



ALA'S DEIA COMMITTEE PRESENTS ANNUAL HERITAGE & CULTURAL CELEBRATION CALENDAR (2023)

*One of the driving goals behind the efforts of ALA's Diversity, Equity, Inclusion & Accessibility (DEIA) Committee is to **"see and feel our commitment to diversity in everything we do."***

With that in mind, the committee has assembled the following annual calendar that lists the widely recognized awareness months and day(s) for diversity-related specific groups, cultures and/or causes, including holidays and national events.

This list was developed by the committee to support legal management professionals in planning DEIA efforts and engagement calendars, and to help fellow members in fostering inclusive workplace environments both for current employees and future recruits.

Our hope is that this list sparks discussions and expands on opportunities to bring focus on DEIA into your firm's engagement calendar and education event planning. We suggest sharing this guide with others within your firm to help coordinate DEIA-focused events and education events.



**Diversity, Equity,
Inclusion and
Accessibility**

Association of Legal Administrators

Page 1



Diversity, Equity, Inclusion and Accessibility

Association of Legal Administrators



HOW TO USE THIS GUIDE

We have seen success when sharing this information with various departments within law firms/legal organizations, beyond the legal management team:

- Marketing department—for social media posts and/or to add to the DEIA-focused page on your firm's website
- HR department—for employee morale programming and/or for inclusion in communication to all employees explaining when offices are closed for the upcoming year
- IT department—to add on your firm's intranet
- Chief Diversity Officer or Diversity, Equity & Inclusion Committee—for planning annual DEIA events and programming

Our goal is to empower ALA members to make tangible changes within firms and communities, so that barriers for underrepresented members would ultimately be removed—and we hope this resource is one you'll also consider sharing with clients and partners who are working towards these same goals.

The dates listed in this document are the 2023 dates for each celebration—the dates marked with an asterisk (*) may change from year to year. This list is certainly not comprehensive, and we plan to distribute updated versions annually. If you have a suggestion for a future version, please send them to diversity@alanet.org. Your input is most welcome and appreciated.

QUICK JUMP LINKS

<u>January</u>	<u>February</u>	<u>March</u>
<u>April</u>	<u>May</u>	<u>June</u>
<u>July</u>	<u>August</u>	<u>September</u>
<u>October</u>	<u>November</u>	<u>December</u>



January

January - Braille Literacy Month

January is Braille Literacy Month in honor of the birthday of Louis Braille, who was born on January 4, 1809.

January 1 - New Year's Day

New Year's Day is the first day in the Gregorian calendar, a solar dating system used by most of the world.

January 4* - International World Braille Day

International World Braille Day is observed to raise awareness of the importance of Braille as a means of communication in the full realization of the human rights of blind and partially sighted people.

January 14 - Makar Sankranti

Makar Sankranti is a major harvest festival celebrated in various parts of India.

January 16* - Martin Luther King Jr. Day

Martin Luther King Jr. Day celebrates the civil rights leader's life and legacy. It is the only federal holiday designated as a National Day of Service to encourage all Americans to volunteer to improve their communities.

January 22* - Lunar New Year

Lunar New Year marks the beginning of the lunar calendar, which is based on cycles of the moon. It is widely celebrated in East and Southeast Asia. It is also called the Spring Festival in China, where people traditionally engage in a two-week long celebration.

January 26 - Republic Day of India

Republic Day of India recognizes the date when the Constitution of India came into law in 1950, replacing the Government of India Act of 1935. This day coincides with India's 1930 declaration of independence.

January 27 - International Holocaust Remembrance Day

The world commemorates International Holocaust Remembrance Day, a United Nations observance that honors and remembers the tragedy of the Holocaust and the millions of people who lost their lives at the hands of the Nazi regime.



February

February - Black History Month

February is Black History Month which celebrates Black history and culture in the United States.

February 14 - Valentine's Day

Valentine's Day is a Western Christian feast day honoring one or two early saints named Valentinus. This holiday is typically associated with romantic love and celebrated by people expressing their love with gifts.

February 20* - Presidents Day

Presidents Day is a national holiday to honor all past presidents of the United States.

February 22* - Ash Wednesday

Ash Wednesday is the first day of Lent on the Christian calendar. Its name is derived from the symbolic use of ashes to signify penitence. In many regions of the world, it takes place immediately after the excesses of Carnival.

March - Women's History Month

March is Women's History Month to honor women as significant agents of historical change.

March - Developmental Disabilities Awareness Month

March is Developmental Disabilities Awareness Month for increasing awareness and understanding of issues affecting people with intellectual and developmental disabilities.

