



2025 Culture Celebrations

On LinkedIn & EBRGs



Culture Celebrations on LinkedIn

Our 2025 LinkedIn Culture Celebrations reflect our commitment to fostering a vibrant and inclusive workplace. This document highlights the key initiatives, activities, and milestones that brought our culture to life, serving as a reflection of the core elements of our culture that we can all take pride in.

Additional EBRG activities and celebrations are included at the end, highlighting our vast network of EBRGs and their involvement in creating a culture for all through education, awareness and respect.



January

January Culture and EBRG Events

Happy New Year!



Holocaust Remembrance Day



January Culture and EBRG Events

Lunar New Year



MLK Day





February

February Culture and EBRG Events

Black History Month



World Cancer Day



February Culture and EBRG Events

Carnaval

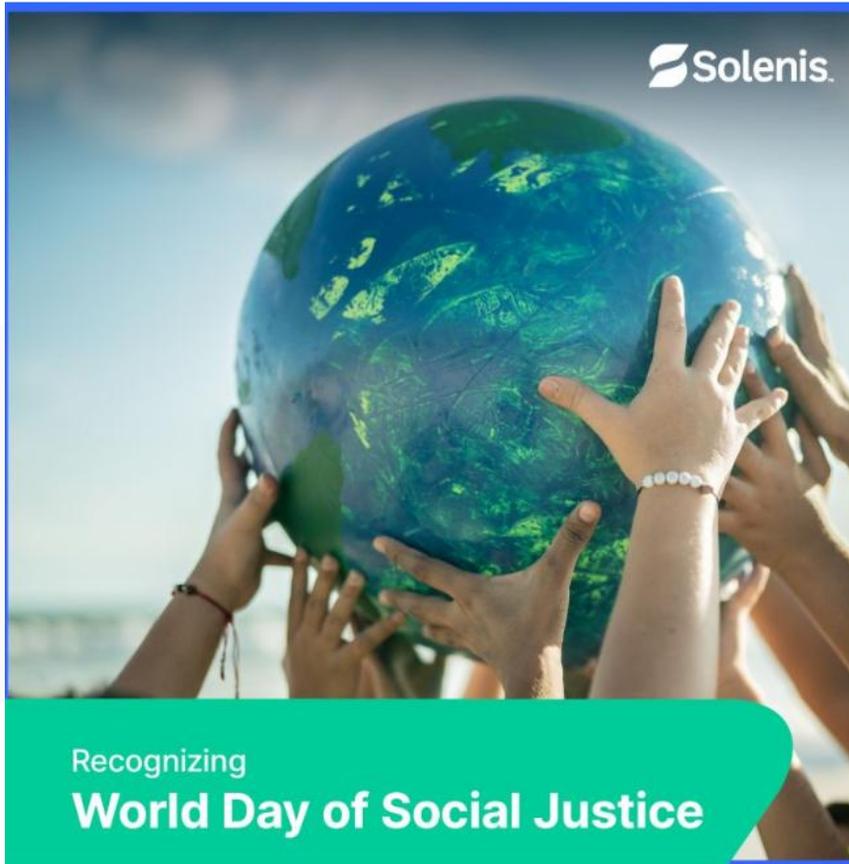


International Day of Women in Science

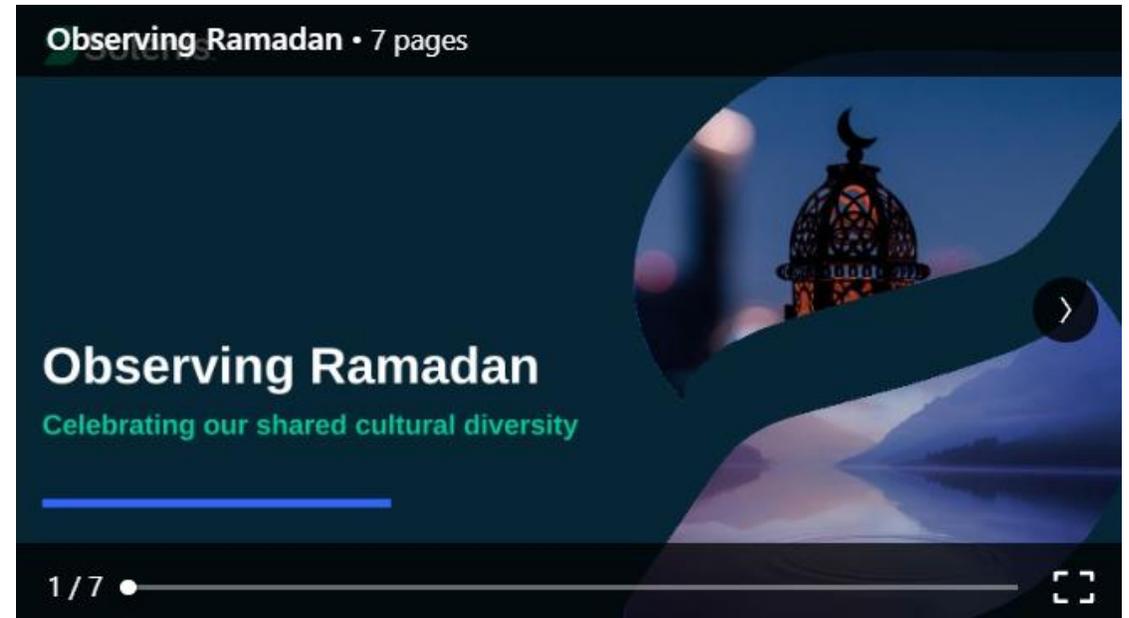


February Culture and EBRG Events

World Day of Social Justice



Ramadan



February Culture and EBRG Events

Zero Discrimination Day





March

March Culture and EBRG Events

Women's History Month



Women In STEM

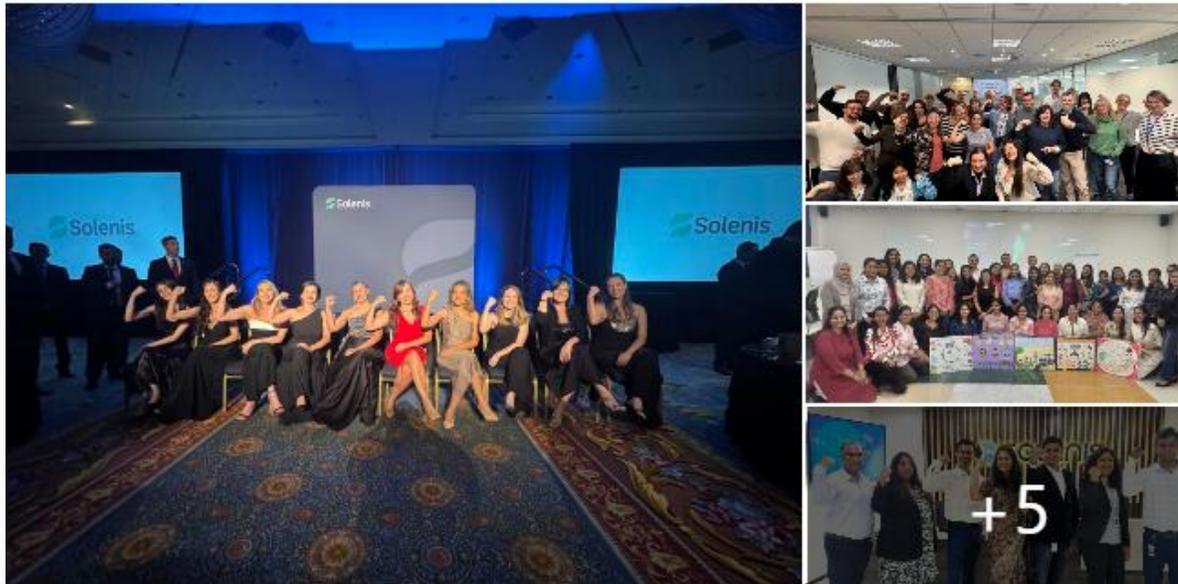
#WomenInSTEM #InternationalWomensDay #STEMEducation #Solenis #Bradford



