

2024

EQUITY THROUGH ACTION DEI CALENDAR & RESOURCES





FEBRUARY

MONTH-LONG OBSERVANCES

- AMERICAN HEART MONTH
- BLACK HISTORY MONTH
- HUMAN RELATIONS MONTH

KEY DATES

- FEBRUARY 1 - NATIONAL FREEDOM DAY
- FEBRUARY 10 - CHINESE NEW YEAR
- FEBRUARY 19 - PRESIDENTS DAY
- FEBRUARY 20 - WORLD DAY OF SOCIAL JUSTICE



WAYS TO CELEBRATE

RESEARCH IMPORTANT BLACK INNOVATORS THAT ALIGN WITH YOUR WORK AND SHARE THE KNOWLEDGE WITH YOUR TEAM DURING LUNCH AND LEARN. SCHEDULE A TRAINING WITH ETA FOR STRATEGIES TO INTERRUPT UNCONSCIOUS BIAS YOUR TEAM MIGHT HAVE AROUND THE CONTRIBUTIONS OF AFRICAN AMERICANS.



FEBRUARY 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

				1 NATIONAL FREEDOM DAY	2	3
4	5	6	7	8	9	10 CHINESE NEW YEAR
11	12	13 MARDI GRAS	14 ASH WEDNESDAY VALENTINES DAY	15 NIRVANA DAY	16	17
18	19 PRESIDENTS DAY	20 WORLD DAY OF SOCIAL JUSTICE	21	22	23	24
25	26	27	28	29		



MARCH

MONTH-LONG OBSERVANCES

- DEVELOPMENTAL DISABILITIES AWARENESS MONTH
- ETHNIC EQUALITY MONTH
- GENDER EQUALITY MONTH
- NATIONAL WOMEN'S HISTORY MONTH

KEY DATES

- MARCH 1 - EMPLOYEE APPRECIATION DAY
- MARCH 25 - INTL. DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY
- MARCH 31 - EASTER
- MARCH 31- TRANSGENDER DAY OF VISIBILITY

WAYS TO CELEBRATE

AUDIT AND REVIEW YOUR COMPANY POLICIES TO ENSURE THEY ARE INCLUSIVE AND RESPECTFUL OF TRANS, NONBINARY, AND GENDER-EXPANSIVE PEOPLE FROM RECRUITMENT TO HIRING AND PROMOTING. ETA'S COURSES EQUIP YOU WITH A DYNAMIC UNDERSTANDING OF INCLUSIVE LANGUAGE AND HOW TO ENSURE THAT YOUR WORKPLACE AUTHENTICALLY EMBRACES ALL IDENTITIES.



MARCH 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

					1 EMPLOYEE APPRECIATION DAY	2
3	4	5	6	7	8 INTL. WOMEN'S DAY MAHA SHIVARATI	9
10 RAMADAN BEGINS	11	12	13	14 PI DAY ST. PATRICK'S DAY	15	16
17	18	19 BAHÁ'Í NAW-RÚZ	20	21 WORLD DOWN SYNDROME DAY	22	23 PURIM
24 PALM SUNDAY	25 INTL. DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY HOLI	26	27	28	29 GOOD FRIDAY	30
31 EASTER TRANSGENDER DAY OF VISIBILITY						





APRIL

MONTH-LONG OBSERVANCES

- AUTISM AWARENESS MONTH
- CELEBRATE DIVERSITY MONTH
- EARTH MONTH
- NATIONAL CHILD ABUSE PREVENTION MONTH
- NATIONAL VOLUNTEER MONTH



KEY DATES

- APRIL 6 - LAYLAT AL-QADR (MUSLIM)
- APRIL 12 - NATIONAL DAY OF SILENCE (LGBTQIAA+)
- APRIL 22 - PASSOVER (JEWISH)
- APRIL 22 - EARTH DAY

WAYS TO CELEBRATE



NEURODIVERSE INDIVIDUALS OFTEN FACE WORKPLACE INCLUSION CHALLENGES DUE TO LIMITED OPPORTUNITIES FOR ADVANCEMENT. ETA PROVIDES TOOLS AND RECOMMENDATIONS TO SHIFT WORKPLACE POLICIES AND CULTURE TO CREATE AN ENVIRONMENT WHERE NEURODIVERSE INDIVIDUALS ARE INCLUDED AND CELEBRATED.