March - National Multiple Sclerosis Education and Awareness Month

March is National Multiple Sclerosis Education and Awareness Month for raising public awareness of the autoimmune disease that affects the brain and spinal cord.

March 6* - Purim or Festival of Lots

Purim, also called the Festival of Lots, is a Jewish holiday that commemorates the saving of the Jewish people from Haman, an official from the ruling Achaemenid Persian Empire.

March 8* - Holi

Holi is a Hindu festival that celebrates spring, love and new life. It's widely celebrated in India and Nepal. It signifies the triumph of good over evil; it is also known as the festival of colors or the festival of sharing love.

March 8 - International Women's Day

International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women.

March 13-19 - Neurodiversity Celebration Week

This week aims to celebrate the diversity of neurological differences and to raise awareness about the challenges those who are neurodivergent can face. According to the Cleveland Clinic, neurodivergence is a nonmedical umbrella term used to describe those whose brain works or develops differently. This can include conditions such as autism, ADHD, dyslexia and other neurological differences that affect how people think, learn and interact with the world.

March 14 - Equal Pay Day

Equal Pay Day is observed to raise awareness about the raw wage gap, the figure that shows that women, on average, earn about 80 cents for every dollar men earn. Equal Pay Day began in 1996 by the National Committee on Pay Equity as a public awareness event to illustrate the gender pay gap.

March 17 - St. Patrick's Day

St. Patrick's Day is a cultural and religious day of celebration to commemorate one of Ireland's patron saints and the arrival of Christianity in Ireland. Many Americans with Irish ancestry observe the day in remembrance of him.

March 21 - Nowruz

Nowruz, also known as the Persian New Year, is a traditional ancient festival celebrating the first day of spring.

March 21 - International Day for the Elimination of Racial Discrimination

International Day for the Elimination of Racial Discrimination is observed annually in the wake of the 1960 killing of 69 people at a demonstration against apartheid "pass laws" in South Africa. The United Nations proclaimed the day in 1966 and called on the international community to redouble its efforts to eliminate all forms of racial discrimination.

March 23* - Ramadan

Ramadan is considered one of the holiest months of the year for Muslims. The month-long fast of Ramadan begins around March 22 and ends around April 20; in 2023, Ramadan begins March 23. In Ramadan, Muslims fast from food and drink during the sunlit hours as a means of drawing closer to God and cultivating self-control, gratitude and compassion for those less fortunate.



March

April

March 31 - International Transgender Day of Visibility

International Transgender Day of Visibility is celebrated to bring awareness of transgender people, their identities and their experiences, as well as to recognize those who helped fight for rights of transgender people.

March 31 - César Chávez Day

César Chávez Day commemorates the American farmworker, labor leader and civil rights activist. In “Chávez left a legacy as an educator, environmentalist and a civil rights leader. And his cause lives on,” said President Barack Obama in 2008. “As farmworkers and laborers across America continue to struggle for fair treatment and fair wages, we find strength in what César Chávez accomplished so many years ago. And we should honor him for what he’s taught us about making America a stronger, more just and more prosperous nation.”

April - Autism Acceptance Month

April is Autism Acceptance Month, which was established to celebrate the unique perspectives of those living with Autism Spectrum Disorder and raise awareness about the broad range of conditions that can affect an individual’s development of social, communication and behavioral skills.

April - Celebrate Diversity Month

April is Celebrate Diversity Month. It was started in 2004 to recognize and honor the diversity surrounding us all. By celebrating differences and similarities during this month, organizers hope that people will get a deeper understanding of each other.

April - National Volunteer Month

April is National Volunteer Month, which was started in 1991 to encourage volunteerism at a young age. By volunteering, people can help save lives and create better environments for us all to live within. Thanking volunteers, such as volunteer fire and ambulance departments, is also an aspect of the celebration.

April - National Arab American Heritage Month

April is National Arab American Heritage Month, which celebrates Arab American heritage and culture and pays tribute to the contributions of Arab Americans.

April 2 - World Autism Awareness Day

World Autism Awareness Day was created to raise awareness of this developmental disorder.



April

April 5-13* - Passover

Passover is a major Jewish holiday that occurs over eight days in March or April. It commemorates the liberation of the Israelites from slavery in ancient Egypt. It's an important holiday in the Jewish calendar that is marked by a series of rituals and traditions, including the Seder, a special meal that takes place on the first two nights of Passover.

April 9* - Easter

Easter is a Christian holiday commemorating the resurrection of Jesus Christ from the dead following his crucifixion. The week before Easter is referred to as "Holy Week" which begins on Palm Sunday. Good Friday is three days before Easter, which commemorates the crucifixion and death of Jesus. Easter is observed each year on the first Sunday after the paschal full moon.

