



The Inclusive Calendar

A Strategic Guide on Planning
and Celebrating Diversity, Equity,
and Inclusion for HR Managers

TeamBuilder
by  Intuition

August Initiatives:

Purple Heart Day (August 7)
International Day of the World's Indigenous People (August 9)

2024





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Dear HR and Benefits Heads,

As we move into August, we have the unique opportunity to recognize two significant observances: Purple Heart Day and International Day of the World's Indigenous People. These days hold profound significance for our society and our workplaces and recognizing them is not merely symbolic—it has tangible benefits for the workplace. It enhances employee engagement, fosters a sense of belonging, and promotes a culture of respect and inclusivity.



Purple Heart Day, observed on August 7th, honors the brave people who have been wounded or killed while serving in the U.S. military. This day commemorates their courage and sacrifice, recognizing the deep impact of their service on our nation's history and security. The Purple Heart is the oldest military decoration still awarded today, a testament to the enduring recognition of valor and dedication. For employers, honoring Purple Heart Day is a way to show respect and gratitude to employees who are veterans or have family members who served. It's an opportunity to create a supportive environment that acknowledges the unique challenges faced by military families and promotes a culture of appreciation and empathy within the workplace.



International Day of the World's Indigenous People, celebrated on August 9th, aims to promote and protect the rights of Indigenous populations around the globe. This observance highlights the diverse cultures, languages, and traditions of Indigenous peoples, while also acknowledging the challenges they face, including marginalization and loss of land and resources. By celebrating this day, companies can demonstrate their commitment to social justice and cultural respect, fostering an inclusive workplace where all cultural identities are honored and valued.

In this issue, we discuss how we can honor these observances through meaningful actions and initiatives. Moreover, we are pleased to highlight Intuition's [TeamBuilder](#). TeamBuilder offers HR professionals the tools to conduct challenges and activities aligned with diverse cultural events and holidays, enhancing your DEI planning process and fostering a vibrant, inclusive team environment. Embrace August's celebrations with us, and create a workplace where diversity is actively celebrated. For more DEI events to recognize each month, visit our [DEI calendar](#).



Don't miss our monthly guides!

Subscribe to our monthly newsletters for more challenges, guides, and helpful articles on team building.

Subscribe Now



JULY 5TH


JULY 12TH

Define the event goals and objectives

Define the event goals and objectives and determine what you aim to achieve with the event. You can acknowledge and celebrate Purple Heart Day and International Day of the World's Indigenous People through these activities:

Communication Campaign  
Raise awareness about the initiatives and their impact.

Veterans' Storytelling Session 
Honor and acknowledge the sacrifices and experiences of veterans within the organization and the community by hosting a Veterans' Storytelling Session. The event aims to foster a deeper understanding and appreciation of military service among employees, create a sense of camaraderie, and promote a culture of empathy and respect within the workplace. By sharing personal stories, veterans can help bridge the gap between military and civilian life, offering valuable insights and fostering a supportive environment.

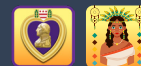
Indigenous Awareness Campaign 
Educate and inform employees about the history, culture, and contributions of Indigenous peoples. The campaign aims to foster a deeper understanding and appreciation of Indigenous cultures, promote respect for their rights, and highlight the ongoing challenges they face. The initiative seeks to create an inclusive workplace where diversity is celebrated and all employees feel valued and respected.

NOTES:



JULY 15TH

Communication Campaign



- Draft and schedule a company-wide communication informing employees about each of the initiatives you will be supporting and share their significance and your company's commitment to supporting them.
- Encourage managers to motivate their teams to participate actively.

Service and Sacrifice: Veterans' Storytelling Session



- Collaborate with HR or local veterans' associations to identify potential speakers. Reach out to veterans within the company or your local community who are comfortable sharing their experiences. It is important to select a diverse group of speakers to represent different branches of the military and various experiences.
- Offer support to the speakers in preparing their stories. Provide them with a clear outline of the event, including the objectives, audience, and format. Arrange a pre-event call or meeting to answer any questions your speakers may have before the event.
- Select a venue that is easily accessible to all participants. If the event is virtual, choose a reliable online platform that supports interactive features.
- Reach out to a senior leader within your organization to start the event with a brief introduction and to explain the significance of the event.
- Find a moderator who can help make sure the event flows smoothly and who can help moderate the Q&A session at the end of the event.