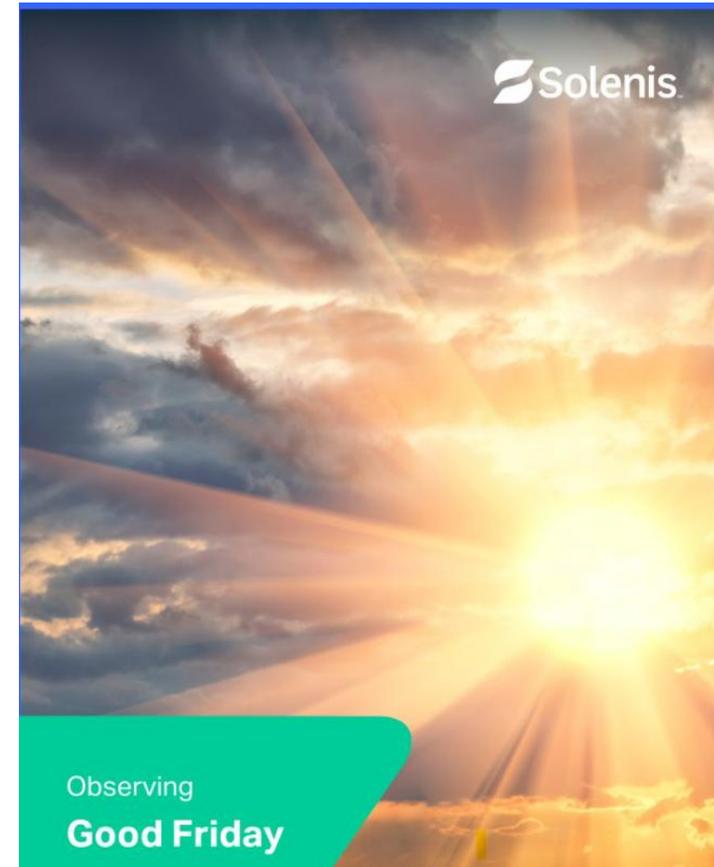
March Culture and EBRG Events

International Women's Day

#IWD2025 #AccelerateAction #Inclusion



Good Friday



March Culture and EBRG Events

Easter



International Day Elimination of Racial Discrimination





April

April Culture and EBRG Events

Sexual Assault Awareness Month



Autism Awareness Day



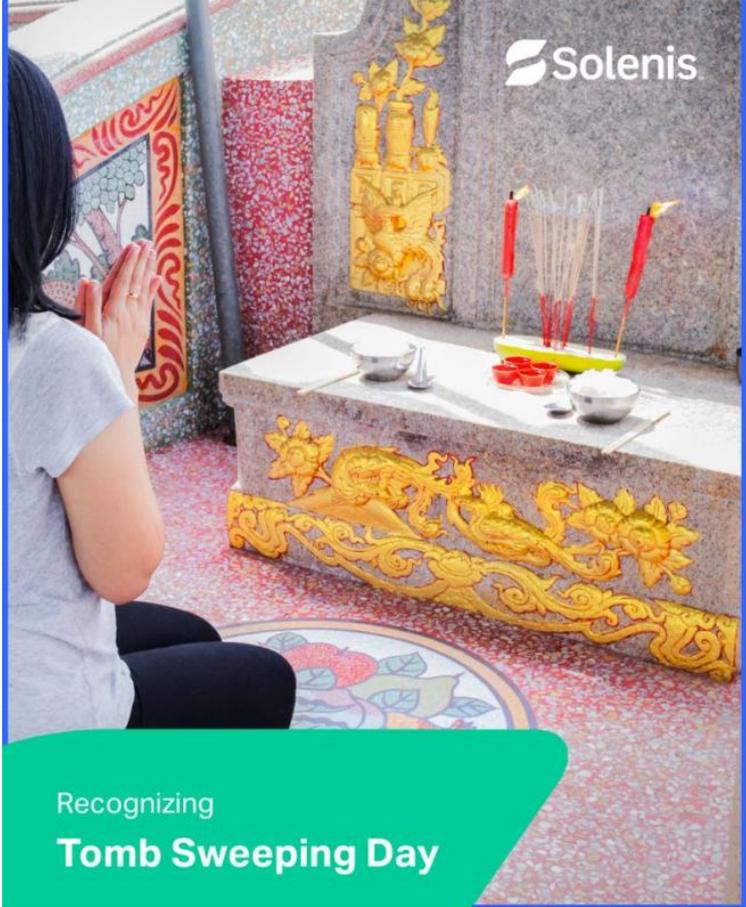
April Culture and EBRG Events

Força Feminina



 Solenis™

Tomb Sweeping Day



 Solenis

Recognizing
Tomb Sweeping Day

April Culture and EBRG Events

Eid al Fitr

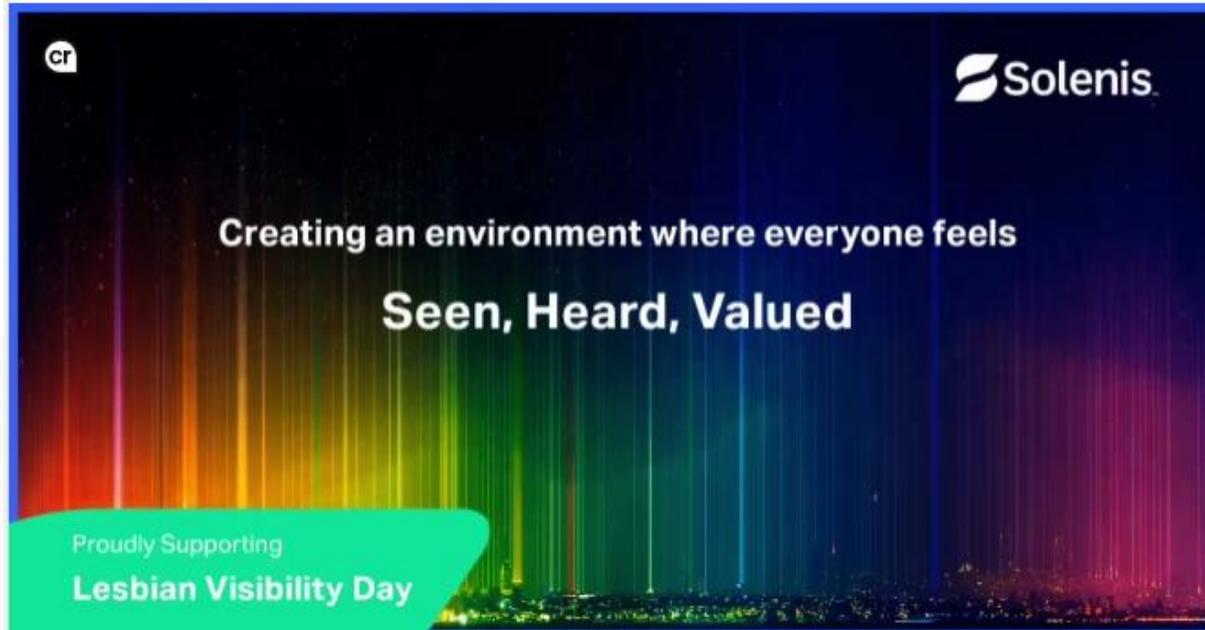


Passover



April Culture and EBRG Events

Lesbian Visibility Day

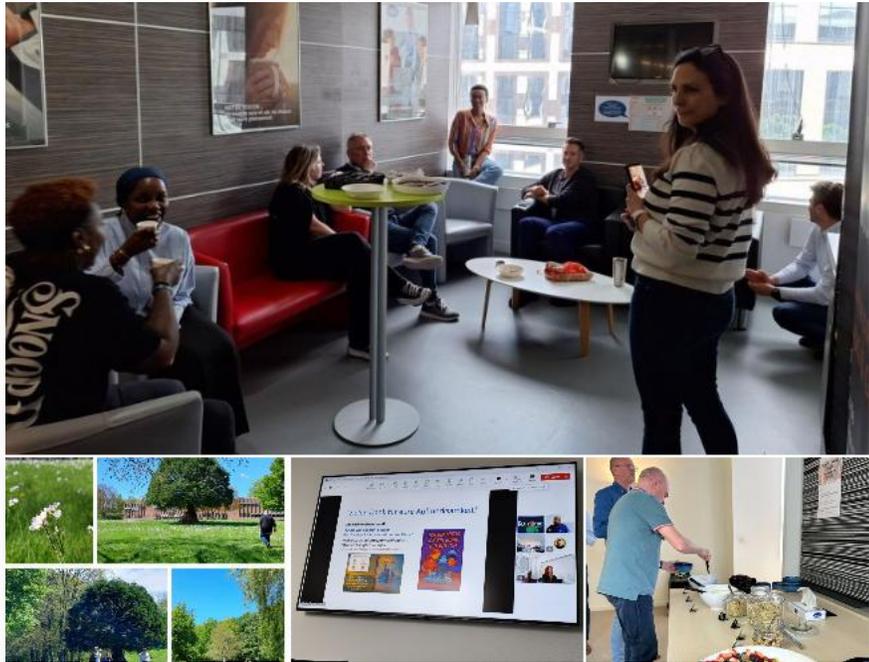




May

April Culture and EBRG Events

Mental Health Awareness Month



Vesak



May Culture and EBRG Events

Memorial Day





June

June Culture and EBRG Events

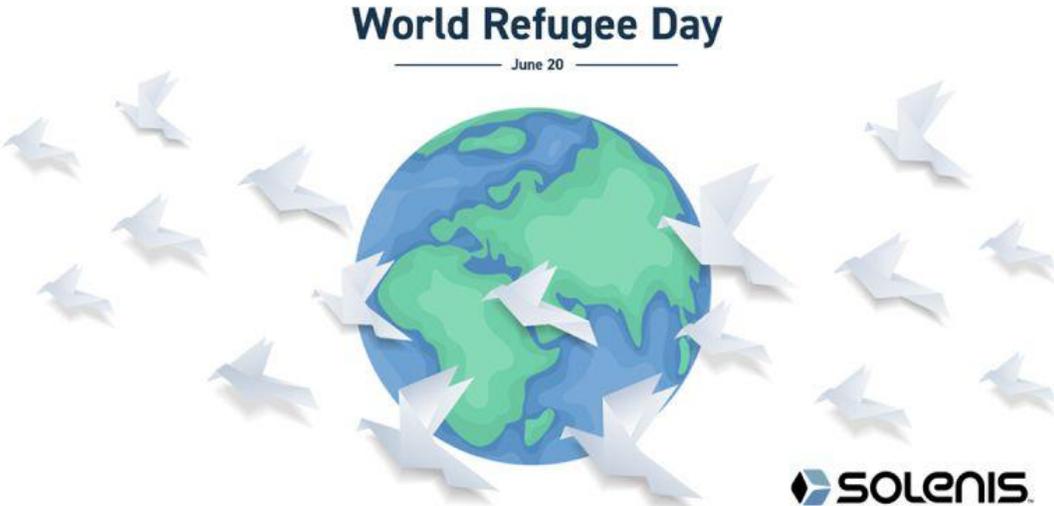
Third Annual Dress for Success - DE

Pride Month Event



June Culture and EBRG Events

World Refugee Day



Juneteenth





July

July Culture and EBRG Events

Independence Day



National Disability Independence Day





September

September Culture and EBRG Events

Labor Day



World Suicide Prevention Day



September Culture and EBRG Events

Ethics Week



World Tourism Day



September Culture and EBRG Events

[Nelson Mandela Day Sponsor](#)





October

October Culture and EBRG Events

Breast Cancer Awareness Month



Lead Network Conference



October Events- Community Outreach

National Black



SWE





November

November Culture and EBRG Events

Diwali



Girls Spark



November Culture and EBRG Events

International Men's Day



Global Inclusion Index



Christy Kenny Notigan and 148 others

4 comments · 10 reposts



December

December Culture and EBRG Events

Happy Holidays!