April 14* - Day of Silence

This marks the Day of Silence, during which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual, transgender and queer (LGBTQ) students and their straight allies due to bias and harassment.

April 16 - DC Emancipation Day

DC Emancipation Day marks the abolition of slavery in the District of Columbia in 1862. Over 3,000 enslaved persons were freed eight months before the Emancipation Proclamation liberated slaves in the South.

May - Asian American and Pacific Islander Heritage Month

May is Asian American and Pacific Islander Heritage Month. This month was chosen to commemorate the arrival of the first Japanese immigrant to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks on the project were Chinese.

May - Jewish American Heritage Month

May is Jewish American Heritage Month and focuses on the diverse contributions of Jewish people to American culture.

May - Mental Health Awareness Month

May is Mental Health Awareness Month and aims to raise awareness and educate the public about mental illnesses and reduce the stigma that surrounds them.

May - Older Americans Month

May is Older Americans Month, which was established in 1963 to honor the legacies and contributions of older Americans and to support them as they enter their next stage of life.

May 17 - International Day Against Homophobia, Transphobia and Biphobia

International Day Against Homophobia, Transphobia and Biphobia focuses on diversity in sexual orientation, gender identity and gender expression, while also drawing attention to the violence and discrimination these groups face.

May 19* - Malcolm X Day

Malcolm X Day is celebrated either on his birthday (May 19) or the third Friday of May. The commemoration was proposed as an official state holiday in Illinois in 2015 and Missouri in 2019. At present, only the city of Berkeley, California observes the holiday with city offices and schools closed.

May 21 - World Day for Cultural Diversity for Dialogue and Development

World Day for Cultural Diversity for Dialogue and Development is a day set aside by the United Nations as an opportunity to deepen our understanding of the values of cultural diversity and to learn to live together in harmony.

May 25 - African Liberation Day or African Freedom Day

African Liberation Day, or African Freedom Day, is a day to mark “the onward progress of the liberation movement, and to symbolize the determination of the People of Africa to free themselves from foreign domination and exploitation.”

May 29* - Memorial Day

Memorial Day was first observed after the Civil War as a way to honor the sacrifices of fallen soldiers. It is now observed on the last Monday of May as a way to honor and remember those individuals who served the United States and died in battle.



June

June - LGBTQ Pride Month

June is Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month. It was established to recognize the impact that LGBTQ individuals have had on the world. June 28 is also the anniversary of the 1969 Stonewall Riots. LGBTQ groups celebrate this special time with pride parades, picnics, parties, memorials for those lost to hate crimes and HIV/AIDS, and other group gatherings.

June - Immigrant Heritage Month

June is Immigrant Heritage Month, which was established in 2014. It gives people across the United States an opportunity to annually explore their own heritage and celebrate the shared diversity that forms the unique story of America. It celebrates immigrants across the United States and their contributions to their local communities and economy.

June 2 - American Indian Citizenship Day

American Indian Citizenship Day commemorates the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans.

June 19 - Juneteenth or Freedom Day

Juneteenth, or Freedom Day/Emancipation Day, honors the day in 1865 when enslaved people in Texas and Louisiana finally heard that they were free — two full months after the end of the Civil War. This date, therefore, became the day of emancipation for thousands of Black people in the United States. Although President Abraham Lincoln issued the Emancipation Proclamation in 1863, slaves in Texas waited more than two and a half years to learn of their freedom — until the Union Army arrived in Galveston and ordered that slavery end in the Lone Star State. Ever since, many Black Americans have celebrated that date as “Juneteenth Independence Day.” Juneteenth is an official state holiday in Texas and became a federal holiday in 2021.

June 28-29* - Eid al-Adha

Eid al-Adha, also known as the Feast of the Sacrifice, commemorates the story of the Muslim Prophet Ibrahim's test of faith when he was commanded by God to sacrifice his son, Ismail. Muslims around the world celebrate Eid al-Adha to mark the end of Hajj, the five-day pilgrimage Muslims undertake to cleanse the soul of sins and instill a sense of equality and brotherhood.

July - French-American Heritage Month

July is French-American Heritage Month, which honors and recognizes the significant contributions made to the United States by people of French descent.

July

July 1 - Canada Day

Canada Day is a Canadian federal holiday that celebrates the 1867 enactment of the Constitution Act, which established the three former British colonies of Canada, Nova Scotia and New Brunswick as a united nation called Canada.

July 4 - Independence Day or Fourth of July

Independence Day, or Fourth of July, is a United States federal holiday that celebrates the adoption of the Declaration of Independence on July 4, 1776. The original 13 American colonies declared independence from Britain and established themselves as a new nation known as the United States of America.