APRIL 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

	1	2 WORLD AUTISM AWARENESS DAY	3	4	5	6 LAYLAT AL-QADR
7	8	9 EID AL-FITR	10	11	12 NATL. DAY OF SILENCE	13
14	15	16	17	18	19	20 START OF RIDVAN
21	22 EARTH DAY PASSOVER	23	24	25	26	27
28	29	30				





MAY

MONTH-LONG OBSERVANCES

- JEWISH-AMERICAN HERITAGE MONTH
- MENTAL HEALTH MONTH
- NATIONAL ASIAN AMERICAN & PACIFIC ISLANDER (AAPI) HERITAGE MONTH

KEY DATES

- MAY 17 - INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA
- MAY 21 - WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE & DEVELOPMENT
- MAY 27 - MEMORIAL DAY

WAYS TO CELEBRATE

MANY WORKPLACES LACK INITIATIVES THAT EFFECTIVELY ADDRESS MENTAL HEALTH, LEADING TO LINGERING STIGMA AND AN IMPACT ON THE OVERALL WELL-BEING OF TEAM MEMBERS. ETA'S ENGAGING FRAMEWORKS PROVIDE PRACTICAL TOOLS TO NURTURE INDIVIDUAL WELL-BEING AND CONTRIBUTE TO A MORE SUPPORTIVE AND EMPATHETIC WORKPLACE ENVIRONMENT.



MAY 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

			1	2	3	4
5 YOM HASHOAH	6	7	8	9	10	11
12	13	14	15	16	17 INTL. DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA	18
19	20	21 WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE & DEVELOPMENT	22 DECLARATION OF THE BAB	23	24	25
26	27 MEMORIAL DAY ASCENSION OF BAHA'U'LLAH	28	29	30	31	





JUNE

MONTH-LONG OBSERVANCES

- ALZHEIMER'S AND BRAIN AWARENESS MONTH
- PRIDE MONTH

KEY DATES

- JUNE 9 - RACE UNITY DAY
- JUNE 12 - LOVING DAY
- JUNE 19 - JUNETEENTH
- JUNE 21 - NATL. INDIGENOUS PEOPLES DAY
- JUNE 30 - PRIDE DAY (LGBTQIAA+)

WAYS TO CELEBRATE

CELEBRATE JUNETEENTH BY AMPLIFYING YOUR COMPANY'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION THROUGH ACTIVITIES AND DIALOGUES THAT HONOR THE HISTORY AND ITS IMPACT. ETA PARTNERS WITH OUR CLIENTS TO COMMEMORATE JUNETEENTH THROUGH OUR SERIES DESIGNED TO DEEPEN YOUR UNDERSTANDING OF JUNETEENTH AND WAYS TO TRANSFORM YOUR COMPANY'S INSTITUTIONAL INFRASTRUCTURE.

JUNE 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

						1
2	3	4	5	6	7	8
9 RACE UNITY DAY	10	11	12 LOVING DAY	13	14	15
16 EID AL-ADHA	17	18	19 JUNETEENTH	20 LITHA SUMMER SOLSTICE	21 NATL. INDIGENOUS PEOPLES DAY	22
23	24	25	26	27	28	29
30 PRIDE DAY (LGBTQIAA+)						





JULY

MONTH-LONG OBSERVANCES

- FRENCH-AMERICAN HERITAGE MONTH

KEY DATES

- JULY 4 - AMERICAN INDEPENDENCE DAY
- JULY 7 - ISLAMIC NEW YEAR
- JULY 9 - MARTYRDOM OF THE BAB (BAHÁ'Í)
- JULY 18 - INTL. NELSON MANDELA DAY
- JULY 24 - PIONEER DAY (MORMON)
- JULY 26 - NATL. DISABILITY INDEPENDENCE DAY

WAYS TO CELEBRATE

CULTIVATING A NON-ABLEIST WORKPLACE CULTURE INVOLVES CONSIDERING AND ACCOMMODATING THE NEEDS AND EXPERIENCES OF INDIVIDUALS WITH DIVERSE ABILITIES. ETA CONDUCTS AUDITS OF COMPANY POLICIES AND CLIMATE TO ASSESS FOR INCLUSIVITY AND PROMOTE ACCESSIBILITY. COLLABORATIVELY CREATE A TOOLKIT OF BEST PRACTICES TAILORED TO YOUR ORGANIZATION.

JULY 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4 INDEPENDENCE DAY	5	6
7 ISLAMIC NEW YEAR	8	9 MARTYRDOM OF THE BAB	10	11 WORLD POPULATION DAY	12	13
14 BASTILLE DAY	15	16	17	18 INTL. NELSON MANDELA DAY	19	20
21	22	23	24 PIONEER DAY	25	26 NATL. DISABILITY INDEPENDENCE DAY	27
28	29	30 INTL. DAY OF FRIENDSHIP	31			





AUGUST

MONTH-LONG OBSERVANCES

- NATIONAL CIVILITY MONTH

KEY DATES

- AUGUST 9 - INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLES
- AUGUST 17 - MARCUS GARVEY DAY
- AUGUST 19 - WORLD HUMANITARIAN DAY
- AUGUST 26 - WOMEN'S EQUALITY DAY