Supporting Community Recovery



December Culture and EBRG Events

Mural - LA



International Anti-Corruption Day



EBRG Events

Black History Month

- **Weekly Learning:** Notable Black Figures
- MCN Sponsored Lunch: **Thursday, February 27th @ Wilmington Research Center (WRC)**
- End of Month Quiz for **Inspire Points!**
- BPN Virtual Fireside Chat – **The Black Professional: Navigating Power, Influence and Authenticity in the Workplace** with our **BPN leader Ryan Farmer** and **Leslie Marant, JD, LLM, CDE®**



International Women's Day

& Women's History Month Activities



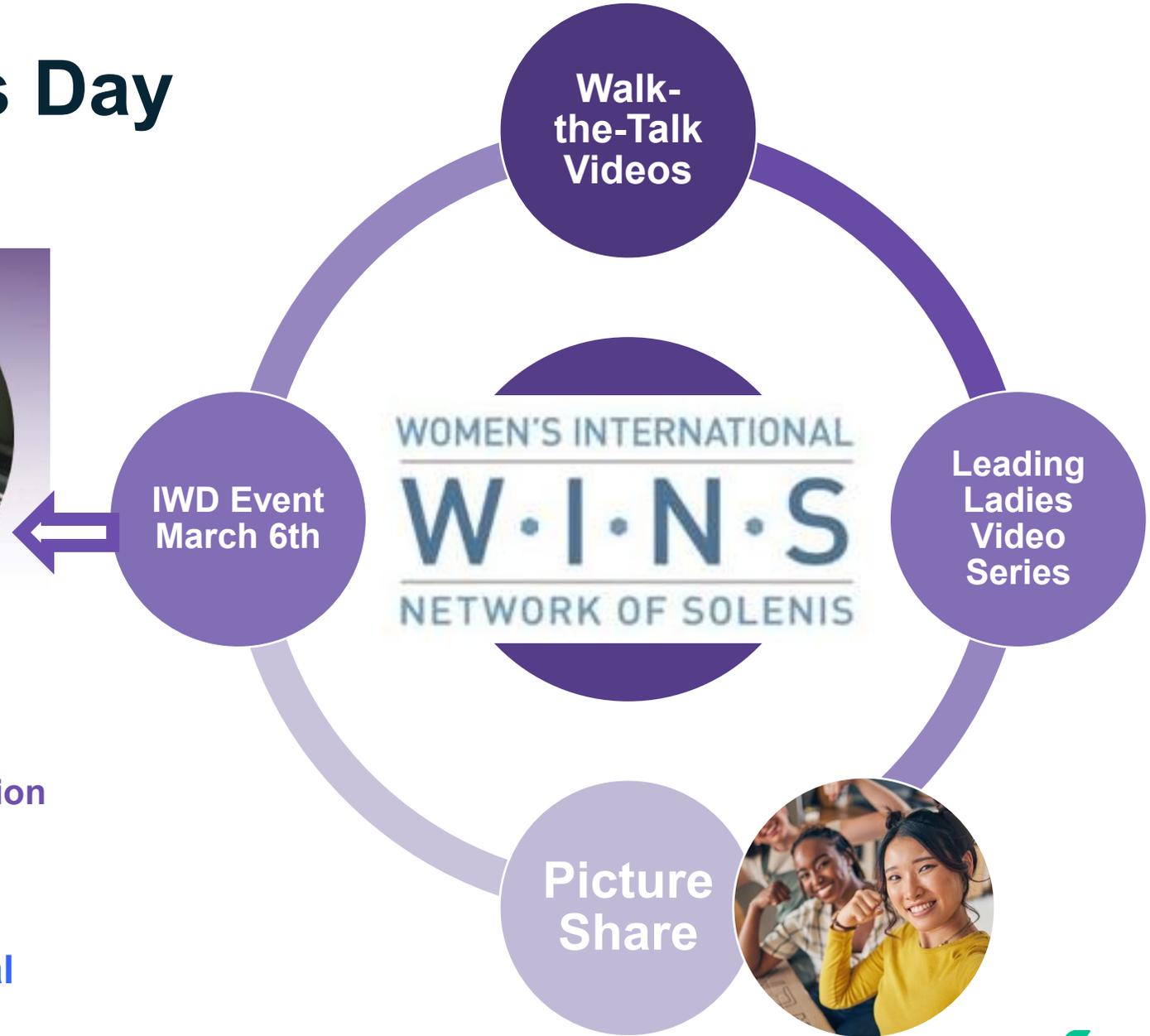
Stefan Phang
Global Director, Sustainability &
Creating Shared Value

Melissa McClain
SE Business Development Manager
Food Service and Distribution

Leading from Within

The Power of Self-Leadership to #AccelerateAction
Towards Equality and Transformation

Stay informed by visiting the International
Women's Day Insite page!





DRESS FOR SUCCESS®

In 2025 Solenis Raised ~ \$10,400 For Dress For Success!