July 11 - World Population Day

World Population Day is an observance established in 1989 by the Governing Council of the United Nations Development Programme. The annual event is designed to raise awareness of global population issues.

July 18 - Nelson Mandela International Day

Nelson Mandela International Day was launched on July 18, 2009, in recognition of Nelson Mandela's birthday via a unanimous decision of the U.N. General Assembly. It was inspired by a call Nelson Mandela made a year earlier for the next generation to take on the burden of leadership in addressing the world's social injustices: "It is in your hands now." It is more than a celebration of Mandela's life and legacy; it is a global movement to honor his life's work and to change the world for the better.

July 24 - Pioneer Day

Pioneer Day is observed by The Church of Jesus Christ of Latter-day Saints to commemorate the arrival in 1847 of the first Latter-day Saint pioneers in Salt Lake Valley.

July 26 - National Disability Independence Day

National Disability Independence Day celebrates the anniversary of the 1990 signing of the Americans with Disabilities Act.

July 27-28* - Ashura

Ashura is an Islamic holiday commemorating the day Noah left the ark and the day Allah saved Moses and the Israelites from the Egyptians.



August

August - National Civility Month

August is National Civility Month that was founded to help the world remember to treat others the way we wish to be treated ourselves — with kindness, empathy and respect.

August 17 - Marcus Garvey Day

Marcus Garvey Day celebrates the birthday of the Jamaican politician and activist who is revered by Rastafarians.

August 21 - National Senior Citizens Day

National Senior Citizens Day was proclaimed a holiday by President Ronald Reagan in 1988 as a time to raise awareness to the issues that affect senior citizens and their quality of life.

August 26 - Women's Equality Day

Women's Equality Day commemorates the August 26, 1920, certification of the 19th Amendment to the U.S. Constitution that gave women the right to vote.

August 30* - Hungry Ghost Festival or Zhongyuan Festival

Hungry Ghost Festival, or Zhongyuan Festival, is a Chinese holiday where street, market and temple ceremonies take place to honor dead ancestors and appease other spirits.

August 30* - Raksha Bandhan

Raksha Bandhan is a Hindu holiday commemorating the loving kinship between a brother and sister. "Raksha" means "protection" in Hindi and symbolizes the longing a sister has to be protected by her brother. During the celebration, a sister ties a string around her brother's (or brother-figure's) wrist and asks him to protect her. The brother usually gives the sister a gift and agrees to protect her for life.



September

September - National Suicide Prevention Month

September is National Suicide Prevention Month. Mental health advocates — along with survivors and allies — unite to advocate and promote suicide prevention awareness.

September 4* - Labor Day

Labor Day is observed annually on the first Monday of September to celebrate the American labor movement and its workers who fought for better wages, working conditions and workers' rights. Several states already celebrated Labor Day, but it officially became a federal holiday in 1894.

September 15-October 15 - Hispanic Heritage Month

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.

September 15-17* - Rosh Hashanah

From sundown to sundown, Rosh Hashanah, the Jewish New Year celebration, marks the creation of the world.

September 19* - Ganesh Chaturthi

Ganesh Chaturthi a Hindu holiday lasting around 10 days, where the elephant-headed Hindu God is praised and given offerings.

September 22* - Native Americans' Day

Native Americans' Day is a federal holiday observed annually on the fourth Friday in September in the state of California and Nevada and on the second Monday in October in South Dakota and Oklahoma.

September 24-25* - Yom Kippur

Yom Kippur is the holiest day on the Jewish calendar. From sundown to sundown, it's a day of atonement marked by fasting and ceremonial repentance.

September 26 - European Day of Languages

European Day of Languages is celebrated across Europe to promote the importance of language learning and protecting linguistic heritage. It is important to recognize the rich linguistic diversity in Europe.

September 26-27* - Eid Milad-un-Nabi

Eid Milad-un-Nabi is an Islamic holiday commemorating the birthday of the prophet Muhammad. During this celebration, from sundown to sundown, homes and mosques are decorated, large parades take place and those observing the holiday participate in charity events.



October

October - National Disability Employment Awareness Month

October is National Disability Employment Awareness Month. The annual event draws attention to employment barriers that still need to be addressed.

October 6-7* - Shemini Atzeret

Shemini Atzeret is a Jewish holiday also known as The Eighth [day] of the Solemn Assembly. From sundown to sundown, it takes place the day after the Sukkot festival, where gratitude is given for the fall harvest.

