



NKI Diversity & Inclusion
Committee

Calendar 2022



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Canva by
Joana Silva



IMPORTANT DIVERSITY & INCLUSION DATES

JANUARY

*Slavery and Human Trafficking
Awareness Month (US)*

- 4 World Braille Day
- 16 World Religion Day
- 17 Martin Luther King Jr. Day (US)
- 24 International Day of Education
- 27 International Holocaust Remembrance Day

FEBRUARY

*LGBTQ+ History Month
Black History Month (US)*

- 4 Rosa Parks Day (US)
- 11 International Day of Women and Girls in Science
- 15 International Childhood Cancer Day
- 20 World Day of Social Justice

MARCH

*Developmental Disabilities Awareness Month
Ethnic Equality Month
Gender Equality Month*

- 1 Zero Discrimination Day
International Wheelchair Day
- 8 International Women's Day
- 21 Elimination of Racial Discrimination Day
World Down Syndrome Day
- 25 International Day of Remembrance of the Victims
of Slavery and the Transatlantic Slave Trade
- 30 World Bipolar Day
- 31 Trans Day of Visibility

APRIL

*Celebrate Diversity Month
Stress Awareness Month*

- 2 World Autism Awareness Day
- 7 World Health Day

MAY

Mental Health Awareness Month

- 17 International Day Against Homophobia,
Transphobia and Biphobia
- 21 World Day for Cultural Diversity for
Dialogue and Development

JUNE

*PRIDE Month
Alzheimer and Brain Awareness Month*

- 8 Race Unity Day
- 21 World Humanist Day

JULY

- 18 International Nelson Mandela Day
- 30 PRIDE Netherlands

AUGUST

*PRIDE Netherlands Month
International Day of the World's*

- 9 Indigenous People
- 19 World Humanist Day
- 21 Senior Citizens Day
- 26 Women's Equality Day

SEPTEMBER

Hispanic Heritage Month & Suicide Prevention Month

- 18 International Equal Pay Day
- 23 Bi Visibility Day
- 25 World Day of the Deaf
- 26 European Day of Languages

OCTOBER

*Bullying Prevention Month; Black History Month (UK),
Breast Cancer Awareness Month; Domestic Violence
Awareness Month & Learning Disabilities Awareness Month*

- 2 International Day of Nonviolence
- 4 Diversity Day
- 10 Mental Health Day
- 19 International Pronoun Day
- 22 International Stuttering Awareness Day
- 26 Intersex Awareness Day

NOVEMBER

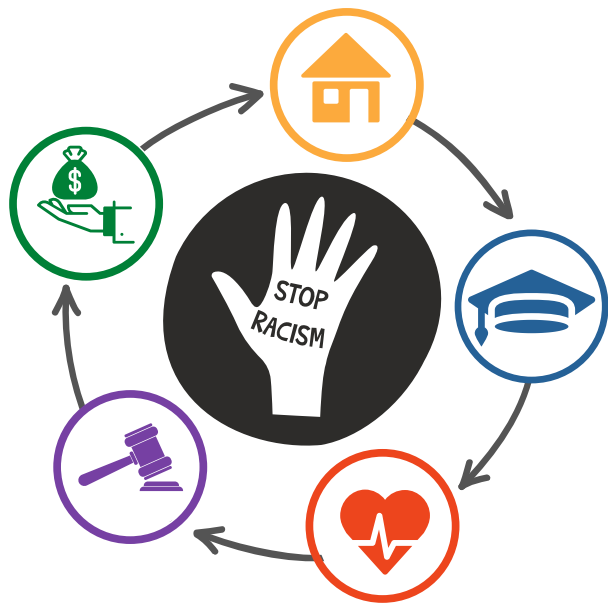
Men's Health Issues Awareness Month

- 8 Intersex Day of Solidarity
- 13 World Kindness Day
- 16 International Day for Tolerance
- 18 LGBTQ+ in STEM Day
- 19 International Men's Day
- 20 Transgender Day of Remembrance

DECEMBER

*Universal Human Rights Month
HIV/AIDS Awareness Month*

- 3 World AIDS Day
- 10 International Day of People with Disabilities
International Human Rights Day
- 18 International Migrants Day



Institutional racism is the result of unfair policies or laws and practices that provide differential access to goods, services and opportunities of society based on race.

