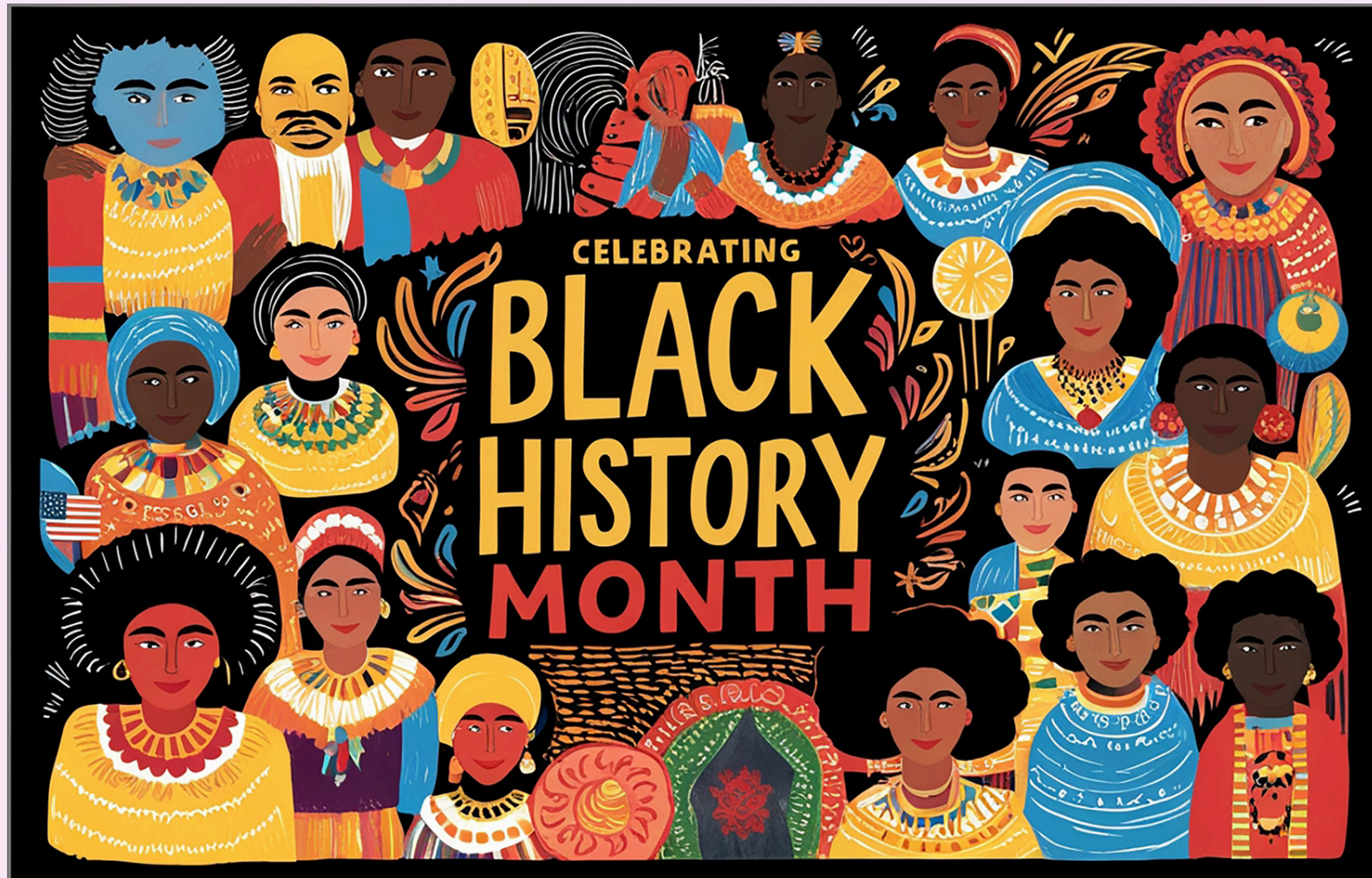


2025

EQUITY THROUGH ACTION

CALENDAR



FEBRUARY

MONTH-LONG OBSERVANCES

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

KEY DATES

- FEBRUARY 1 - NATIONAL FREEDOM DAY
- FEBRUARY 17 - PRESIDENTS DAY
- FEBRUARY 20 - WORLD DAY OF SOCIAL JUSTICE
- FEBRUARY 26: MAHA SHIVARATRI
- FEBRUARY 28: RAMADAN BEGINS*

WAYS TO CELEBRATE

RESEARCH IMPORTANT BLACK INNOVATORS THAT ALIGN WITH YOUR WORK AND SHARE THE KNOWLEDGE WITH YOUR TEAM DURING A LUNCH AND LEARN. ETA'S **CELEBRATING BLACK HISTORY MONTH** AND THE **ROOTS OF RACISM WORKSHOPS** OFFER STRATEGIES TO PROMOTE INCLUSIVITY AND HISTORICAL UNDERSTANDING.