Legacy **Diversey** Participation
238 Items Collected
(~ 130 pounds) **\$1620 Value**

Legacy **Solenis** Participation
1265 Items Collected
(~ 665 pounds) **\$8430 Value**



Neurodiversity Awareness Week

17th March to 21st March

- 90-minute webinar – employees in Bradford, UK

What is Neurodivergence?

Neurodivergence is the term for when someone's brain processes, learns, and/or behaves differently from what is considered "typical."

What strengths can people with neurodivergence have?

- Better memory
- Ability to visualize 3D objects
- Ability to solve complex math calculations in their head
- Outside-the-box thinking
- Strong observational skills
- Ability to recognize patterns
- Strong skills in music, art, technology, and science

What challenges can people with neurodivergence face?

Increased stress and anxiety, Negative attitudes from others, Feelings of isolation and loneliness, and difficulty understanding relationships and social situations.

Version 1

If you suspect you or a family member are neurodivergent

The first step is to reach out to a mental health professional like a therapist or doctor to discuss your concerns and explore potential diagnoses; they can guide you through the evaluation process and provide support in understanding your experiences and managing any challenges you might face.

Important points to remember:

- No self-diagnosis - While self-reflection can be helpful, a proper diagnosis should come from a qualified healthcare provider.
- Open communication - If you decide to disclose your suspicions to friends or family, be open about your needs and concerns.
- Focus on strengths - Recognize that neurodivergence can also come with unique strengths and perspectives.
- Seek support - If you are experiencing challenges due to suspected neurodivergence, consider therapy or other support services to develop coping mechanisms.
- The NHS Right to Choose scheme allows patients in England to choose their healthcare provider, including for neurodevelopmental assessments like autism and ADHD. This includes the right to choose the provider that carries out an autism assessment.

Here are a few key actions to take:

- Self-reflection - Take time to reflect on your experiences, identifying patterns in how you process information, interact socially, and manage sensory input that might indicate neurodivergence.
- Research different neurodivergent conditions - Learn about conditions like autism, ADHD, dyslexia, and Tourette's syndrome to see if any characteristics resonate with your experiences.
- Seek a qualified professional - Consult a mental health professional who specializes in neurodiversity for an evaluation.
- Discuss your concerns with your doctor: - Your primary care physician can provide a referral to a specialist if needed.
- Consider online resources - Explore online communities and support groups for neurodivergent individuals to learn more about experiences and coping strategies.

Remember- Neurodivergence is a natural variation in brain function, not a personal failing.

Embrace your strengths - Recognize the unique skills and perspectives you bring as a neurodivergent individual.

Be patient with yourself - Learning about your neurodivergence and adapting your life can take time.

What conditions are associated with Neurodivergence?

Autism - a spectrum condition which affects how people interact and communicate with the world.

ADHD - Attention Deficit / Hyperactivity Disorder - characterised by inattentiveness, hyperactivity, and impulsiveness.

Dyspraxia - a learning difference that affects how the mind processes actions, usually affecting coordination and movement.

Dyslexia - usually affects someone's ability to read or write accurately.

Dyscalculia - a difficulty understanding number concepts, performing calculations and computations. Can also struggle with time, measurement and spatial reasoning.

Dysgraphia - This affects written expression. Can appear as difficulties with spelling, poor handwriting and trouble putting thoughts on paper.

Tourette's Syndrome - is an inherited, neurological condition, the key features of which are tics, involuntary and uncontrollable sounds and movements.

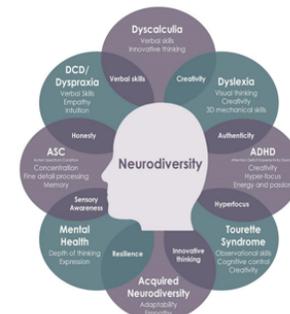
Other conditions

- Obsessive Compulsive Disorder (OCD)
- Hyperlexia
- Synesthesia
- Meares-Irlen Syndrome

Neurodiversity Resources

- Genius Within - geniuswithin.org
- Different Brains - differentbrains.org
- Neurodiversity Celebration Week - neurodiversityweek.com
- ADHD UK - adhduk.co.uk
- ADHD Aware - adhdaware.org.uk
- West Yorkshire ADHD Group - <https://www.facebook.com/groups/216488425852125/>
- National Autistic Society - autism.org.uk
- Autism Together - autismtogether.co.uk
- British Dyslexia Association - bdadyslexia.org.uk
- The Dyscalculia Information Centre - dyscalculia.me.uk
- Dyspraxia Foundation - dyspraxiafoundation.org.uk
- Tourette's Action UK - tourettes-action.org.uk

Neurodiversity



Credited to Dr Nancy Dickerson based on the work of Stacy Gillies

The idea that everyone's brain works differently, and that this is normal

 Solenis

Mental Health Awareness Month

Webinars:

- May 7th: ***“Creating Psychological Safety in the Workplace”***
- May 21st: ***“Psychological Avoidance and its impact on your Mental Health”***

Wings for Life Run



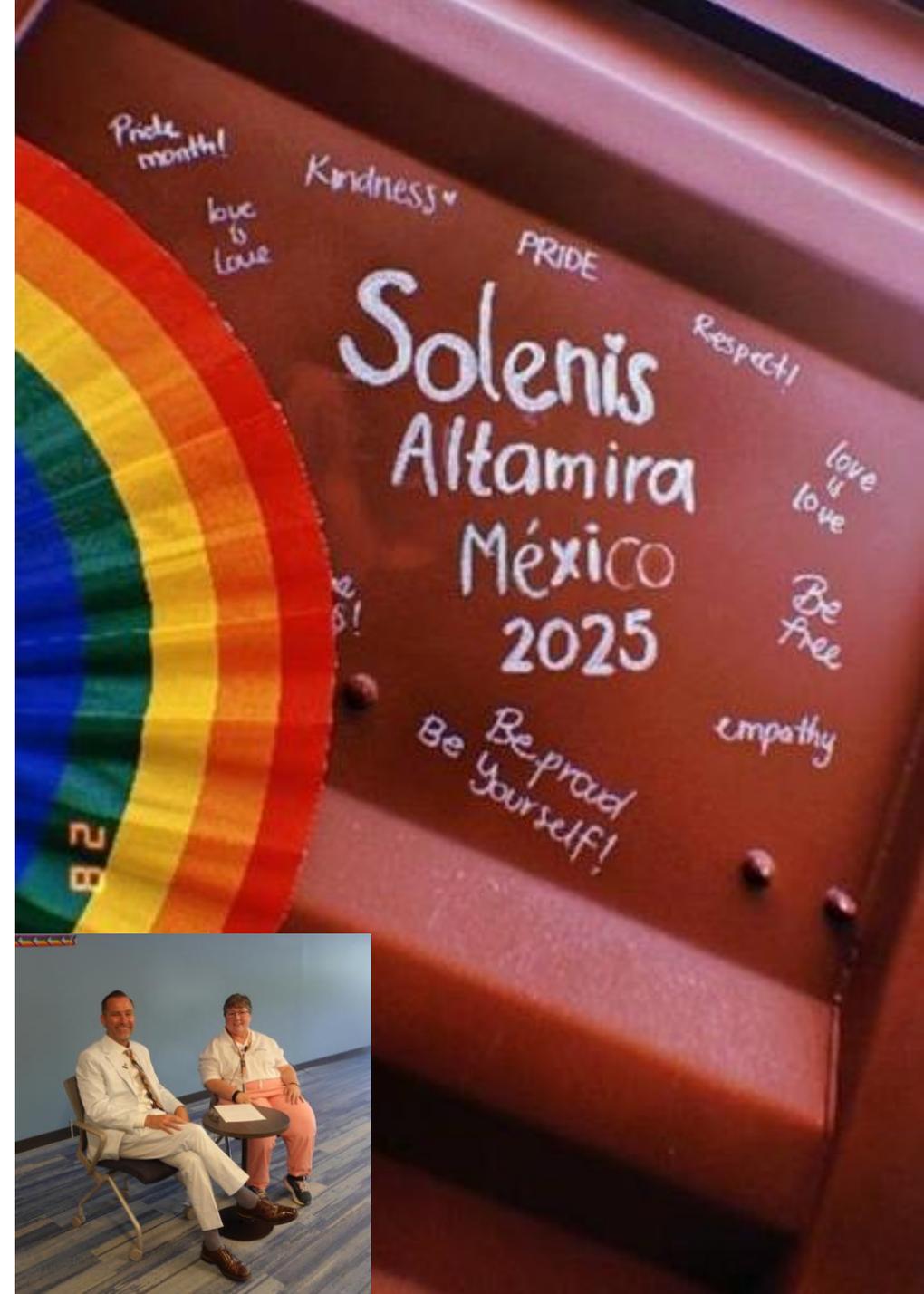
Pride Month



Pride Month

Empathy. Kindness. Respect

- Virtual/Onsite Office Rainbow Containers
- Canto Cidadão Action – Paulinia Plant
- BeYou webinar – Acceptance of Others
- Senator Cruce Fireside Chat and Global Broadcast
- Panel with Pride LA Group
- Charity Event in Brazil
- DACH Lunch with Pride Alliance Team member



Juneteenth

- Hosted by BPN + MCN
- Donation drive through Solenis Gives
- Stolen Lunches Non-Profit Conversation with the Founders
 - Us Only – June 18th



October 10th



**Thank You
Minds Matter
EU!**

World Mental Health Day



Supporting

World Mental Health Day

Thank You WINS NA!



Breast Cancer Awareness Month



WINS
WOMEN'S INTERNATIONAL
NETWORK OF SOLENIS



Thank You WINS LA!

