

Celebrating Our Diversity (Holidays)

VI. Celebrating Our Diversity

Why are These Events Important?

Cultural and diversity celebrations offer important ways to build connection, inclusion, and a sense of belonging in the workplace. Celebrating diversity helps our working groups grow their empathy and understanding for others, which creates stronger partnerships and a stronger sense of team cohesion and unity.



These events emphasize the value we place on what each team member brings to our groups, teams, and organizations. Celebrating diversity is an easy way to bring fun, education, and engagement into the workplace in ways that are meaningful and enjoyable for our teams!

View A DEI Cultural Calendar of Events (Click To Expand)

Please note that this calendar is not meant to serve as an all-encompassing list of cultural holidays, but rather an example of the multitude of diverse celebrations and remembrances that may be observed by your employees.

January

Date	Holiday	Description
3 rd Monday in January	Martin Luther King Jr. Day	Celebrates one of the best-known civil rights activists, MLK Jr.
2 nd New Moon after the Winter Solstice (Can occur any time between January 21 st and February 20 th)	Lunar New Year	Lunar New Year: this festival marks the start of the new year in the lunar calendar used in East Asia, Southeast Asia and elsewhere
January 1 st	Emancipation Day	President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863. The proclamation declared "that all persons held as slaves" within the rebellious states "are, and henceforward shall be free."
January 7 th	Mahayana New Year	Buddhist New Year
January 27 th	Holocaust Remembrance Day	International Memorial Day that commemorates the victims of the Holocaust, which resulted in the murder of one third of the Jewish people, along with other minorities between 1933 and 1945

February

Date	Holiday	Description
February	Black History Month	The month was chosen to celebrate African American History because it holds the birthdays of Frederick Douglas and President Abraham Lincoln, two men who helped eliminate slavery.
February - 41 Days Before Easter	Mardi Gras	Mardi Gras refers to events of the Carnival celebration, beginning on or after the Christian feasts of the Epiphany and culminating on the day before Ash Wednesday, which is known as Shrove Tuesday
February 5th	Lantern Festival	Traditional Chinese festival celebrated on the fifteenth day of the first month in the lunisolar Chinese calendar, during the full moon. It marks the final day of the Chinese New Year celebrations.

March

Date	Holiday	Description
March	Women's History Month	Honors the role of women in American history
	Developmental Disabilities Awareness Month	To raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.
	Greek American Heritage Month	Recognizes the many contributions Greeks and Greek Americans have made and continue to make to our diverse society.
	Irish American Heritage Month	Recognizes the contributions that Irish immigrants and their descendants have made to U.S. society.
March 13-April 15	Deaf History Month	Celebrates and recognizes all Deaf People in the U.S.
March 7th	Holi	An ancient Hindu tradition and one of the most popular festivals in Hinduism.
March 8th	International Women's Day	A day highlighting women's political, social, cultural, and economic achievements.
March 15th	Equal Pay Day	Equal Pay Day is the symbolic day dedicated to raising awareness of the gender pay gap.
March 17th	St Patrick's Day	A cultural and religious celebration held on the traditional death date of Saint Patrick, the foremost patron saint of Ireland.
March 22nd	Ramadan begins	The ninth month of the Islamic lunar calendar, observed by Muslims worldwide as a month of fasting, prayer, reflection and community.
March 31st	International Transgender Day of Visibility	International Transgender Day of Visibility is an annual event dedicated to celebrating transgender people and raising awareness of discrimination faced by transgender people worldwide, as well as a celebration of their contributions to society.

April

Date	Holiday	Description
April	Diversity Month	Highlights unique backgrounds, cultures, and traditions.
	Autism Acceptance Month	This celebration shows support and acceptance to those living with autism.
	Arab American Heritage Month	An observance that takes place to celebrate Arab American heritage and culture. It honors the contributions of Arab Americans and Arabic-speaking Americans to the wider American community.
15 th Day of the month of Nisan (Typically April, but can be in March)	Passover beings	Jewish holiday that celebrates the Biblical story of the Israelites escape from slavery in Egypt.
1 st Sunday after the Paschal Full Moon (Typically April, but can be in March)	Easter	Christian festival and cultural holiday commemorating the resurrection of Jesus from the dead.
April 2 nd	World Autism Awareness Day	Raises awareness for those with autism seeking to improve their lives and the acceptance of them in society.
April 14 th	The Day of Silence	To spread awareness about the effects of the bullying and harassment of lesbian, gay, bisexual, transgender, queer, and questioning students. In the United States, students take a day-long vow of silence to symbolically represent the silencing of LGBTQ students.

