



# Inclusion Playbook

## Store/RSC/Team Huddle Speaking Notes

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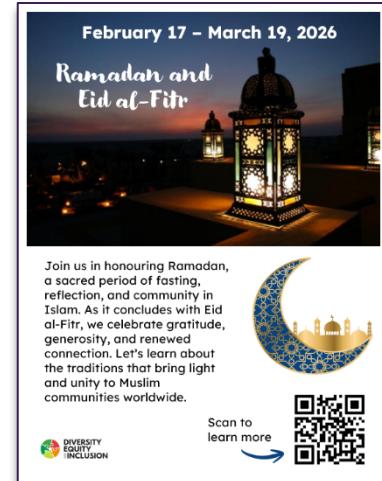
# Ramadan & Eid al-Fitr

## (Feb 17 – Mar 19, 2026)

Today we are recognizing Ramadan and Eid al-Fitr, important observances in the Islamic faith.

### Key Facts:

- Ramadan is a month of fasting, prayer, reflection, and community engagement for Muslims worldwide.
- Fasting during Ramadan is one of the Five Pillars of Islam.
- Eid al-Fitr marks the end of Ramadan and is celebrated with communal prayers, feasts, and giving to charity.



### Why This Matters:

Ramadan is a sacred time in the Islamic faith. It emphasizes self-discipline, empathy for those in need, and spiritual growth. Eid al-Fitr is a joyful occasion that strengthens family and community bonds.

### Reflection Prompts:

- What are ways workplaces can support colleagues who are fasting during Ramadan?
- How can we create space for religious observances in our team culture?
- One way we can celebrate with colleagues for Eid al-Fitr is...

# International Women's Day (Mar 8, 2026)

Today we are recognizing International Women's Day, a global day celebrating the achievements of women.

## Key Facts:

- International Women's Day has been observed since the early 1900s.
- It highlights progress toward gender equality and calls for continued action.
- The day is marked by events, discussions, and advocacy for gender equality worldwide.

## Why This Matters:

This day reminds us to celebrate women's contributions and reflect on barriers that still exist in workplaces and society.

## Reflection Prompts:

- Who are the women who have shaped your path—and how can you amplify the voices of others today?
- What does allyship look like in everyday actions?
- How can we challenge assumptions and support inclusive leadership?



# International Francophonie Day (Mar 20, 2026)

Today we are recognizing International Francophonie Day, which celebrates French language and culture globally.

## Key Facts:

- The Francophonie community includes around 130 million French speakers worldwide, making it the 5<sup>th</sup> most widely spoken language in the world.
- French is an official language in 29 countries and 10 territories including Canada, Belgium, Switzerland, and Madagascar.
- The day promotes linguistic diversity and cultural exchange.
- It also highlights cooperation among French-speaking nations.



## Why This Matters:

This day encourages appreciation of language diversity and the cultural richness of Francophone communities.

## Reflection Prompts:

- How does language connect us to culture, heritage, and community?
- What does bilingualism or multilingualism bring to our workplaces?

# Autism Awareness Day/Month (April 2, 2026)

April 2, 2026, is Autism Awareness Day, also known as Autism Acceptance Day. This day promotes understanding and inclusion for individuals with autism.

## Key Facts:

- April 2nd is designated as World Autism Awareness Day (or Acceptance Day) by the United Nations.
- The name has increasingly shifted from "awareness" to "acceptance" to move away from viewing autism as a negative condition and instead embrace it as a part of human diversity.
- The day aims to increase understanding, promote inclusion, and celebrate the unique perspectives and talents of individuals with autism.
- The entire month of April is recognized as Autism Acceptance Month to provide more time for dedicated conversation and celebration.
- Autism, also referenced as Autism Spectrum Disorder (ASD), is a spectrum disorder or Neurodiverse Condition that affects information processing, communication, social interaction, and sensory experiences.
- Autism is understood as a spectrum, meaning each autistic person has a unique combination of characteristics.



## Why This Matters:

Autism Awareness Day and Month encourage us to embrace neurodiversity, foster inclusion, and recognize the strengths and contributions of individuals with autism.

## Reflection Prompts:

- Autism Awareness Day is important to me because...
- What is one way we can make our workplace more inclusive for neurodiverse individuals?

