

## **Equity, Equality, Diversity and Inclusion (EEDI) calendars**

We've created monthly calendars identifying dates of religious or cultural significance or that celebrate or commemorate certain people.

Click on a month to view the dates and click the 'learn more' hyperlinks for more information. Please note that the links open to external websites.

### **How can I use the calendars?**

We hope that having these dates to hand will make it easy to:

- Avoid planning a group meeting or big event on a religious holiday
- Be aware of when it might be appropriate to hold a moment of silence when a meeting, event or activity falls on a day of memorial
- Think of ways to foster inclusivity – for example, by planning events around dates and months that celebrate certain people

This can help your group to:

- Encourage anyone who wants to share information about their background or identity or specify their preferred way of being addressed to do so
- Encourage everyone to show interest in learning about each other's experiences and treat each other with respect
- Create a welcoming environment where everyone feels comfortable being themselves

### **Advice, tips and resources**

Below, we've included some key things to consider. You'll also find some tips and further resources to explore.

#### **Inclusive language**

Using inclusive language is a powerful way of making everyone feel welcome. We're here to equip you with the tools and knowledge you need to feel confident in your interactions. It's not about being fearful of offending someone but doing our best to support each other.

#### **General advice**

Avoid making assumptions about someone's age, ethnicity, gender, race, religion, sexual orientation or any other aspect of their identity. And only mention any of these if it's relevant to the context. This includes in posts on social media or any other communications or when interacting in person.

If someone wants to share information or experiences with others, strive to create a supportive environment in which they feel welcome to do this. You can encourage open conversations on social media or suggest topics for discussion at group events. But nobody should feel obliged to discuss any aspect of their identity, so take an individual's lead. And if someone asks that you refer to them a specific way or to not use certain language, thank them for pointing it out and do your best to use only their preferred terms.

### **Tips on being disability-inclusive**

- Never put pressure on someone to disclose their condition, whether by tagging them in a social media post or in any other way.
- Never assume what a person is able or unable to do based on their disability. Everyone is different!

### **Tips on being race and ethnicity-inclusive:**

- If you see offensive terminology, racial slurs, or any language that uses racial or ethnic stereotypes online, report it to the platform you're using.
- Avoid using broad terms like 'Black, Asian and Minority Ethnic' or 'BAME'. Be as specific as possible when referring to backgrounds or heritage.
- Don't forget that some people identify with more than one ethnicity, or a mixed ethnic group.

### **Tips on being orientation inclusive:**

- If someone's orientation is relevant to the context in which you're speaking or writing, make sure you check how they'd like their orientation to be referred to.
- Always avoid offensive terminology. You can [check the correct terminology here](#) (opens in new window) if you're unsure.
- Don't forget that some people identify with more than one orientation.

### **Tips on avoiding religion or belief discrimination:**

- Religion can overlap with ethnicity, but don't assume someone's religion from their ethnicity or ethnicity from their religion.
- Don't make assumptions about someone's religion from their name, nationality or appearance.

### **Tips on being gender inclusive:**

- Avoid using gender-specific pronouns, such as he/him/his or she/her/hers — instead, use plurals, such as they/them/theirs.
- If you encounter offensive terminology or any phobic language online, report it to the platform you're using.

### **Tips on avoiding ageism:**

- Always avoid offensive terminology, ageism, and stereotypes about age groups, such as the terms 'baby boomers', 'millennials', 'middle-aged' or 'OAPs'.
- Avoid using age-related terms to describe someone when these aren't relevant, such as describing a member of the community as 'young' or 'mature'.

### **Further resources**

- Asian MS supports people affected by MS whose heritage originates from South Asia. Find out more [here](#). If you'd like to speak to the group or pass their contact details on to someone in your area, their email address is [asianms@mssociety.org.uk](mailto:asianms@mssociety.org.uk).
- You can find more guidance in our course 'Creating inclusive communities' [here](#).
- Our resource, '[A practical guide to making your social media welcoming to all](#)' has more information and advice on reaching new communities online. It takes a look at how you can apply EEDI principles to your social media content to become more welcoming to everyone.
- You can find a list of further resources in our [EEDI Resource Bank](#). We'll be updating this soon. We'll keep you posted!