

Diversity, Equity, Inclusion, and Accessibility Calendar for 2023

The following list is provided to help raise awareness and understanding to enhance our workplace diversity and inclusion efforts. We aim for the list to be as reflective as possible of the richly diverse cultures, faiths, and identities of our community, while also recognizing the difficulty of comprehensively identifying all celebrations and observances. If you know of a celebration or observance you'd like us to add to the list, please feel free to share with us! You can reach out to Jillisa Hope Milner at Jillisa.Milner@ed.gov.

January

National Mentoring Month

Poverty in America Awareness Month

Slavery and Human Trafficking Awareness Month

- January 1. Emancipation Proclamation: President Lincoln declared all individuals held in slavery free on this day in 1863
- January 4. National Braille Day and Louis Braille's birthday: he was a French educator who created a reading and writing system known as "braille" for the visually impaired.
- January 6. Coptic Orthodox Christmas, Feast of the Epiphany: this Christian feast day celebrates the star leading the three wise men to baby Jesus closing the Christmas season.
- January 7. Mahayana New Year (Buddhist)
- January 13. Maghi (Sikh)
- January 15. World Religion Day
- January 15. Makar Sankranti: Hindu festival dedicated to the god of the sun, Surya
- January 16. Martin Luther King Jr. Day: celebrates civil rights activist MLK Jr.
- January 22. Chinese New Year (Year of the Rabbit) 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 24. International Day of Education
- January 26. International Customs Day
- January 27. International Day of Commemoration in Memory of Victims of the Holocaust: a United Nations holiday that remembers the approximately 6 million Jews murdered during World War II.

February

American Heart Month

Black History Month

Rare Disease Awareness Month

- February 1. Imbolc (Candlemas) (Pagan, Wiccan)
- February 1. National Freedom Day
- February 4. Rosa Parks Day
- February 4. World Cancer Day
- February 11. Tammy Baldwin's Birthday: the birthday of the first openly LGBT woman elected to both houses of Congress
- February 11. International Day of Women & Girls in Science
- February 13. International Epilepsy Day
- February 14. Frederick Douglass' birthday (observed): this day celebrates the birth of abolitionist and social reformer
- February 15. Nirvana Day: an annual festival that remembers the death of the Buddha after reaching nirvana; also called Parinirvana
- February 15. Susan B. Anthony's Birthday: a leader of the women's suffrage movement; she advocated for abolition, temperance, labor rights, and equal pay for equal work
- February 15. International Childhood Cancer Day
- February 18. Maha Shivarati (Hindu)
- February 20. World Day of Social Justice
- February 21. Mardi Gras
- February 22. Ash Wednesday: a day of prayer and fasting that begins the Christian season of Lent

March

Developmental Disabilities Awareness Month

Ethnic Equality Month

Gender Equality Month

Greek-American Heritage Month

Irish-American Heritage Month

National Colon Cancer Awareness Month

National Kidney Month

National Multiple Sclerosis Awareness and Education Month

National Women's History Month

- March 3. World Hearing Day
- March 4. World Obesity Day
- March 4–10. Endometriosis Awareness Week
- March 6. Purim (Jewish)
- March 8. International Women's Day: A day highlighting the political, social, cultural, and economic achievements of women
- March 8. Holi: Hindu holiday that celebrates the winter harvest and onset of spring

- March 10. Harriet Tubman's birthday (observed): American abolitionist who is known for her key role in the Underground Railroad
- March 15. Equal Pay Day
- March 17. St. Patrick's Day: feast day of a Catholic saint who inspires cultural and religious celebrations around the world
- March 20. Ostara (Pagan, Wiccan)
- March 20. Spring Equinox
- March 21. International Day for the Elimination of Racial Discrimination
- March 21. World Down Syndrome Day
- March 21. Persian New Year (Nowruz)
- March 22. Ramadan (Islam): the start of Islam's sacred month during which Muslims abstain from eating and drinking from dawn until dusk
- March 23. Atheist Day
- March 23. International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- March 31. International Transgender Day of Visibility

April

Arab-American Heritage Month

Autism Awareness Month

Celebrate Diversity Month

Earth Month

National Child Abuse Prevention Month

National Volunteer Month

Skin Cancer Awareness Month

- April 2. World Autism Awareness Day/Autism Acceptance Day
- April 2. Palm Sunday (Christian)
- April 5. Passover begins: major Jewish festival that celebrates the freeing of Israeli slaves
- April 7. Good Friday (Christian)
- April 7. World Health Day
- April 9. Easter: Christian holiday that celebrates Jesus' resurrection
- April 11. World Parkinson's Day
- April 12 or 13 (depending on family tradition). Passover ends
- April 14. National Day of Silence (LGBTQ+)
- April 17. Laylat al-Qadr (Muslim)
- April 18. Yom Hashoah (Jewish)
- April 20. Start of Ridvan (Baha'i)
- April 21. Eid al-Fitr/End of Ramadan (Muslim)
- April 22. Earth Day: holiday that applauds the planet we live on and all it does for us; Earth Day is observed by more than 192 nations.