WAYS TO CELEBRATE

CREATING A WORKPLACE CULTURE THAT FOSTERS INTENTIONAL TEAM BUILDING, RECOGNITION, APPRECIATION, PROFESSIONAL DEVELOPMENT, AND ENHANCED COLLABORATION IS KEY TO RETAINING AND DEVELOPING TEAM MEMBERS. ETA DESIGNS STAFF ADVANCES & RETREATS TO MEET YOUR ORGANIZATION'S NEEDS. STRENGTHEN RELATIONSHIPS TO CULTIVATE CONNECTION, BELONGING, AND INCLUSION FOR ALL TEAM MEMBERS AND ENHANCE YOUR ORGANIZATIONAL CULTURE.

AUGUST 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

				1	2	3
4	5	6	7	8	9 INTL. DAY OF THE WORLD'S INDIGENOUS PEOPLES	10
11	12	13	14	15	16	17 MARCUS GARVEY DAY
18	19 WORLD HUMANITARIAN DAY	20	21	22	23	24
25	26 WOMEN'S EQUALITY DAY	27	28	29	30	31





SEPTEMBER

MONTH-LONG OBSERVANCES

- LATINX HERITAGE MONTH
- NATIONAL GUIDE DOG MONTH

KEY DATES

- SEPTEMBER 2 - LABOR DAY
- SEPTEMBER 11 - PATRIOT DAY
- SEPTEMBER 21 - INTL. DAY OF PEACE



WAYS TO CELEBRATE

CELEBRATE LATINX HERITAGE MONTH BY RECOGNIZING HOW TEAM LANGUAGE DIVERSITY CONTRIBUTES TO A DYNAMIC AND INNOVATIVE WORK ENVIRONMENT. ENHANCE YOUR ALLYSHIP PRACTICES BY INCREASING AWARENESS AND LEARNING STRATEGIES TO TRANSFORM YOUR COMPANY'S INSTITUTIONAL INFRASTRUCTURE.



SEPTEMBER 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

1	2 LABOR DAY	3	4	5	6	7
8	9	10	11 PATRIOT DAY	12	13	14
15 EID MILAD UL-NABI INTL. DAY OF DEMOCRACY	16 MEXICAN INDEPENDENCE DAY	17	18	19	20	21 INTL. DAY OF PEACE
22	23	24	25	26	27 WORLD TOURISM DAY	28
29	20					



OCTOBER

MONTH-LONG OBSERVANCES

- AIDS AWARENESS MONTH
- DOMESTIC VIOLENCE AWARENESS MONTH
- DOWN SYNDROME AWARENESS MONTH
- LGBTQ HISTORY MONTH

KEY DATES

- OCTOBER 2 - INTL. DAY OF NONVIOLENCE
- OCTOBER 2 - ROSH HASHANAH (JEWISH)
- OCTOBER 10 - WORLD MENTAL HEALTH DAY
- OCTOBER 11 - NATL. COMING OUT DAY (LGBTQIAA+)
- OCTOBER 15 - WHITE CANE SAFETY DAY
- OCTOBER 16 - SUKKOT BEGINS (JEWISH)

WAYS TO CELEBRATE

THE ABSENCE OF AUTHENTIC RELATIONSHIP-BUILDING, CONFLICT MANAGEMENT STRATEGIES, AND A FEEDBACK-ORIENTED CULTURE CAN HINDER TEAM INNOVATION AND EQUITY. ETA'S WORKING SERIES FOCUSES ON DEVELOPING STRONG TEAM DYNAMICS THROUGH UNDERSTANDING THE MOST EFFECTIVE AND SUPPORTIVE WAYS TO WORK TOGETHER. GAIN TOOLS TO PROMOTE A TEAM CULTURE OF AUTHENTICITY AND COHESION.



OCTOBER 2024

MORE WAYS TO CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

		1	2 INTL. DAY OF NONVIOLENCE ROSH HASHANAH	3 NAVARATI BEGINS	4	5
6	7	8	9	10 WORLD MENTAL HEALTH DAY	11 NATL. COMING OUT DAY	12
13	14 INDIGENOUS PEOPLES' DAY	15 WHITE CANE SAFETY DAY	16 SUKKOT BEGINS	17 SPIRIT DAY	18	19
20	21	22 INTL. STUTTERING AWARENESS DAY	23	24	25	26
27	28	29	30	31 HALLOWEEN		





NOVEMBER

MONTH-LONG OBSERVANCES

- NATL. NATIVE AMERICAN HERITAGE MONTH

KEY DATES

- NOVEMBER 9 - WORLD FREEDOM DAY
- NOVEMBER 11 - VETERANS DAY
- NOVEMBER 20 - TRANSGENDER DAY OF REMEMBRANCE

WAYS TO CELEBRATE

PRACTICE BEING AN ALLY TO INDIGENOUS COMMUNITIES BY RECOGNIZING THE IMPACT AND LEGACY OF SETTLER COLONIALISM IN THE US. ETA'S FRAMEWORKS EQUIP PARTICIPANTS WITH THE KNOWLEDGE AND TOOLS NEEDED TO BE MORE EFFECTIVE ALLIES INDIVIDUALLY AND INSTITUTIONALLY, CONTRIBUTING TO A MORE INCLUSIVE AND RESPECTFUL WORKPLACE CULTURE.



NOVEMBER 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

					1 DIWALI DIA DE LOS MUERTOS BEGINS	2
3	4	5	6	7	8	9 WORLD FREEDOM DAY
10	11 VETERANS DAY	12	13	14	15	16
17	18	19	20 BIRTH OF GURU GRANTH TRANSGENDER DAY OF REMEMBRANCE	21	22	23
24 DAY OF THE COVENANT	25	26 ASCENSION OF ABDU'L-BAHA	27	28	29	30





DECEMBER

MONTH-LONG OBSERVANCES

- UNIVERSAL HUMAN RIGHTS MONTH

KEY DATES

- DECEMBER 1 - WORLD AIDS DAY
- DECEMBER 10 - INTL. HUMAN RIGHTS DAY
- DECEMBER 25 - CHRISTMAS
- DECEMBER 25 - START OF HANUKKAH (JEWISH)
- DECEMBER 26 - KWANZAA BEGINS
- DECEMBER 31 - NEW YEAR'S EVE

WAYS TO CELEBRATE

MANY COMPANIES ARE EXAMINING HOW TO FOSTER A TRULY INCLUSIVE WORKPLACE DURING THE HOLIDAYS, AS TRADITIONAL TIME-OFF POLICIES MAY NOT ACCOMMODATE TEAM MEMBERS' DIVERSE RELIGIOUS AND CULTURAL OBSERVANCES. ETA PARTNERS WITH OUR CLIENTS TO DESIGN AND IMPLEMENT FLEXIBLE FLOATING HOLIDAY POLICIES THAT ARE RIGHT FOR YOUR WORKPLACE.

DECEMBER 2024

MORE WAYS TO
CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

1 WORLD AIDS DAY	2	3 INTL. DAY FOR PEOPLE WITH DISABILITIES	4	5	6	7
8	9	10 INTL. HUMAN RIGHTS DAY	11	12	13	14
15	16	17	18	19	20	21 YULE WINTER SOLSTICE
22	23	24	25 CHRISTMAS START OF HANUKKAH	26 KWANZAA BEGINS	27	28
29	30	31 NEW YEAR'S EVE				





JANUARY

MONTH-LONG OBSERVANCES

- NATIONAL MENTORING MONTH
- POVERTY IN AMERICA AWARENESS MONTH
- SLAVERY & HUMAN TRAFFICKING AWARENESS MONTH

KEY DATES

- JANUARY 20- MARTIN LUTHER KING JR. DAY
- JANUARY 27 - INTL. HOLOCAUST REMEMBRANCE DAY



WAYS TO CELEBRATE

TO HONOR THE LEGACY OF REVEREND DR. MARTIN LUTHER KING JR., MAKE AN IMPACT THROUGH ACTS OF SERVICE WITHIN YOUR COMMUNITIES. CONSIDER ORGANIZING A COAT OR FOOD DRIVE, OR MAKE A DONATION TO ORGANIZATIONS THAT EMPOWER LOW-INCOME OR UNHOUSED MEMBERS OF YOUR COMMUNITY.

JANUARY 2025

MORE WAYS TO CELEBRATE HERE



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

			1 NEW YEAR'S DAY	2	3	4 WORLD BRAILLE DAY
5	6	7 ORTHODOX CHRISTMAS	8	9	10	11
12	13	14 MAHAYANA	15	16	17	18
19	20 MLK JR. DAY	21	22	23	24	25
26	27 INTL. HOLOCAUST REMEMBRANCE DAY	28	29	30	31	





THANK YOU!

As an Equity Through Action client, we know how much you value diversity, equity, and inclusion and the hard work you've put in to ensure your team feels a strong sense of connection and belonging.

One way to further this important work is to honor and celebrate the wide range of holidays and days that raise awareness for historically marginalized individuals. We hope you enjoy this tool and use it as a reference for your workplace celebrations.

Thank you again for being a part of our community; we look forward to working together in 2024!

C. Marvic Taylor
President & Principal Consultant