October 7-8* Simchat Torah

Simchat Torah is a Jewish holiday and marks the end of the weekly readings of the Torah. From sundown to sundown, the holy book is read from chapter one of Genesis to Deuteronomy 34 and then back to chapter one again, in acknowledgement of the words of the Torah being a circle, a never-ending cycle.

October 9* - National Indigenous Peoples Day

National Indigenous Peoples Day is an alternative to celebrating Columbus Day. It gives recognition to the indigenous populations affected by colonization.

October 10 - World Mental Health Day

World Mental Health Day was first celebrated in 1992. This day is meant to increase public awareness about the importance of mental health, mental health services and mental health workers worldwide.

October 11 - National Coming Out Day

National Coming Out Day in the United States recognizes those who identify as LGBTQ. This day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.

October 18* - International Pronouns Day

International Pronouns Day seeks to make respecting, sharing and educating about personal pronouns commonplace. Each year it is held on the third Wednesday of October.

October 31-November 2 - Day of the Dead or Día de los Muertos

Day of the Dead, or Día de los Muertos, is a multi-day holiday celebrated in Mexico and by people of Mexican descent where families welcome back the souls of their deceased relatives at midnight on October 31 for a brief reunion that includes food, drink and celebration.



November

November - National Native American Heritage Month

November is National Native American Heritage Month, which celebrates the history and contributions of Native Americans.

November 11 - Veterans Day

Always observed on November 11 to honor and remember all those who served in the United States Armed Forces. It was originally called Armistice Day to commemorate the end of World War I. After World War II and the Korean War, Congress amended the original commemoration so that it would honor all veterans.

November 19 - International Men's Day

International Men's Day emphasizes the important issues affecting males, including certain health issues, improving the relations between genders, highlighting the importance of male role models and promoting gender equality. This holiday is celebrated in over 70 countries.

November 20 - Transgender Day of Remembrance

Transgender Day of Remembrance was established in 1999 to memorialize those who have been killed as a result of transphobia and to raise awareness of the continued violence endured by the transgender community.

November 23* - Thanksgiving

Thanksgiving is the day of giving thanks for the blessing of the harvest and of the preceding year. Although Thanksgiving is celebrated on the fourth Thursday in November in the United States, the holiday takes place on various dates in countries around the world.

November 24* - Native American Heritage Day

Native American Heritage Day is a civil holiday observed annually on the Friday after Thanksgiving. It encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities. The day was signed into law by George W. Bush in 2008.

November 30 - St. Andrew's Day

St. Andrew's Day is the feast day in Scotland to celebrate Andrew the Apostle, also called The Feast of St. Andrews or Andermas.



December

December 1 - World AIDS Day

World AIDS Day commemorates those who have died of AIDS and acknowledges the need for a continued commitment to all those affected by the HIV/AIDS epidemic.

December 3 - International Day of Persons with Disabilities

International Day of Persons with Disabilities was designed to promote compassion and understanding of people with disabilities in order to improve their lives and provide them with equal opportunity.

December 8 - Latina Equal Pay Day

Latina Equal Pay Day is a day to raise awareness that Latina workers remain greatly underpaid, including frontline workers.

December 8 - Bodhi Day

Bodhi Day is the Buddhist holiday that commemorates the day that the historical Buddha, Siddhartha Gautama (Shakyamuni), experienced enlightenment — also known as bodhi in Sanskrit and Pali.

December 10 - International Human Rights Day

International Human Rights Day was established by the United Nations in 1948 to commemorate the anniversary of the Universal Declaration of Human Rights.

December 12 - Feast of Our Lady of Guadalupe

Feast of our Lady of Guadalupe is a religious holiday in Mexico commemorating the appearance of the Virgin Mary to the Mexican peasant Juan Diego near Mexico City in 1531.

December 7-15* - Hanukkah

Hanukkah is a Jewish holiday that is celebrated around the world for eight days and nights. Hanukkah celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.

December 16-24 - Las Posadas

Las Posadas is a nine-day religious festival in Mexico and some parts of the United States to commemorate the trials Mary and Joseph endured during their journey from Nazareth to Bethlehem in search of a safe refuge for Mary to give birth to Jesus.



December

December 25 - Christmas Day

Christmas Day is when many Christians celebrate the anniversary associated with Jesus's birth.

December 26 - Boxing Day

Boxing Day was originally a holiday celebrated in the United Kingdom, Canada, Ireland, Australia, New Zealand, Hong Kong and South Africa to offer gifts to the poor, but it has now become a secular shopping holiday.

December 26-January 1 - Kwanzaa

Kwanzaa is a weeklong African American holiday started by Maulana Karenga in 1966 to celebrate universal African American culture and traditions.