JULY 31ST

Heritage Harmony: Indigenous Awareness Campaign

- Choose a unifying theme that reflects the significance of the International Day of the World's Indigenous People. This could be centered around topics like cultural heritage, language preservation, or Indigenous contributions to society.
- Use internal communication channels such as emails, newsletters, and the company intranet to promote the campaign.
- Develop or source a series of articles on various aspects of Indigenous cultures, histories, and contemporary issues.
- Provide a list of recommended books, films, documentaries, and podcasts by Indigenous authors and filmmakers.
- If possible, host webinars featuring Indigenous speakers who can share their stories, experiences, and insights.
- Identify and partner with Indigenous organizations that can provide authentic and ethical resources and speakers. Work collaboratively with these organizations to ensure the campaign content is accurate, respectful, and impactful.

Especially for remote and hybrid teams, consider using Intuition's [TeamBuilder](#) which has pre-built and expertly curated team building and wellness challenges that you can choose from and run instantly.





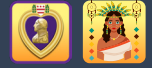
TeamBuilder

by  intuition

Execution Phase

AUGUST 1ST

Finalize, schedule and confirm that all communications have been sent



- Don't forget to include key dates and details of each activity planned.
- Make sure all communications methods are accessible.

Honor and Duty: Veterans' Storytelling Session



- Open with a brief introduction from your chosen senior leader and have your moderator then guide the conversation and storytelling , ensuring there is enough time for each speaker to share their story without feeling rushed.
- Include a moderated Q&A session where employees can ask questions and interact with the speakers. Prepare a few questions in advance to stimulate discussion.
- End with a summary of key takeaways and a thank you note to the speakers and attendees. Provide information on resources and support networks for veterans, such as counseling services and veterans' organizations.
- Following the event, collect feedback from attendees and speakers to understand what went well and what could be improved.
- Send thank you notes to the speakers and acknowledge their contribution.

NOTES:





AUGUST 31ST

Cultural Echoes: Indigenous Awareness Campaign

- Begin the campaign with a virtual kick-off event that introduces the theme, objectives, and planned activities. This can include a keynote speech from an Indigenous leader or a performance by Indigenous artists.
- Implement a communication plan that outlines the schedule for sharing articles, videos, and other content. Use multiple channels, such as email, intranet, and social media, to reach a wide audience.
- Encourage ongoing engagement with Indigenous cultures by promoting upcoming events, resources, and opportunities for further learning and involvement.

NOTES:











Intuition

Engage your team with TeamBuilder™ by Intuition

Team Building Simplified

Join the challenge!
Complete challenges to win full color badges for your collection.

 <p>Autism Awareness Month Ends in 21d Activities Completed: 3/3</p>	 <p>Welcoming Spring Ends in 8d From blooming flowers to outdoor adventures, join us in welcoming the arrival of spring with... Activities Completed: 6/9</p>
 <p>Arab American Heritage Month Ends in 30d Activities Completed: 7/7</p>	 <p>Pet Day Ends in 1d For Pet Day (April 11), we're celebrating the unconditional love and joy pets (and plants)... Activities Completed: 8/8</p>
 <p>Ice Cream Extravaganza Ends in 3mo July is National Ice Cream Month! Let's celebrate! Activities Completed: 1/1</p>	 <p>Ramadan Ends in 10d Ramadan is a month of fasting and abstaining from things considered to be impure for the... Activities Completed: 7/9</p>

Create an account with **TeamBuilder**, where we've created an initiatives calendar with quick-launch, fully-automated templates, and inclusive challenge activities. Employees can score points by watching, listening, reading and performing certain tasks related to the initiative.

Just one click and that's it!

Access many more templated challenges for all of your team building initiatives. For more information on how to get started, click the button below to schedule a meeting:

Talk to us

Challenges > Autism Awareness Month

Autism Awareness Month
Apr 16, 10:39 pm → May 20, 10:39 pm

Activities Completed: 3/3

Challenge completed
You did it!

- Learn more about what autism is
- Read about what neurodiversity is
- Watch Ethan Lisi talk about what it's really like to have autism

101 participants

100 profile icons with 'COMPLETED' status



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To learn more about **TeamBuilder** and
how you can engage your hybrid team,
visit: intuition.us