

2021 Workplace Diversity and Inclusivity (D&I) Calendar

Month	Dates & Description
JANUARY	<p>Month-long observances:</p> <ul style="list-style-type: none"> • National Mentoring Month • Poverty in America Awareness Month • Slavery and Human Trafficking Awareness Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • January 1 – New Year’s Day • January 4 – National Braille Day • January 7 – Christmas (Eastern Orthodox) • January 10 – Mahayana New Year (Buddhist) • January 17 – World Religion Day • January 18 – Martin Luther King, Jr. Day • January 26 – International Customs Day • January 27 – International Holocaust Remembrance Day • January 28 – Mahayana New Year (Buddhist)
FEBRUARY	<p>Month-long observances:</p> <ul style="list-style-type: none"> • American Heart Month • Black History Month • Human Relations Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • February 1 – National Freedom Day • February 12 – Chinese New Year (Year of the Ox) • February 14 – Valentine’s Day • February 15 – Nirvana Day (Buddhist) • February 15 – Presidents’ Day (U.S.A.) • February 16 – Mardi Gras • February 17 – Ash Wednesday • February 20 – World Day of Social Justice • February 25 – Purim (Jewish)

MARCH	<p>Month-long observances:</p> <ul style="list-style-type: none"> • 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 <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • March 5 – Employee Appreciation Day • March 8 – International Women’s Day • March 11 – Maha Shivaratri (Hindu) • March 14 – Pi Day • March 17 – St. Patrick’s Day • March 19 – Naw-Ruz (Baha'i New Year) • March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade • March 27 – Passover begins (Jewish) • March 28 – Holi (Hindu) • March 28 – Palm Sunday (Christian) • March 31 – Equal Pay Day • March 31 – International Transgender Day of Visibility
APRIL	<p>Month-long observances:</p> <ul style="list-style-type: none"> • Arab-American Heritage Month • Autism Awareness Month • Celebrate Diversity Month • Earth Month • National Child Abuse Prevention Month • National Volunteer Month • Tartan (Scottish-American) Heritage Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • April 2 – World Autism Awareness Day

	<ul style="list-style-type: none"> • April 2 – Good Friday (Christian) • April 4 – Easter (Christian) • April 8 – Yom HaShoah (Jewish) • April 12 – Ramadan begins (Muslim) • April 20 – Start of Rivdan (Baha’i) • April 22 – Earth Day • April 23 – National Day of Silence (LGBTQIAA+)
<p style="text-align: center;">MAY</p>	<p>Month-long observances:</p> <ul style="list-style-type: none"> • ALS Awareness Month • Haitian Heritage Month • Indian Heritage Month • Jewish-American Heritage Month • Mental Health Month • National Asian American and South Pacific Islander Heritage Month • Older Americans Month • South Asian American Heritage Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • May 5 – Cinco de Mayo • May 9 – Laylat al-Qadr (Muslim) • May 11 – Ramadan ends (Muslim) • May 12 – Eid al-Fitr (Muslim) • May 17 – International Day Against Homophobia, Transphobia and Biphobia • May 21 – World Day for Cultural Diversity for Dialogue and Development • May 22 – Declaration of the Bab (Baha’i) • May 29 – Ascension of Baha’u’llah (Baha’i) • May 31 – Memorial Day
<p style="text-align: center;">JUNE</p>	<p>Month-long observances:</p> <ul style="list-style-type: none"> • AIDS Awareness Month • Alzheimer’s and Brain Awareness Month • Black Music Month • National Caribbean American Heritage Month • Pride Month (LGBTQIAA+)

	<p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • June 8 – Race Unity Day • June 12 – Loving Day • June 19 – Juneteenth • June 20 – National Indigenous Peoples Day • June 21 – Litha, Summer Solstice (Pagan) • June 24 – Pride Day (LGBTQIAA+) (varies by city and country)
<p>JULY</p>	<p>Month-long observances:</p> <ul style="list-style-type: none"> • French-American Heritage Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • July 4 – Independence Day • July 9 – Martyrdom of the Bab (Baha'i) • July 11 – World Populace Day • July 14 – Bastille Day • July 18 – International Nelson Mandela Day • July 19 – Eid al-Adha (Muslim) • July 24 – Pioneer Day (Mormon) • July 26 – National Disability Independence Day • July 30 – International Day of Friendship
<p>AUGUST</p>	<p>Month-long observances:</p> <ul style="list-style-type: none"> • National Civility Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • August 9 – International Day of the World's Indigenous People • August 9 – Hijri New Year (Muslim) • August 17 – Marcus Garvey Day • August 19 – World Humanitarian Day • August 26 – Women's Equality Day • August 29 – Krishna Janmashtami (Hindu)

SEPTEMBER	<p>Month-long observances:</p> <ul style="list-style-type: none"> • Hispanic Heritage Month • National Guide Dog Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • September 6 – Labor Day • September 7 – Rosh Hashanah begins (Jewish) • September 11 – Patriot Day (U.S.A.) • September 15 – International Day of Democracy • September 16 – Mexican Independence Day • September 20 – Sukkot begins (Jewish) • September 21 – International Day of Peace • September 26 – European Day of Languages • September 27 – World Tourism Day
OCTOBER	<p>Month-long observances:</p> <ul style="list-style-type: none"> • Breast Cancer Awareness Month • Bullying Prevention Month • Domestic Violence Awareness Month • Down Syndrome Awareness Month • Filipino-American Heritage Month • Italian-American Heritage Month • LGBTQ History Month • National Work and Family Month • Polish-American Heritage Month • Family History Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • October 2 – International Day of Nonviolence • October 6 – Navrati begins (Hindu) • October 10 – World Mental Health Day • October 11 – National Coming Out Day (LGBTQIAA+) • October 11 – National Native American Day • October 15 – White Cane Safety Day (Blind awareness) • October 16 – Bosses’ Day • October 17 – Spirit Day (LGBTQIAA+ anti-bullying) • October 19 – Eid Milad ul-Nabi (Muslim)

	<ul style="list-style-type: none"> • October 20 – Sikh Holy Day (birth of Guru Granth) • October 22 – International Stuttering Awareness Day • October 31 – Halloween • October 31 – Día de los Muertos begins.
NOVEMBER	<p>Month-long observances:</p> <ul style="list-style-type: none"> • November (awareness of men’s health issues, such as prostate cancer) • National Native American, American Indian, and Alaskan Native Heritage Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • November 4 – Diwali (Hindu) • November 6 – Birth of the Bab (Baha’i) • November 7 – Birth of Baha’u’llah (Baha’i) • November 9 – World Freedom Day • November 11 – Veterans Day • November 20 – Transgender Day of Remembrance • November 24 – Day of the Covenant (Baha’i) • November 25 – Thanksgiving • November 27 – Ascension of Abdu’l-Baha (Baha’i) • November 28 – Hanukkah begins (Jewish)
DECEMBER	<p>Month-long observances:</p> <ul style="list-style-type: none"> • Universal Human Rights Month <p>Important D&I calendar dates:</p> <ul style="list-style-type: none"> • December 1 – World AIDS Day • December 3 – International Day for People with Disabilities • December 10 – International Human Rights Day • December 21 – Yule Winter Solstice (Pagan) • December 25 – Christmas (Christian) • December 26 – Kwanzaa begins • December 31 – New Year’s Eve