# 2021 Workplace Diversity and Inclusivity (D&I) Calendar

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates &amp; Description</th>
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<tbody>
<tr>
<td><strong>JANUARY</strong></td>
<td><strong>Month-long observances:</strong></td>
</tr>
<tr>
<td></td>
<td>• National Mentoring Month</td>
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<tr>
<td></td>
<td>• Poverty in America Awareness Month</td>
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<td></td>
<td>• Slavery and Human Trafficking Awareness Month</td>
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<td></td>
<td><strong>Important D&amp;I calendar dates:</strong></td>
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<tr>
<td></td>
<td>• January 1 – New Year’s Day</td>
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<tr>
<td></td>
<td>• January 4 – National Braille Day</td>
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<td></td>
<td>• January 7 – Christmas (Eastern Orthodox)</td>
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<td></td>
<td>• January 10 – Mahayana New Year (Buddhist)</td>
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<td></td>
<td>• January 17 – World Religion Day</td>
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<td></td>
<td>• January 18 – Martin Luther King, Jr. Day</td>
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<td></td>
<td>• January 26 – International Customs Day</td>
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<td></td>
<td>• January 27 – International Holocaust Remembrance Day</td>
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<td></td>
<td>• January 28 – Mahayana New Year (Buddhist)</td>
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<td><strong>FEBRUARY</strong></td>
<td><strong>Month-long observances:</strong></td>
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<td></td>
<td>• American Heart Month</td>
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<td>• Black History Month</td>
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<td>• Human Relations Month</td>
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<td></td>
<td><strong>Important D&amp;I calendar dates:</strong></td>
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<tr>
<td></td>
<td>• February 1 – National Freedom Day</td>
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<td>• February 12 – Chinese New Year (Year of the Ox)</td>
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<td>• February 14 – Valentine’s Day</td>
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<td>• February 15 – Nirvana Day (Buddhist)</td>
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<td>• February 15 – Presidents’ Day (U.S.A.)</td>
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<td>• February 16 – Mardi Gras</td>
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<td>• February 17 – Ash Wednesday</td>
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<td>• February 20 – World Day of Social Justice</td>
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<td>• February 25 – Purim (Jewish)</td>
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### MARCH

**Month-long observances:**
- 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

**Important D&I calendar dates:**
- 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

**Month-long observances:**
- 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

**Important D&I calendar dates:**
- April 2 – World Autism Awareness Day
### April
- 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+)

### May

#### Month-long observances:
- 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

#### Important D&I calendar dates:
- 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

### June

#### Month-long observances:
- AIDS Awareness Month
- Alzheimer’s and Brain Awareness Month
- Black Music Month
- National Caribbean American Heritage Month
- Pride Month (LGBTQIAA+)
## Important D&I calendar dates:
- 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)

### JULY

#### Month-long observances:
- French-American Heritage Month

#### Important D&I calendar dates:
- July 4 – Independence Day
- July 9 – Martyrdom of the Bab (Baha’i)
- July 11 – World Population 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

### AUGUST

#### Month-long observances:
- National Civility Month

#### Important D&I calendar dates:
- 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

**Month-long observances:**
- Hispanic Heritage Month
- National Guide Dog Month

**Important D&I calendar dates:**
- 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

**Month-long observances:**
- 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

**Important D&I calendar dates:**
- October 2 – International Day of Nonviolence
- October 6 – Navrati begins (Hindu)
- October 10 – World Mental Health Day
- October 11 – National Coming Out Day (LGBTQIA+)
- October 11 – National Native American Day
- October 15 – White Cane Safety Day (Blind awareness)
- October 16 – Bosses’ Day
- October 17 – Spirit Day (LGBTQIA+ anti-bullying)
- October 19 – Eid Milad ul-Nabi (Muslim)
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<tr>
<td>• November (awareness of men’s health issues, such as prostate cancer)</td>
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<td>• National Native American, American Indian, and Alaskan Native Heritage Month</td>
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<td>• November 4 – Diwali (Hindu)</td>
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<td>• November 6 – Birth of the Bab (Baha’i)</td>
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<td>• November 7 – Birth of Baha’u’llah (Baha’i)</td>
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<td>• November 9 – World Freedom Day</td>
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<td>• November 11 – Veterans Day</td>
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<td>• November 20 – Transgender Day of Remembrance</td>
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<td>• November 24 – Day of the Covenant (Baha’i)</td>
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<td>• November 25 – Thanksgiving</td>
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<td>• November 27 – Ascension of Abdu’l-Baha (Baha’i)</td>
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<td>• November 28 – Hanukkah begins (Jewish)</td>
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<tr>
<td>• December 1 – World AIDS Day</td>
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<tr>
<td>• December 3 – International Day for People with Disabilities</td>
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<tr>
<td>• December 10 – International Human Rights Day</td>
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<td>• December 21 – Yule Winter Solstice (Pagan)</td>
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<td>• December 25 – Christmas (Christian)</td>
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<td>• December 26 – Kwanzaa begins</td>
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<td>• December 31 – New Year’s Eve</td>
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