May

ALS Awareness Month

Celiac Awareness Month

Ehlers-Danlos Syndrome Month

Haitian Heritage Month

Indian Heritage Month

Jewish-American Heritage Month

Mental Health Awareness Month

Mobility Awareness Month

National Asian American and South Pacific Islander Heritage Month

National Asthma and Allergy Awareness Month

Older Americans Month

South Asian American Heritage Month

- May 1. Beltane (Pagan, Wiccan)
- May 1. Bladder Cancer Day
- May 1–7. Deaf Awareness Week
- May 4 (First Thursday in May). National Day of Reason
- May 5. World Asthma Day
- May 5. Cinco de Mayo: Celebrates Mexico's defeat of the French Army
- May 8. Ovarian Cancer Day
- May 10. World Lupus Day
- May 12. International Nurses Day
- May 17. International Day Against Homophobia, Transphobia, and Biphobia: this event seeks to raise awareness for the rights of LGBTQ+ individuals.
- May 19. Malcolm X's Birthday: Muslim minister and civil rights activist who was assassinated in 1965
- May 22. Preeclampsia Day
- May 26. Buddha's Birthday: commemorating the birth of Gautama Buddha, the founder of Buddhism
- May 23. Declaration of the Bab (Baha'i)
- May 29. Ascension of Baha'u'llah (Baha'i)
- May 29. Memorial Day
- May 30. World MS Day

June

Alzheimer's and Brain Awareness Month

Black Music Month

National Caribbean American Heritage Month

Pride Month (LGBTQIA+) Month

- June 2. Indian Citizenship Act of 1924: This act granted Native Americans born in the U.S. citizenship. However, they were not given the right to vote until 1957.
- June 5. World Environment Day
- June 8. Brain Cancer Day
- June 10. Anxiety Awareness Day
- June 11. Race Unity Day
- Puerto Rican Day Parade. This parade is a demonstration of cultural pride that seeks to raise awareness of issues in the Puerto Rican community
- June 12. Loving Day: The anniversary of the court decision that legalized interracial marriage
- June 13. International Albinism Awareness Day
- June 19. Juneteenth: Commemorates when the last African Americans learned of the Emancipation Proclamation (over 2 years after it was originally issued)
- June 19. World Sickle Cell Day
- June 20. World Refugee Day
- June 21. International Humanist Day
- June 21. Litha (Pagan, Wiccan)
- June 21. Summer Solstice
- June 25. World Scoliosis Awareness Day
- June 26 to July 1. The Hajj: An annual Islamic pilgrimage to Mecca, Saudi Arabia, the holiest city for Muslims.
- June 27. Helen Keller's Birthday: This day celebrates the birth of Helen Keller, who was both blind and deaf. She was a leading humanitarian in the 20th century as well as one of the cofounders of the American Civil Liberties Union
- June 27. PTSD day
- June 28. Eid al-Adha (Muslim)

July

French-American Heritage Month

- July 2. Thurgood Marshall's Birthday: The day Associate Justice of the Supreme Court and civil rights activist Thurgood Marshall was born
- July 4. Independence Day (USA)
- July 6. 14th Dalai Lama's Birthday: The day that Tibet's leader in exile and Nobel Peace Prize recipient was born
- July 6. Frida Kahlo's Birthday: Mexican painter Frida Kahlo was born on this day
- July 18. Nelson Mandela's Birthday: Nelson Mandela served as South Africa's first black president and was a strong civil rights leader
- July 18–19. Al-Hijri, Islamic New Year
- July 25. Pioneer Day: Marks the arrival of LDS church founder Brigham Young to the Salt Lake area

- July 26. Americans with Disabilities Act: This law protects people with disabilities from being discriminated against

August

National Civility Month

- August 1. Lammas/Lughnasadh (Pagan, Wiccan)
- August 1. Lung Cancer Day
- August 4. Barack Obama's Birthday: This day marks the birth of the United States' first Black president
- August 7. Purple Heart Day
- August 9. International Day of the World's Indigenous People: This day was created by the UN to celebrate the culture of indigenous people on a global scale
- August 15. Feast of the Assumption: This Roman Catholic feast day marks the entry of the mother Mary into Heaven (body and soul)
- August 18. Lord Krishna's Birthday: This day is the birthday of one of the most popular deities in the Hindu faith. Lord Krishna is also known as Janmashtami, and his birthday is celebrated with a festival
- August 19. World Humanitarian Day
- August 21. Senior Citizens Day
- August 24. Marlee Matlin's Birthday: This day celebrates the birth of Marlee Matlin, the first deaf performer to win an Academy Award
- August 26. Women's Equality Day: This day marks the anniversary of women gaining the right to vote in the year 1920
- August 31. Ganesh Chaturthi: This Hindu festival commemorating the birth of the Hindu god Ganesha