May

Date	Holiday	Description
	Mental Health Awareness Month	Raises awareness for those living with mental and behavioral issues. This month also seeks to support families or communities impacted by mental illness.
	Older Americans Month	Celebrates how older Americans contribute to the U.S.
May	Jewish American Heritage Month	Honors American Jews and their contributions to the United States throughout history.
	Haitian Heritage Month	Celebrates the diverse culture, heritage, contributions, and struggles of the Haitian community throughout history.
	Asian American Heritage Month	Commemorates people with Asian and Pacific Island ancestry and their contribution to the U.S.

Last Monday in May	Memorial Day	A federal holiday in the United States for mourning the U.S. military personnel who have died while serving in the United States armed forces.
May 5 th	Cinco de Mayo	Mexican American holiday that celebrates Mexico's defeat of the French Army.
May 21 st	World Day for Cultural Diversity for Dialogue and Development	A United Nations–sanctioned international holiday for the promotion of diversity and dialogue issues.
May 26 th	Buddha Day	Celebrated worldwide every year on the day of the full moon in May. The festival commemorates the birth, enlightenment, and death of Gautama Buddha in the Theravada or southern tradition.

June

Date	Holiday	Description
	Pride Month	Dedicated to celebration and commemoration of lesbian, gay, bisexual, and transgender pride.
	Caribbean American Heritage Month	Recognizes the contributions of Caribbean immigrants to American society.
June	Jewish American Heritage Month	Is an annual recognition and celebration of American Jews' achievements and contributions to the United States of America.
	Alzheimer's and Brain Awareness Month	An opportunity to hold a conversation about the brain, and share the fact that Alzheimer's disease and other. Join the Alzheimer's Association in going purple to raise awareness.
June 2 nd	Native American Citizenship Day	It was on this day in 1924 that the Indian Citizenship Act by Congress granted citizenship to all American Indians born in the U.S. The day celebrates the history, heritage, and culture of American Indian tribes across the country.
June 12 th	Loving Day	An annual national celebration held for the anniversary of the 1967 United States Supreme Court decision Loving v. Virginia which struck down all anti-miscegenation laws remaining in sixteen U.S. states.
June 19 th	Juneteenth	Commemorates June 19, 1865, the date on which enslaved people in Galveston, Texas, finally received the news they were free.
June 20 th	World Refugee Day	An international day designated by the United Nations to honor refugees around the globe.
June 25 th	Pride Day	A day to make the fight for equality and dignity of gay, lesbian, bisexual, and transgender people visible.

July

Date	Holiday	Description
July	French American Heritage Month	To honor and celebrate the many contributions made to the United States by people of French descent.
July 4 th	Independence Day	Marks the historic date in 1776 when the Declaration of Independence was approved by the Continental Congress. The written declaration stated that the American colonies were tired of being ruled by Great Britain and wanted to become their own country
July 14 th	International Nonbinary Peoples Day	Aimed at raising awareness and organizing around the issues faced by non-binary people around the world
July 26 th	Disability Independence Day	Marks the anniversary of the signing of the Americans with Disabilities Act (ADA) in 1990, a human rights law that prohibits discrimination against people with disabilities

August

Date	Holiday	Description
August	National Civility Month	The purpose of this holiday was founded to help us remember to treat others the way we wish to be treated ourselves — with kindness, empathy, and respect.
August 7 th	International Day of the World's Indigenous People	Raise awareness and protect the rights of the world's indigenous population. This event also recognizes the achievements and contributions that indigenous people make to improve world issues such as environmental protection.
August 17 th	World Humanitarian Day	An international day dedicated to recognize humanitarian personnel and those who have died working for humanitarian causes
August 19 th	Senior Citizens Day	The day is intended to increase awareness of the factors and issues that affect older adults, such as health deterioration and elder abuse.
August 26 th	Women's Equality Day	Celebrated in the United States to commemorate the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex.

September

Date	Holiday	Description
	Hispanic Heritage Month (9/15-10/15)	Recognizes the contributions and influence of Hispanic Americans to the history, culture, and achievements for the United States.
September	Suicide Prevention Month	Campaign in the United States to inform and engage health professionals and the general public about suicide prevention and warning signs of suicide.
Begins the 1 st day of the 7 th Month of the Hebrew Calendar (September or October)	Rosh Hashanah	Jewish New Year. It is the first of the Jewish High Holy Days.
10 Days After the Start of Rosh Hashanah (September or October)	Yom Kippur Begins	The holiest day in Judaism and Samaritanism. Primarily centered on atonement and repentance, the day's observances consist of full fasting and ascetic behavior accompanied by intensive prayer.
September 11 th	Patriot Day (9/11 Remembrance)	To memorialize people killed in the September 11 attacks of the year 2001
September 22 nd	Native American Day	Honors the cultural contributions of Native American communities to each state's history, as well as to the overall country.
September 26 th – 27 th	Eid Milad un Nabi Begins	The observance of the birthday of the Islamic prophet Muhammad.