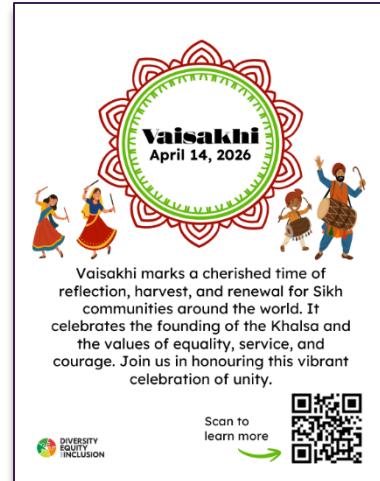
# Vaisakhi

## (Apr 14, 2026)

Today we are recognizing Vaisakhi, a major festival in Sikhism and a cultural celebration in Punjab.

### Key Facts:

- Vaisakhi marks the founding of the Khalsa in 1699 by Guru Gobind Singh.
- It is also a harvest festival celebrated in Punjab.
- The day includes prayers, processions, and community meals (langar).



Vaisakhi marks a cherished time of reflection, harvest, and renewal for Sikh communities around the world. It celebrates the founding of the Khalsa and the values of equality, service, and courage. Join us in honouring this vibrant celebration of unity.

DIVERSITY  
EQUITY  
INCLUSION

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### Why This Matters:

Vaisakhi is a time of spiritual renewal and community service, emphasizing equality and unity.

### Reflection Prompts:

- How is Vaisakhi similar or different from other harvest festivals? (Ie. Thanksgiving and Regional Agricultural Fairs)
- One way we can acknowledge Vaisakhi in the workplace is...

# Cinco de Mayo

## (May 5, 2026)

Today we are recognizing Cinco de Mayo, a celebration of Mexican heritage and pride.

### Key Facts:

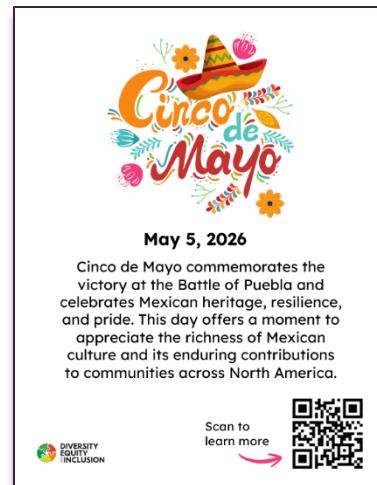
- Cinco de Mayo commemorates the Battle of Puebla in 1862, where Mexico defeated French forces.
- It is widely celebrated in the U.S., Canada and Mexico with parades, music, and food.
- The day honours resilience and cultural identity.

### Why This Matters:

Cinco de Mayo is an opportunity to appreciate Mexican culture and its contributions to society.

### Reflection Prompts:

- What are the elements of Mexican culture that you are familiar with?
- What is one thing I can do to learn more about Mexican history and culture beyond today's celebration?



# National AccessAbility Week

## (May 24-May 30, 2026 )

National AccessAbility Week (NAAW) recognizes the remarkable achievements and innovative contributions of Canadians with disabilities.

### Key Facts:

- The week raises awareness about the importance of learning about accessibility and how to remove barriers in our workplaces to create equitable environments.
- Barriers in the workplace include physical spaces, digital platforms, communications, and processes.

### Why This Matters:

Accessibility is essential for equity, participation, and innovation! Think about some of the things that we use every day, such as curb cuts or ramps, push-button door openers, Siri, navigation apps, and more! These innovations, used by many, were created by including the lived experiences of people with disabilities in the design process. This week reminds us to take action toward inclusive practices.

### Reflection Prompts:

- Can you think of any barriers—physical, digital, or attitudinal—that might prevent someone from fully participating at work?
- How might improving accessibility lead to innovation and better outcomes for your workplace and the organization?



# National Indigenous History Month (June) and National Indigenous Peoples Day

June 21<sup>st</sup> is National Indigenous Peoples Day and the summer solstice. All of June is a celebration, an invitation, and a time to connect over shared stories, food, and dance. Known now as National Indigenous History Month, for Indigenous communities, it is the beginning of the Pow Wow season.



## Key Facts:

- The month recognizes the rich history, enduring cultures, resilience, and diversity of First Nations, Inuit, and Métis peoples.
- Canadians are encouraged to learn, reflect, and celebrate Indigenous cultures.