For children and families, it affects:

- where they live
- quality of education they receive
- income
- access to food and clean water, exposure to pollutants and adequate medical treatment
- types of interactions with the criminal justice system

APRIL


S	S	M	T	W	T	F	S	S	M	T	W	T	F
						1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16	17	18	19	20	21	22
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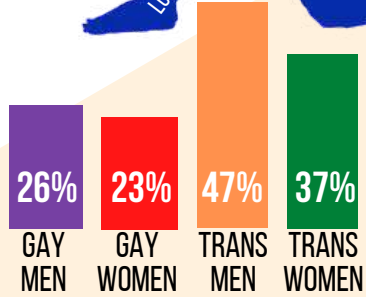
GLOBALLY,
1 IN 10
 PEOPLE IDENTIFY AS
 LGBTQ+

WE WON'T
TOLERATE
 HATE CRIME




 1.7% of children are estimated to be intersex

TRANSGENDER
 MEN AND WOMEN
 EXPERIENCE
 SIGNIFICANTLY HIGHER
 RATES OF VIOLENCE AND
 ABUSE COMPARED TO GAY
 MEN AND WOMEN



LGBTQ+ people who
 hide their identity at
 social events

JULY

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Celebrate, don't separate!

CHANGE THE WAY YOU SEE DISABILITY



EMBRACE DIFFERENCE

People who think, learn or look differently make our community better and stronger. Many people with disabilities are open to talking about their experiences, especially if it helps raise awareness. Make sure to leave any assumptions at the door when you join the conversation.



I LEARN DIFFERENTLY, NOT WORSE

Having a disability does not equate to being lazy or incompetent. When given appropriate conditions, the playing field is leveled and people with disabilities can thrive as their authentic selves. Give yourself and others a chance.



NOT EVERYTHING IS AS IT SEEMS

Not all disabilities are obvious, some may be invisible or hidden. They can include conditions such as PTSD, depression, chronic fatigue, diabetes, chronic pain, hearing loss and sleeping disorders.



THERE IS NO SHAME IN DIFFERENCE

Don't let disability define a person. There is more to people than you might think or see.

SEPTEMBER

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ROADMAP SOCIAL SAFETY

Would you like to submit a complaint as an employee?

Are you dealing with inappropriate behaviour or conflict with colleagues?



Please contact your HR advisor, our external confidential advisor or our company social worker



Please use the NKI Personnel Complaint Procedure. An independent, external complaints committee will be involved.

Would you like to report (suspected) misconduct?



Please follow the steps outlined in the Netherlands Cancer Institute's Whistleblower Regulations.

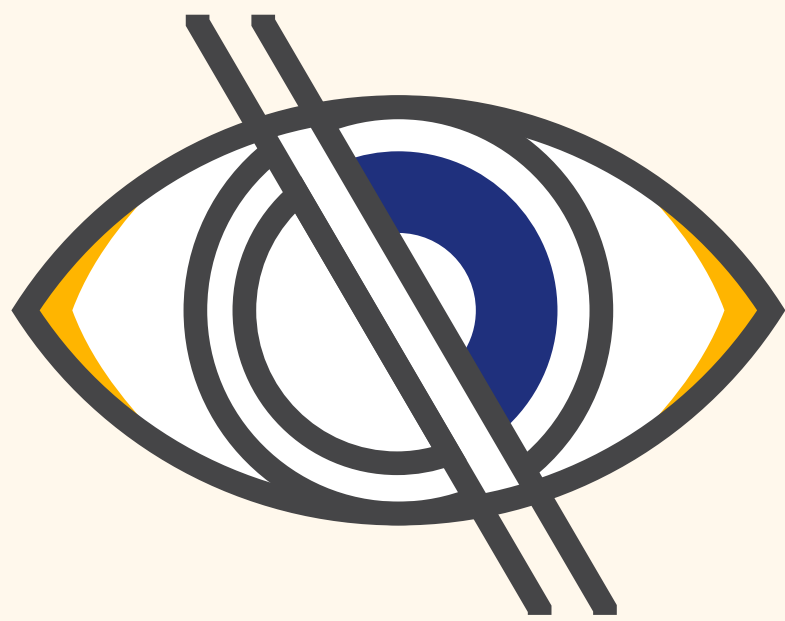


to find all the contacts and files @ MyAntonet

DECEMBER

S	S	M	T	W	T	F	S	S	M	T	W	T	F
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10	11	12	13	14	15	16	17	18	19	20	21	22	23
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Are your figures colorblind-friendly?