Pink October



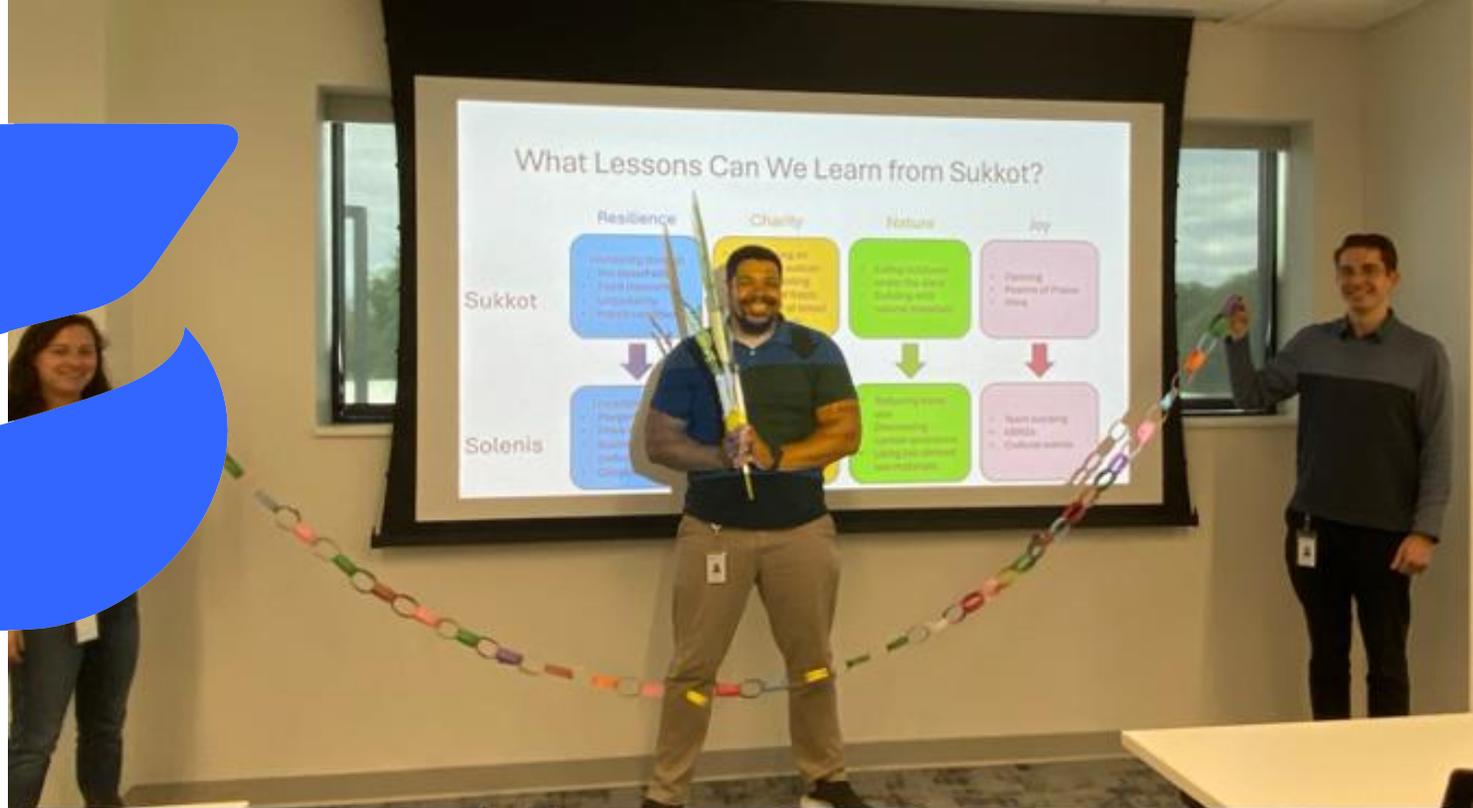
WINS
WOMEN'S INTERNATIONAL
NETWORK OF SOLENIS





**Thank You
SAPNA!**

Diwali



Thank You MCN + Unidos!

Hispanic Heritage Month

Diwali

Voices





Lead Network Conference!

Milan 2025

November & Happy International Men's Day!



**Men, take your health seriously this
November!**

Don't wait for checkups – check in with your body,
mind, and emotions today.

**Let's all encourage the men around us to
prioritize their health and well-being.**

Check your email for the **Men's Health Toolkit!**

Explore our **Men's Health EBRG** Insite page &
SolenisGives for charity donation options

#ANDYSMANCLUB

IT'S OKAY TO TALK

Real Stories

**THE ONLY RULE AT ANDYSMANCLUB
IS "IT'S OKAY TO TALK".**

Simply put, that's the whole point. It's a group where men don't have to battle to be heard or listened to, but where they can join the fight to reduce the rate of suicide in men.

Whilst we encourage our guys to talk, we respect their privacy, so these real stories are all anonymous.





**Thank You
SEL!**

Career Development Month

SEL EU Launch!

 **Date & Time:** December 4, 13:30 – 15:30

 **Location:** New York Room

Empowerment and Growth

The event aims to empower participants and foster leadership and career growth.

Engagement Opportunities

Attendees can engage with speakers, join discussions, and network with peers.

Inclusive Attendance

The event supports both in-person and virtual attendance.

