



Hispanic Heritage Month is observed from September 15 to October 15. This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship.

Disability Employment Awareness Month In 1945, in an effort to assist disabled veterans, Congress designated the first week of October as National Employ the Physically Handicapped Week. In the 1970s, a historic shift in disability public policy occurred. For the first time, the exclusion of people with disabilities was viewed as discrimination. The theme for NDEAM 2021, **"America's Recovery: Powered by Inclusion,"** reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.

LGBT History Month: In 1994, Rodney Wilson, a Missouri high school teacher, believed a month should be dedicated to the celebration and teaching of gay and lesbian history, and gathered other teachers and community leaders. They selected October because public schools are in session and existing traditions, such as Coming Out Day (October 11), occur that month. Gay and Lesbian History Month was endorsed by GLAAD, the Human Rights Campaign, the National Gay and Lesbian Task Force, the National Education Association and other national organizations.

Down Syndrome Awareness Month: During the month, events take place not only raise to raise awareness but to shine a light on the abilities and dreams of those with Down Syndrome. Down Syndrome Awareness Month seeks to break down barriers and focus on promoting advocacy for people with Down syndrome.

Dyslexia Awareness Month seeks to raise awareness and share the tools to increase better reading skills. Around the world, those who have been diagnosed with the condition will find new resources and approaches to reading.

Italian-American Heritage Month is an annual designation observed in October. During this time, we celebrate the Italian-American culture, and spread the word about the traditions that come with it. Italian-Americans have made many contributions to the U.S., especially in art, humanities, and sciences. In 1880, Italians began migrating to the U.S. to flee rural poverty in Southern Italy and Sicily, and today, Americans of Italian descent are the nation's fifth-largest ethnic group.

Global Diversity Awareness Month celebrates the values, contributions, and diversity of cultures and communities around the world. By elevating diverse voices, you highlight the unique perspectives each individual brings to the table. Global Diversity Awareness Month is a wonderful opportunity to seek out and promote diversity of thought and experience within our workplaces and communities.

1: International Day of Older Persons (UN): The 2021 theme **"Digital Equity for All Ages"** affirms the need for access and meaningful participation in the digital world by older persons.

2: Gandhi's Birthday: Mohandas Karamchand Gandhi (1869-1948) is the National Father of India, who adopted 'non-violence' in fighting for the country's freedom.

2: International Day of Non-Violence (UN): is observed on 2 October, the birthday of Mahatma Gandhi, leader of the Indian independence movement and pioneer of the philosophy and strategy of non-violence.

5: World Habitat Day (UN): The United Nations designated the first Monday of October of every year as World Habitat Day to reflect on the state of our habitats, and on the basic right of all to adequate shelter. The Day is also intended to remind the world that we all have the power and the responsibility to shape the future of our cities and towns.

5: World Teachers' Day (UN): commemorates the anniversary of the adoption of the 1966 ILO/UNESCO, which sets benchmarks regarding the rights and responsibilities of teachers, and standards for their initial preparation and further education, recruitment, employment, and teaching and learning conditions.





Equity & Inclusion CALENDAR

OCTOBER 2021

Click on the events to learn more!

6: National German-American Day (USA): celebrates German American heritage, commemorates the date in 1683 when 13 German families from Krefeld near the Rhine landed in Philadelphia. These families subsequently founded Germantown, Pennsylvania, the first German settlement in the original thirteen American colonies.

7: Navratri (Hindu): It means 'nine nights' beginning on the new moon and ending on Dussehra. It is dedicated to the goddess Durga who had nine incarnations and has the power of good to destroy demons.



9: World Post Day (UN): The purpose of World Post Day is to create awareness of the role of the postal sector in people's and businesses' everyday lives and its contribution to the social and economic development of countries. This year's celebration is titled, "**Innovate to Recover**".

10: World Mental Health Day (WHO): The overall objective of World Mental Health Day is to raise awareness of mental health issues around the world and to mobilize efforts in support of mental health. The 2021 campaign is titled, "**Mental health care for all: let's make it a reality**".

11: Indigenous Peoples Day (USA): In 1977 participants at the United Nations International Conference on Discrimination against Indigenous Populations in the Americas proposed that Indigenous Peoples' Day replace Columbus Day. Indigenous Peoples' Day recognizes that Native people are the first inhabitants of the Americas, including the lands that later became the United States of America. And it urges Americans to rethink history.

11: Coming Out Day: The first National Coming Out Day was held on October 11, 1988. It is an international event which gives gay, lesbian and bisexual people the opportunity to 'come out' to others about their sexuality. It also provides a means of increasing the visibility of gay people.

11: International Day of the Girl (UN): officially declared December 19, 2011 by the United Nations General Assembly, recognizes the rights of girls and the particular challenges they face in the world.

12: Dia de la Raza/ "Day of the Race": is the celebration of the Hispanic heritage of Latin America, honoring many of the countries that were conquered by the Spanish. It celebrates the fusion of two cultures, the Spanish and the indigenous, creating new identities. It is celebrated in Argentina, Chile, Costa Rica, Ecuador, Honduras, Mexico, Uruguay and Venezuela.

13: Durga Puja (Hindu): This day celebrates the divine creative force of the universe and honours the 10-armed goddess Durga, wife of Shiva, and the destroyer of demons.

15: Dussehra (Hindu): Dussehra means 'the tenth' and celebrates the triumph of Lord Ram over the demon Ravan who stole his wife Sita. The great Hindu epic poem, the Ramayana, is read and enacted, called Ram Lila. A big effigy of Ravan is burnt accompanied by fireworks.

18: Eid-El-Maulud (Islam): is the anniversary of the birth of Prophet Muhammad. Some Muslims mark this occasion by special prayers, while other Muslims may mark the occasion by dedicating more time to reading the Koran.

20: Pavarana (Buddhism): Pavarana marks the end of the three-month Vassavasa, the rainy season retreat observed by Theravada monastic communities.

31: Halloween: This tradition goes back to the Celtic people 2,000 years ago who celebrated their New Year in late autumn and honored Samhain or Lord of the Dead. The Irish traditionally carved lanterns out of turnips or potatoes, but in North America, they used pumpkins which were more readily available. Black and orange are the traditional colors of Halloween.