Color blindness means to have a decreased ability to detect differences between colors or, in rare cases, to see color at all. The most common forms involve difficulty in perceiving the difference between red and green.

Colors play a central role in data visualization, so here are some tips to help you make your figures more accessible to everyone.



1.

For fluorescence imaging, show the greyscale figures of each channel



2.

Avoid using red/green combination. Instead, switch to magenta/green or red/cyan.

4.

Run your figures through a simulator such as Color Oracle or Coblis to ensure everyone can interpret them accurately.

3.



For data visualization, use a color palette that works for everyone, such as Color Universal Design or a color-blind safe palette in Color Brewer.



To learn more about the NKI guidelines for colorblind-friendly figures please scan:



NKI Diversity and Inclusion Committee

BIODIVERSITIES

*Strength lies in differences,
not in similarities*

International Diversity Day

06-10-2020

HEDY LAMARR

Actress, film producer and inventor



Besides being a world renowned movie star, Hedy Lamarr also left her mark in science. Her work pioneered the technology that became the precursor to the secure Wi-Fi, GPS and Bluetooth, now used by billions of people around the world. She was one of the first women to own a production company and to tell stories from the woman's point of view.

The brains of people are more interesting than the looks I think.

JANAKI AMMAL

Botanist and cytogeneticist



A pioneer botanist and cytogeneticist, Janaki Ammal is credited with putting sweetness in India's sugarcane, speaking against the hydro-electric project in Kerala's Silent Valley and the phenomenal study of chromosomes of thousands of species of flowering plants. She was the first Indian woman to get a PhD in Botanic and also the first salaried woman staff member of the Royal Horticultural Society.

My work is what will survive.

GEORGE W. CARVER

Agriculture scientist and inventor

George Washington Carver developed hundreds of products using peanuts, sweet potatoes and soybeans. He was a champion of crop rotation and agricultural education. Born into slavery, he became an icon of the transformative power of education. He helped thousands of poor farmers to get the best out of their lands and was a strong advocate for racial equality.

Fear of something is at the root of hate for others, and hate within will eventually destroy the hater.



BEN BARRES

Neurobiologist

A pioneer in understanding the roles of glia, Ben Barres discovered that these cells are capable of interacting directly with neurons and affect their growth, connectivity and function. He was also the first openly transgender scientist in the National Academy of Sciences and an advocate for both women in science and young trainees.

People who don't know I'm a transgender treat me with much more respect. I can even complete a whole sentence without being interrupted by a man.



ROSALIND FRANKLIN

Chemist and X-ray crystallographer

Rosalind Franklin made critical contributions to the understanding of the fine molecular structures of DNA, RNA, viruses, coal and graphite. Her photograph of a fibre of DNA was critical to James Watson and Francis Crick's discovery of the double helix. However, she only got recognition for this after her death. Her name currently graces awards, science institutes and a university in Chicago.

Science and everyday life cannot and should not be separated.



ALICE BALL

Pharmacist and chemist

Alice Ball was an African American chemist who, at the age of 23 developed an injectable oil extract that was the most effective treatment for leprosy before 1940s. Thanks to her work, patients were no longer exiled and could instead be treated at their homes. She was the first woman and first African American to receive a Master's Degree from the University of Hawaii and the first female chemistry professor at the university.

I work and I work and still it seems that I have done nothing.

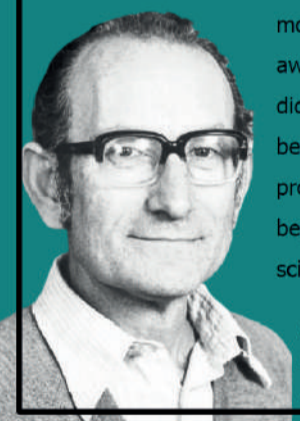


CÉSAR MILSTEIN

Biochemist

César Milstein's was an Argentinian scientist whose most famous contribution to biology was the invention of monoclonal antibodies, for which he was awarded the Nobel Prize for Medicine. He did not patent his discovery since he believed that it was mankind's intellectual property. Never forgetting his humble beginnings, he devoted himself to help scientists in less developed countries.

Science will only fulfil its promises when the benefits are equally shared by the really poor of the world.



KATHERINE JOHNSON

Mathematician

Katherine Johnson was a NASA mathematician who played a key role in several NASA missions. She calculated the trajectory needed to get the Apollo 11 mission to the moon and back. As a black woman working for NASA in the 50's and 60's, she overcame social boundaries and racial discrimination. In 2015, she was awarded the Presidential Medal of Freedom, America's highest civilian honor.

Girls are capable of doing everything men are capable of doing.



TU YOUYOU

Pharmacist and chemist

Tu Youyou turned to Chinese medical texts to find a cure for malaria, discovering a compound that has saved millions of lives. When she isolated the ingredient she believed would work, she volunteered to be the first human subject. In 2015, she became the first Chinese to receive a Nobel Prize in a scientific category and she did so without a doctorate, a medical degree, or training abroad.

The discovery of artemisinin was an example of successful collective efforts.



ALAN TURING

Mathematician, computer scientist, logician, cryptanalyst, philosopher and theoretical biologist

Known as the Father of Computer Science, Alan Turing developed a machine that helped break the German Enigma code. He also laid the groundwork for modern computing and theorized about artificial intelligence. An openly gay man during a time when homosexuality was illegal in Britain, Turing committed suicide after being convicted of "gross indecency" and sentenced to chemical castration.

We can only see a short distance ahead, but we can see plenty there that needs to be done.



Inclusion & Diversity Committee

Cristina Ortiz



If I have to say that I'm gay:

Yes, I'm gay.

Am I transexual?

Yes, I am.

And I'm a proud woman.



Marsha Johnson

No pride for some of us

without liberation

for all of us.

Hypatia



Reserve your right to think,

for even to think wrongly

is better

that not to think at all



The NKI Diversity and Inclusion Committee celebrates the

INTERNATIONAL WOMEN'S DAY

Find out more



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Vera Rubin

Worldwide

Half of all brains are in

Women.

Junko Tabei



There was never a question

in my mind that

I wanted to climb that mountain.

No matter what other people said.

Michaela Coel



You are beautiful,

embrace it.

You are intelligent,

embrace it.

You are powerful,

embrace it.

Simone Weil



Attention

is the rarest

and purest form of

Generosity.

Shirley Chisholm



If they don't give you

a sit at the table

bring a foldable chair.

Girls are the future

mothers of our society,

and it's important that we focus

on their well-being.



Miriam Makeba



The NKI Diversity and Inclusion Committee celebrates the

INTERNATIONAL WOMEN'S DAY

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We have to be visible.



Sylvia Rivera

We should not be ashamed

of who we are.

Indira Gandhi



All the people

who fought for freedom

were my heroes

Life is not easy for any of us.

But what of that?

We must have perseverance

and above all

We must have confidence in ourselves



Marie Curie
Irène Curie

Ruth B. Ginsburg



Women belong
in all places
where decisions
are being made.

Rosa Parks



Each person
must live their life
as a model for others.



Margaret Sanger

A free race
Cannot be born
of slave mothers.



The NKI Diversity and Inclusion Committee celebrates the

INTERNATIONAL WOMEN'S DAY

Find out more



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Sophia Jex-Blake



It seemed to me radically unjust
that girls cannot have a
place in university
We demand a fair field and no favor.

Maya Angelou



I can be changed
by what happens to me.
But I refuse to be reduced by it.

Malala Yousafzai



I tell my story
not because is unique
But because it is the story
of many girls.

Simone Weil



Attention

is the rarest

and purest form of

Generosity.

Shirley Chisholm



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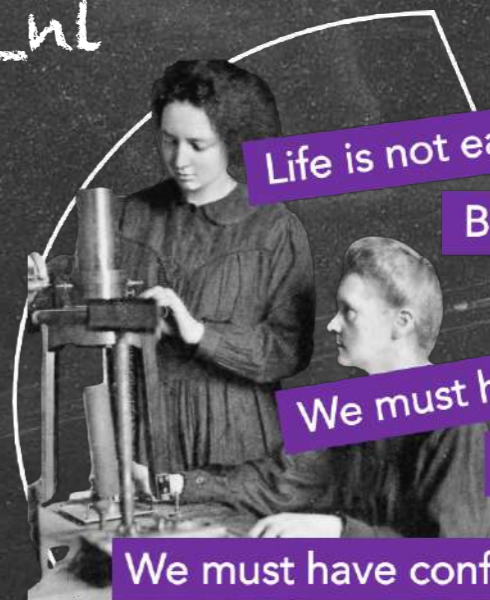
Life is not easy for any of us.