FEBRUARY 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 NATIONAL FREEDOM DAY
2	3	4	5	6	7	8
9	10	11	12	13	14 VALENTINES DAY	15 NIRVANA DAY
16	17 PRESIDENTS DAY	18	19	20 WORLD DAY OF SOCIAL JUSTICE	21	22
23	24	25	26 MAHA SHIVARATRI	27	28 RAMADAN BEGINS	



MARCH

MONTH-LONG OBSERVANCES

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

KEY DATES

- MARCH 7 - 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. UPLIFT WOMEN'S CONTRIBUTIONS AND PROMOTE GENDER EQUITY IN LEADERSHIP. ETA'S **INCLUSIVE LEADERSHIP TRAINING** SERIES DEVELOPS SKILLS FOR CREATING EQUITABLE SPACES.

Equality

MARCH 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4 MARDI GRAS	5 EQUAL PAY DAY ASH WEDNESDAY	6	7 EMPLOYEE APPRECIATION DAY	8 INTL. WOMENS DAY
9	10	11	12	13	14 PI DAY HOLI	15
16	17 ST. PATRICKS DAY	18	19	20	21 WORLD DOWN SYNDROM DAY	22
23	24	25 INTL. DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY & THE TRANSATLANTIC SLAVE TRADE	26	27	28	29
30 NAVRATRI BEGINS	31 INTERNATIONAL 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

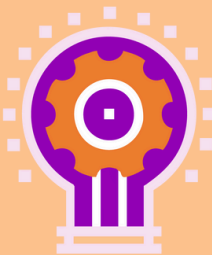
- APRIL 2 - WORLD AUTISM AWARENESS DAY
- APRIL 6 - LAYLAT AL-QADR (MUSLIM)
- APRIL 12 - NATIONAL DAY OF SILENCE (LGBTQIAA+)
- APRIL 22 - PASSOVER (JEWISH)
- APRIL 22 - EARTH DAY

WAYS TO CELEBRATE

NEURODIVERSE INDIVIDUALS OFTEN FACE WORKPLACE INCLUSION CHALLENGES DUE TO LIMITED OPPORTUNITIES FOR ADVANCEMENT. HIGHLIGHT THE VALUE OF DIVERSE IDENTITIES THROUGH INTENTIONAL CONVERSATIONS. ETA'S **CONSCIOUS CONVERSATIONS WORKSHOP** PROVIDES TOOLS AND RECOMMENDATIONS TO SHIFT WORKPLACE POLICIES AND CULTURE TO CREATE AN ENVIRONMENT WHERE NEURODIVERSE INDIVIDUALS ARE INCLUDED AND CELEBRATED.



APRIL 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2 WORLD AUTISM AWARENESS DAY	3	4	5 LAYLAT AL-QADR
6	7	8	9 EID-AL-FITR/END OF RAMADAN	10	11 NATIONAL DAY OF SILENCE (LGBTQ+)	12 PASSOVER BEGINS
13 PALM SUNDAY	14	15	16	17	18	19
20 EASTER	21	22 EARTH DAY	23	24	25	26
27	28	29	30			