October

Date	Holiday	Description
	LGBTQ+ History Month	A month-long observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements.
	Global Diversity Awareness Month	Pay tribute to the diverse minds and beliefs held by all cultures around the world.
October	Domestic Violence Awareness Month	Launched as a way to connect and unite individuals and organizations working on domestic violence issues while raising awareness for those issues.
	Polish American Heritage Month	Celebrate the vital contributions people of Polish descent have made to our Nation in the arts, the sciences, religion, scholarship, and every area of endeavor.

	Filipino American Heritage Month	Celebrated in October to commemorate the arrival of the first Filipinos in modern-day Morro Bay, California on October 18, 1587. We celebrate their contributions to our country and the many achievements they have made.
	German American Heritage Month	October is German American Heritage Month in recognition of the founding of Germantown, Pennsylvania in October 1683. Fifteen percent of Americans are of German descent, which is the largest ancestral group in the United States.
	Italian American Heritage Month	Celebrated to honor the achievements and contributions of Italian immigrants and their descendants living in the United States, particularly in the arts, science, and culture.
October 1 st	International Day of Nonviolence	Observed on October 2nd, the birthday of Mahatma Gandhi, the leader of the Indian independence movement and pioneer of the philosophy and strategy of non-violence. The resolution reaffirms the universal relevance of the principle of non-violence and the desire to secure a culture of peace, tolerance, and understanding.
October 10 th	World Mental Health Day	International day for global mental health education, awareness and advocacy against social stigma.
October 11 th	National Coming Out Day	An annual LGBT awareness day to support lesbian, gay, bisexual and transgender people in "coming out of the closet".
October 31 st	Halloween	Celebration on the eve of the Western Christian feast of All Saints' Day. It begins the observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallows), martyrs, and all the faithful departed.

November

Date	Holiday	Description
	Native American Heritage Month	Celebrates the culture, traditions, and histories and acknowledges the important contributions of Native people. It is also an opportunity to educate the general public about tribes, to raise general awareness about the unique challenges Native people have faced historically and in the present, and ways in which tribal citizens have worked to overcome these challenges.
November	Diabetes Awareness Month	A time when communities across the country team up to bring attention to diabetes.
4 th Thursday of November	Thanksgiving	Celebrated as a means of giving thanks for family, friends, food, health and more.
November 1 st	National Stress Awareness Day	Aims to identify and reduce the stress factors in your life.

November 9 th	World Freedom Day	Commemorates the fall of the Berlin Wall and the end of communist rule in Central and Eastern Europe.
November 9 th	World Adoption Day	Created for the purpose of celebrating families, raising awareness for adoption and raising funds to support families in the adoption journey.
November 11 th	Veteran’s Day	To honor military veterans of the United States Armed Forces.
November 12 th	Diwali	Diwali, one of India's biggest and most important religious holidays of the year. It is a festival of lights that celebrates the triumph of light over darkness, good over evil and the human ability to overcome.
November 13 th	World Kindness Day	Promotes kindness throughout the world.
November 20 th	Transgender Day Of Remembrance	A day to memorialize those who have been murdered as a result of transphobia.
November 24 th	Native American Heritage Day	Honors American Indians across the nation. The day celebrates the vibrant cultures, traditions, and heritages while recognizing Native Americans' many contributions.

December

Date	Holiday	Description
December	Universal Human Rights Month	A reminder that the United Nations General Assembly codified the basic human rights of every person. It’s also a time to reflect on the way we treat others, and to do what we can in the fight for equality.
December 1 st	World AIDS Day	A day dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV infection and mourning those who have died of the disease.
December 3 rd	International Day of Persons with Disabilities	The observance of the Day aims to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of persons with disabilities in every aspect of political, social, economic and cultural life.
December 7 TH – December 15 th	Hanukkah	A Jewish festival commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean Revolt against the Seleucid Empire in the 2nd century BCE.
December 25 th	Christmas	An annual festival commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world.

December 26th – Kwanzaa
January 1st

Celebration of African-American culture culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa.