

# 2022 Inclusion & Diversity timeline of events

## Jan/Feb/Mar

- Launch Disability Awareness Campaign
- Develop and Launch LGBTQ+ Microaggressions Reference
- Conduct annual EDI Membership Data Survey
- Advocacy on behalf of the profession to address inequalities
- Launch gender equality month of activities



**1 February**  
Chinese New Year

**1-28 February**  
LGBTQ+ History Month

**11 February**  
UN International day of women and girls in science

**8 March**  
International Women's day

**21 March**  
International Day for the Elimination of Racial Discrimination

**31 March**  
Transgender day of visibility

## Apr/May/Jun

- Publish guidelines on improving hiring panels to address bias in recruitment and family friendly policies for employees
- I&D and Mental Health and Wellbeing blogs on shared experience
- Support the implementation of RPS Inclusion and Wellbeing Pledge
- Advocacy on behalf of the profession to address inequalities
- Work with partners to develop plans to address Black students' registration assessment pass rates



**14 April**  
Vaisakhi

**15 April**  
Good Friday

**2-3 May**  
Eid al-Fitr

**6 May**  
Vesak

**22 June**  
Windrush day

## Jul/Aug/Sept

- Plan then launch a campaign to support parents and carers in pharmacy
- Develop and Launch Age Related Microaggressions Reference
- Advocacy on behalf of the profession to address inequalities
- Continue to run events to showcase and empower authentic and diverse leadership
- Work with partners to address lack of diversity in senior leadership positions



**July-August Pride**  
#prideinpharmacy

**9-10 July**  
Eid al-Adha

**18 July - 17 August**  
South Asian Heritage Month

**25-27 Sept**  
Rosh Hashanah

## Oct/Nov/Dec

- Publish RPS Gender, Race and Ethnicity and Disability Pay Gap Reports
- Advocacy on behalf of the profession to address inequalities
- Continue to run events to showcase and empower authentic and diverse leadership
- I&D and Mental Health and Wellbeing blogs on shared experience
- Support the implementation of the RPS Inclusion and Wellbeing Pledge



**1-31 October**  
Black History Month

**4 October**  
Yom Kippur

**24 October**  
Diwali

**November**  
Islamaphobia Awareness Month

**13-19 November**  
Transgender Awareness Week

**19 November**  
International Men's Day

**18 Nov - 20 Dec**  
Disability History Month

**3 December**  
International Day of Disabled Persons

**25 December**  
Christmas