MAY

MONTH-LONG OBSERVANCES

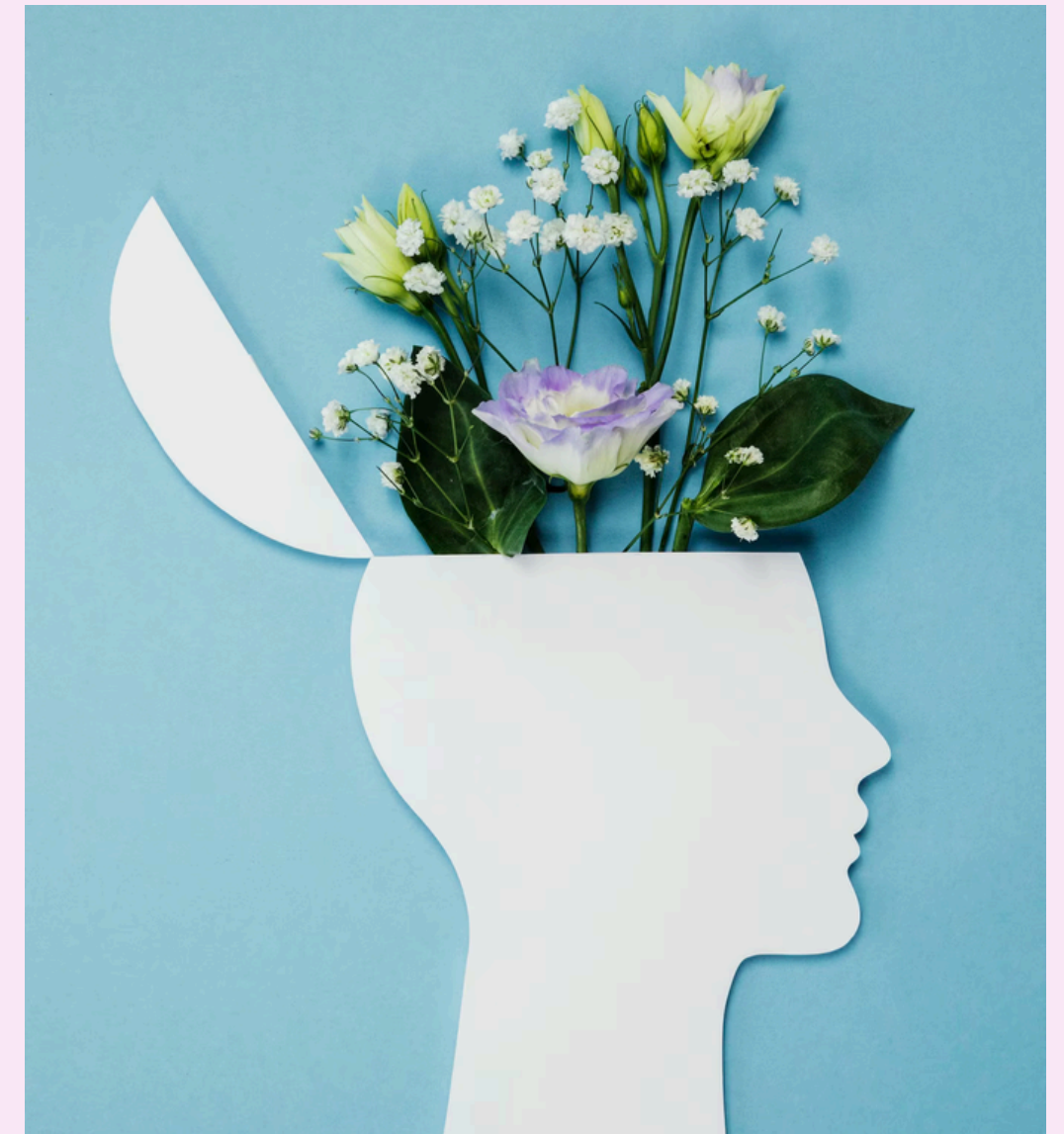
- JEWISH-AMERICAN HERITAGE MONTH
- MENTAL HEALTH AWARENESS MONTH
- NATIONAL ASIAN AMERICAN & PACIFIC ISLANDER (AAPI) HERITAGE MONTH

KEY DATES

- MAY 17 - INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA
- MAY 21 - WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE & DEVELOPMENT
- MAY 29 - MEMORIAL DAY

WAYS TO CELEBRATE

MANY WORKPLACES LACK INITIATIVES THAT EFFECTIVELY ADDRESS MENTAL HEALTH CHALLENGES, LEADING TO LINGERING STIGMA AND AN IMPACT ON THE OVERALL WELL-BEING OF TEAM MEMBERS. SUPPORT WELL-BEING BY EXPLORING **EMOTIONAL INTELLIGENCE IN THE WORKPLACE**. **ETA'S EMOTIONAL INTELLIGENCE DEVELOPMENT TRAINING** STRENGTHENS EMOTIONAL REGULATION AND WORKPLACE RELATIONSHIPS.



MAY 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5 CINCO DE MAYO	6	7	8	9	10
11	12	13	14	15	16	17 INTL. DAY AGAINST HOMOPHOBIA, TRANSPHOBIA AND BIPHOBIA
18	19	20	21	22	23	24
25	26 MEMORIAL DAY	27	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 28 - PRIDE DAY (LGBTQIAA+)

WAYS TO CELEBRATE

CELEBRATE LGBTQ+ AND BLACK LIBERATION BY AMPLIFYING YOUR COMPANY'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION THROUGH ACTIVITIES AND DIALOGUES THAT HONOR THE HISTORY AND ITS IMPACT. ETA'S **HONORING JUNETEENTH AND INCLUSIVE LANGUAGE WORKSHOPS** PROVIDE TOOLS FOR FOSTERING BELONGING AND HONORING INTERSECTIONAL IDENTITIES.