September

Hispanic Heritage Month

National Guide Dog Month

Suicide Prevention Month

- September 4. Labor Day
- September 5. International Day of Charity
- September 15. International Day of Democracy
- September 15–17. Rosh Hashanah (Jewish)
- September 16. Mexican Independence Day
- September 21. International Day of Peace
- September 21. World Alzheimer's Day
- September 21. World Gratitude Day
- September 21–29. Mabon (Pagan, Wiccan)

- September 22. Autumn Equinox
- September 22. National Native American Day
- September 24. Yom Kippur (Jewish)
- September 29. Sukkot (Jewish)
- September 29. World Heart Day

October

Breast Cancer Awareness Month

Bullying Prevention Month

Domestic Violence Awareness Month

Filipino-American Heritage Month

German-American Heritage Month

Italian-American Heritage Month

LGBTQ History Month

National Work and Family Month

Polish-American Heritage Month

Family History Month

- October 2. International Day of Nonviolence
- October 10. World Mental Health Day: A day that advocates for mental health awareness and education
- October 10. Indigenous People's Day/Columbus Day
- October 11. National Coming Out Day (LGBTQ+)
- October 12. World Arthritis Day
- October 14. World Sight Day
- October 15. Navrati begins (Hindu)
- October 16. Birth of the Bab (Baha'i)
- October 16. Waste Reduction Week
- October 16. Bosses' Day
- October 19. Spirit Day (LGBTQ+ anti-bullying) Spirit Day: This day is aimed specifically at LGBTQ+ youth and what their community can do to support them
- October 20. Sikh Holy Day (birth of Guru Granth)
- October 22. International Stuttering Awareness Day
- October 25. International Dwarfism Awareness Day
- October 31. Halloween
- October 31. Samhain (Hallows) (Pagan, Wiccan)

November

Diabetes Awareness Month

November (Annual event involving the growing of moustaches during the month of November to raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide)

National Native American Heritage Month

- November 1. All Saints' Day and Día de Los Muertos: These days are dedicated to all those who have passed away in the Christian faith as well as the Mexican and Aztec communities
- November 1. National Stress Awareness Day
- November 2. All Souls' Day
- November 9. Diwali (Hindu) AND World Freedom Day AND World Adoption Day
- November 11. Veterans Day
- November 12. Diwali (Festival of Lights): A Hindu celebration that symbolizes the spiritual victory of light over darkness, good over evil, and knowledge over ignorance
- November 13. World Kindness Day
- November 16. International Day for Tolerance: This UN holiday was founded to encourage respect among various people regardless of culture, language, religion, or ethnicity
- November 16. Dutch American Heritage Day: This day applauds the long friendship between the Netherlands and the United States
- November 17. World Prematurity Day
- November 20. Transgender Day of Remembrance: This day is held as a remembrance for all those murdered because of transphobia
- November 23. Thanksgiving
- November 25. Day of the Covenant (Baha'i)
- November 27. Ascension of Abdu'l-Baha (Baha'i)

December

HIV/AIDS Awareness Month

Universal Human Rights Month

- December 1. World AIDS Day: This day highlights the importance of HIV/AIDS awareness and raises money for its cure
- December 3. International Day of Persons with Disabilities: This UN holiday raises awareness for the rights of individuals with disabilities
- December 5. International Volunteer Day
- December 7–15. Hanukkah (Jewish): Commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean Revolt
- December 9. International Genocide Prevention Day
- December 10. International Human Rights Day: A holiday adopted by the UN in 1948 following the Universal Declaration of Human Rights.

- December 16–24. Las Posadas: A religious festival celebrated in Mexico and parts of the U.S. during the Christmas season
- December 21. Winter Solstice
- December 21. Yule (Pagan, Wiccan)
- December 25. Christmas: A Christian holiday marking the birth of their lord and savior, Jesus Christ
- December 26. Kwanzaa: An 8-day holiday often celebrated by Black Americans that was inspired by African harvest celebrations
- December 31. New Year's Eve

Resources

- <https://www.worktango.com/resources/articles/dei-planning-calendar-for-2023>
- [Diversity Calendar 2023: Inclusion Events, Cultural Months \(diversityresources.com\)](https://diversityresources.com/diversity-calendar-2023-inclusion-events-cultural-months/)
- <https://www.moh.gov.sa/en/HealthAwareness/healthDay/2023/Pages/default.aspx>