## Why This Matters:

- The month is part of Canada's reconciliation journey, aiming to build renewed relationships with Indigenous peoples based on recognition of rights, respect, and partnership.
- Indigenous staff might have community and family obligations like holidays in other cultures.

## Reflection Prompts:

- What aspects of your cultural heritage, family practices, and traditions feature dance, food, and music? Take time to look up some local Indigenous practices that might be similar or different.
- How can National Indigenous History Month connect with other cultural days and events to help people learn together and find common themes, while still respecting what makes each one special?
- Whose traditional territory are you living in?
  - What are that nation's or those nations' cultural and community practices?

# Pride Season

## (June to September)

Pride Season in Canada runs from June to September, with events celebrating 2SLGBTQIA+ communities (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, and others) and their allies.

### Key Facts:

- Pride Season is a term that refers to the wide range of Pride events that take place over the summer months.
- Pride brings together 2SLGBTQIA+ communities and allies to spotlight the resilience, celebrate the talent, and recognize the contributions of 2SLGBTQIA+ communities.
- Historically, Pride gatherings emerged from the first large-scale protests for 2SLGBTQIA+ rights.
- In Canada, the first demonstrations took place in Ottawa and Vancouver in 1971.
- By 1973, Pride events were held in several Canadian cities, including Montréal, Ottawa, Saskatoon, Toronto, Vancouver, and Winnipeg.
- Today, Pride events take place in every province across Canada.



### Why This Matters:

- Celebrating Pride is an opportunity to show that our workplace welcomes everyone.
- We all have the right to feel safe and valued, regardless of sexual orientation or gender identity.
- And Pride Season reminds us that inclusion is part of how we treat each other, all year round.

### Reflection Prompts:

- I celebrate Pride because...
- Pride is important to me because...

# La Fête Nationale du Québec

## (Jun 24, 2026)

Today, we are recognizing La Fête Nationale du Québec, a celebration of Quebec's culture and heritage.

### Key Facts:

- Also known as Saint-Jean-Baptiste Day, it has been celebrated since 1834.
- It is marked by music, fireworks, and cultural events across Quebec.
- The day honours Quebec's identity and traditions.



### Why This Matters:

This day is an opportunity to appreciate the cultural diversity within Canada and Quebec's unique heritage.

### Reflection Prompts:

- What's one thing I can do to learn more about Québec's culture and the French language?
- How does celebrating regional culture add richness to the Canadian identity?

# Canadian Multiculturalism Day

## (June 27, 2026)

Today we are recognizing Canadian Multiculturalism Day, which celebrates cultural diversity and inclusion in Canada.

### Key Facts:

- It was officially designated in 2002 by the Government of Canada.
- The day honours the many cultural communities that help build a strong and vibrant Canadian society.
- It's an opportunity to recognize and appreciate the contributions of people from diverse backgrounds to Canada's social, economic, and cultural life.
- In 1988, Canada was the first country in the world to enshrine its multiculturalism policy in legislation, when Parliament passed the Canadian Multiculturalism Act.
- This act serves as a legislative framework for promoting diversity, equality and inclusion in Canada, recognizing multiculturalism as a defining characteristic of Canadian identity.
- Canadian Multiculturalism Day reminds us that diversity is one of Canada's greatest strengths.



### Why This Matters:

- We can recognize this day and celebrate our diversity through small gestures like sharing cultural stories, foods, or traditions in a respectful way.
- Or by taking the time to learn about and appreciate different cultures around us.
- By embracing and respecting each other's cultures, we create a welcoming environment for everyone—both in our workplace and in our communities.

### Reflection Prompts:

- How do diverse cultures strengthen Canada as a whole?
- Where do you see multiculturalism reflected in your daily life?
- What traditions or stories have shaped who you are today?

# Emancipation Day

## (Aug 1, 2026)

Today we are recognizing Emancipation Day, which marks the abolition of slavery in the British Empire.

### Key Facts:

- On August 1, 1834, the Slavery Abolition Act came into effect in the British Empire.
- The day honours the resilience and contributions of Black communities.
- It is a time to reflect on the ongoing fight against anti-Black racism.

### Why This Matters:

Emancipation Day is an opportunity to learn about history, celebrate freedom, and commit to equity and justice.

### Reflection Prompts:

- How can learning from the past inspire meaningful action for the future?
- What is one thing I can do to learn more about Black Canadian History?

