionables

- 1. Interactive Bias Workshops:** Host engaging, theatre or scenario-based workshops where employees can role-play to recognize and address biases in real time.
- 2. Bias Busters Initiative:** Launch a campaign for employees to tackle one bias weekly or monthly, fostering accountability.
- 3. Feedback Circles:** Organize small, cross-departmental groups where employees can provide and receive constructive feedback on creating a psychologically safe environment.
- 4. Make Bias Checklists:** Create checklists for meetings or decision-making processes to help teams identify and mitigate potential biases in real time.
- 5. Mental Health Champions:** Train volunteer champions to advocate for mental health resources and peer support.
- 6. Promote Psychological Safety:** Have leaders regularly assess and enhance their teams' psychological safety to nurture a supportive work environment.
- 7. Establish a Men's Mental Health ERG:** Invite leaders and employees to share stories, breaking biases and encouraging male allyship in discussing men's mental health challenges.
- 8. Workplace Safety Campaign:** *Join Sstraight Circles in promoting a safe, respectful workplace culture with zero tolerance for discrimination, harassment, bullying, and violence.*

NOTES

Are you unintentionally contributing to a culture of silence and exclusion by allowing your biases to go unchallenged? Think about it...



Scan to explore
Sstraight Circles' Workplace
Safety Campaigns



Team v-shesh



“ v-shesh is a mission driven impact enterprise working on disability inclusion that has been recognized with National Award for Empowerment of Persons with Disabilities by President of India and listed on the Economist’s Global Diversity List ”

12 DEC 2025

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1: [World AIDS Day](#)

3: [International Day of Persons with Disabilities](#)

4: [Karthigai Deepam](#)

5: [International Volunteer Day](#)

10: [Human Rights Day](#)

20: [International Human Solidarity Day](#)

25: [Christmas](#)

Theme of the Month: Allyship in Action

Allyship in Action is about actively supporting marginalized communities by listening to their experiences, amplifying their voices, and standing up against injustice. By creating safe spaces and taking meaningful steps toward equity, we can foster a more inclusive world. Together, let's make a difference and empower each other always!

Actionables

- 1. Allyship Workshops:** Host interactive workshops to educate employees on active allyship and recognizing privilege.
- 2. Visibility Initiatives:** Launch "I am an Ally" campaigns to foster a culture of allyship, featuring beautifully handwritten inclusive messages on posters and badges throughout the workspace.
- 3. Empower Influencer Allies Through Safe Space Dialogues:** Identify and collaborate with "influencer" allies who can sensitively advocate for marginalized representation on a regular basis.
- 4. Ally Recognition Program:** Celebrate employees who actively demonstrate allyship to promote a culture of appreciation.
- 5. End-of-Year Reflection Sessions:** Host sessions where teams can reflect on their allyship journeys, celebrate progress, and set goals for the coming year.



NOTES

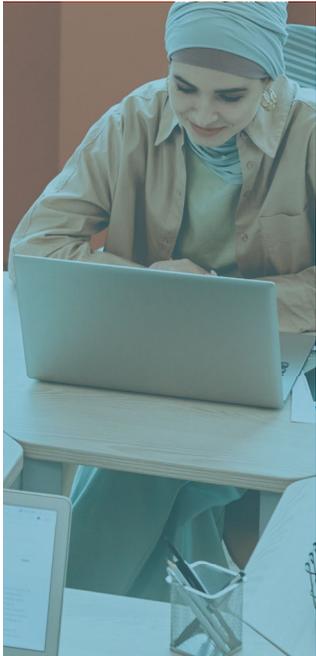
"The only way to dismantle the structures of oppression is for all of us to stand up, speak up, and take action together." — Michelle Obama



OUR VISION



Mission Humanity - where one day we are in a world...where everyone feels included, where empathy is no longer a privilege, but a core value, where it won't matter what background, ethnicity, religion, race you come from, what your physical or intellectual abilities are, what your gender or sexuality is, where education means being emotionally intelligent and intellectually adaptive to peacefully co-exist and make this world a better place to live in.





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NOTES

2: World Introvert Day
 4: World Braille Day
 13: Lohri
 14: Makar Sankranti | Pongal
 20: Martin Luther King Day
 24: International Day of Education

24: International Day of Girl Child
 26: Republic Day
 27: International Day of Commemoration in Memory of Victims of the Holocaust

Our 2025 Ally Role Models



Have you seen Leaders that really “walk-the-talk”? Advocating for underrepresented groups and fostering inclusive spaces where everyone feels valued. Their dedication to diversity, equity, and inclusion is truly inspiring. Let’s come together to celebrate these role models making a genuine difference!



Aware India

Committed to creating safer spaces for vulnerable groups by promoting equality and addressing social injustice, discrimination, and abuse.



Much Much Spectrum

Led by Aditi Gangrade, a neurodivergent queer media entrepreneur committed to inclusive storytelling, Much Much Spectrum champions content that explores health, gender, and relationships through a lens of authenticity and diversity. By collaborating with brands and non-profits, Aditi and her team strive to set new standards for media representation.



R2D2 Labs

Bridging the gap between ability and disability through technology, ensuring that everyone has an equal opportunity to participate fully in society.



Brahmi Transformations

Empowers individuals to achieve holistic wellness—mind, body, and soul—through our Counselling Services and Academy. They provide tools and knowledge for personal transformation and a healthier world.



GLAD Foundation

Committed to uplifting LGBTQIA+ individuals across India through initiatives that blend joy, mental health support, skilling, and advocacy. By integrating well-being into all we do, we strive to create environments where diversity is celebrated, and everyone has the resources to thrive.



Sunil David

Through NASSCOM’s Women Wizards Rule Tech Digital Skilling program, I have been guiding and mentoring thousands of women over the last few years as an IoT Tech Guru, helping them equip themselves with digital skills to advance their careers. At T-Hub, I mentor and guide several women-led startups that are building products and services with a societal impact, especially in the area of sustainability, while also creating business impact for enterprises embarking on digital transformation.



Men Against Violence and Abuse (MAVA)

Drive social change by challenging traditional male attitudes and working with men and boys to prevent violence and abuse against women.



Billion Strong

Empowers entrepreneurs with disabilities and diverse groups through professional development, mentoring, and programs, ensuring global employers can find qualified candidates with disabilities.



Guftagu Counseling and Psychotherapy Services

Offers therapy, training, workshops, and DEI consultation in mental health, conflict management, arts facilitation, sexual health, and queer experiences.



Ashtavakra Accessibility Solutions

Our vision is simple: a world where everyone has equal access to education, employment, and community. We believe that accessibility is key to self-actualization. By partnering with organizations and individuals, we transform accessibility challenges into opportunities for growth, equality, and empowerment.



v-shesh Learning Services Private Limited

A mission-driven impact enterprise advancing disability inclusion, recognized with the National Award for Empowerment of Persons with Disabilities and listed on the Economist’s Global Diversity List.

#DEI365 Desk Calendar

This is a desk calendar in A5 size (210mm x 148 mm).
It can be printed at a professional print shop or
through an online print website by providing this PDF.

You can use this digital version as well.

Note: Please do not print this page.