But what of that?

We must have perseverance

and above all

We must have confidence in ourselves



Marie Curie
Irène Curie

DID YOU KNOW THE FIRST PRIDE WAS A RIOT?



IN JUNE 28 1969, AN UPRISING TOOK PLACE AT THE **STONEWALL INN** A GAY BAR IN NEW YORK. AS IT WAS RAIDED BY THE POLICE IN THE EARLY HOURS, THREE NIGHTS OF UNREST FOLLOWED, WITH **LGBTQ+ PEOPLE**, LONG FRUSTRATED BY POLICE BRUTALITY, FINALLY **FIGHTING BACK**. LESBIANS AND TRANS WOMEN OF COLOUR WERE SOME OF THE KEY PEOPLE INVOLVED IN THE ACT OF RESISTANCE, INCLUDING SYLVIA RIVERA, STORMÉ DELARVERIE, MISS MAJOR GRIFFIN-GRACY & MARSHA P. JOHNSON.

STONEWALL WAS NOT JUST THAT DAY.
IT WAS DAYS BEFORE AND MANY YEARS AFTER.

#PRIDE IS A REMINDER OF THE POWER OF STANDING TOGETHER IN DEFIANCE OF THOSE WHO SEEK TO DIVIDE US.

WANT TO LEARN MORE? GRAB A STICKER AND JOIN US IN THIS CELEBRATION

WHO WAS THE FIRST AMERICAN
SELF-MADE MILLIONAIRE FEMALE?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

MADAM C. J. WALKER

Featured in the Guinness Book of Records.

Her company specialised in beauty and
haircare products for Black women.

WHO WAS THE FIRST BLACK PERSON
TO WIN AN ACTING OSCAR?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

HATTIE MCDANIEL

*Best Supporting Actress
Gone with the Wind (1940).*

Despite her award-winning performance, she
was not allowed to attend the movie
premiere because she was black.

WHO IS THE FASTEST WOMAN OF
ALL TIME?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

FLORENCE GRIFFITH-JOYNER

aka FLO-JO.

She holds the 200m and 100m world records.

FROM WHOM DID HELA CELLS COME
FROM?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

HENRIETTA LACKS

*HeLa cells are a source of invaluable medical
data up to this day.*

The hospital that collected her cells was one
of only a few that treated black people .

WHO WAS THE FIRST AFRICAN-
AMERICAN TO HOST A TV SHOW?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

NAT KING COLE

*hosted NBC's The Nat King Cole Show
(1956-1958).*

He was also the first African-American to
reach #1 on the Billboard.

WHO WORLD RENOWNED ARTIST
WAS ALSO A SPY?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

JOSEPHINE BAKER

She was a spy for the French during WWII.

She concealed messages in her costumes and sheet music for other Allies spies.

WHO FOUNDED THE DUTCH POLITICAL
PARTY BIJ1?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

SYLVANA SIMONS

Politician, actress and TV presenter.

She advocates for economic justice and anti-racism in the Netherlands.

WHO WAS THE FIRST BLACK WOMAN
ELECTED FOR US CONGRESS?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

SHIRLEY CHISHOLM

Happened in 1968.

She suffered three assassination attempts while running for President of the U. S.

HOW MANY BLACK NOBEL LAUREATES
ARE THERE?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

17

OUT OF 943 (1,8%).

12 in Peace, 4 in Literature and 1 in Economics.

WHICH DUTCH ACTIVIST FEATURED IN
TIME'S MOST INFLUENTIAL PEOPLE?

TURN AROUND TO FIND OUT

THE NKI DIVERSITY & INCLUSION COMMITTEE CELEBRATES
BLACK HISTORY MONTH

AYAAN HIRSI ALI

Somali-born; Dutch-American.

She advocates for women's rights and created the AHA Foundation.



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MISS MAJOR GRIFFIN-GRACY

LUCY HICKS ANDERSON

STORMÉ DELARVERIE

HARVEY MILK

BAYARD RUSTIN

SYLVIA RIVERA

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HARRY HAY

FRANK KAMENY

BARBARA GITTINGS

PAULINE NEWMAN

REED ERICKSON

MARSHA P. JOHNSON

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MISS MAJOR GRIFFIN-GRACY

LUCY HICKS ANDERSON

STORMÉ DELARVERIE

HARVEY MILK

BAYARD RUSTIN

SYLVIA RIVERA