JUNE 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5 WORLD ENVIRONMENT DAY	6	7
8	9 RACE UNITY DAY	10	11	12 LOVING DAY	13	14
15	16	17	18	19 JUNETEENTH	20 WORLD REFUGEE DAY	21
22	23	24	25	26	27	28 PRIDE DAY
29	30					



JULY

MONTH-LONG OBSERVANCES

- FRENCH-AMERICAN HERITAGE MONTH

KEY DATES

- JULY 4 - AMERICAN INDEPENDENCE DAY
- 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
- JULY 27 - ISLAMIC NEW YEAR

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. WE COLLABORATIVELY CREATE A TOOLKIT OF BEST PRACTICES TAILORED TO YOUR ORGANIZATION.

JULY 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4 INDEPENDENCE DAY	5
6	7	8	9	10	11 WORLD POPULACE DAY	12
13	14	15	16	17	18 INT' NELSON MANDELA DAY	19
20	21	22	23	24 PIONEER DAY	25	26 NATIONAL DISABILITY INDEPENDENCE DAY
27 ISLAMIC NEW YEAR	28	29	30 INTERNATIONAL 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.** ETA'S **BUILDING A CULTURE OF TRUST SESSION** FOSTERS COLLABORATION AND MUTUAL RESPECT ACROSS DIVERSE TEAMS.



AUGUST 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9 INTL. DAY OF WORLDS INDIGENOUS PEOPLE
10	11	12	13 LEFT-HANDERS DAY	14	15	16
17 MARCUS GARVEY DAY	18	19 WORLD HUMANITARIAN DAY	20	21 SENIOR CITIZENS DAY	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
- SUICIDE PREVENTION MONTH

KEY DATES

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

WAYS TO CELEBRATE

CELEBRATE LATINX HERITAGE MONTH ORGANIZING A COMPANY-WIDE INITIATIVE TO SUPPORT LOCAL LATINX-OWNED BUSINESSES BY HOSTING A CATERED LUNCH, FEATURING THEIR PRODUCTS, OR PARTNERING WITH THEM FOR SERVICES. THIS FOSTERS ECONOMIC EMPOWERMENT AND STRENGTHENS COMMUNITY CONNECTIONS.



SEPTEMBER 2024



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 LABOR DAY	2	3	4	5 INTERNATIONAL DAY OF CHARITY	6
7	8	9	10	11	12	13
14	15 INT' DAY OF DEMOCRACY	16 MEXICAN INDEPENDENCE DAY	17	18	19	20
21 INTERNATIONAL DAY OF PEACE	22 AMERICAN BUSINESS WOMEN'S DAY ROSH HASHANAH	23	24	25	26	27
28	29	30				

OCTOBER

MONTH-LONG OBSERVANCES

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

KEY DATES

- OCTOBER 2 - INTL. DAY OF NONVIOLENCE
- OCTOBER 10 - WORLD MENTAL HEALTH DAY
- OCTOBER 11 - NATL. COMING OUT DAY (LGBTQIAA+)
- OCTOBER 13 – NATIONAL INDIGENOUS PEOPLES’ DAY
- OCTOBER 20 – DIWALI (HINDU)

WAYS TO CELEBRATE

ADVOCATE FOR DISABILITY INCLUSION BY INTERRUPTING WORKPLACE BIAS. **THE INTERRUPTING BIAS IN THE WORKPLACE SERIES** TEACHES PARTICIPANTS TO CHALLENGE BIASES EFFECTIVELY BY BUILDING, CONFLICT MANAGEMENT STRATEGIES AND A FEEDBACK-ORIENTED CULTURE. CONDUCT AN AUDIT OF DIGITAL AND PHYSICAL SPACES TO ENHANCE ACCESSIBILITY.



OCTOBER 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 YOM KIPPUR	2 INTERNATIONAL DAY OF NONVIOLENCE	3	4
5	6 SUKKOT	7	8	9	10 WORLD MENTAL HEALTH DAY	11 NATIONAL COMING OUT DAY (LGBTQ+)
12	13 NATIONAL INDIGENOUS PEOPLES' DAY	14	15	16	17	18
19	20 DIWALI	21	22	23	24	25
26	27	28	29	30	31 HALLOWEEN	



NOVEMBER

MONTH-LONG OBSERVANCES

- NATL. NATIVE AMERICAN HERITAGE MONTH

KEY DATES

- NOVEMBER 1-2 – DIA DE LOS MUERTOS
- 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. OUR INTENT VS. IMPACT SESSION HELPS PARTICIPANTS FOSTER RESPECTFUL, INCLUSIVE COMMUNICATION WHILE ETA'S FRAMEWORKS EQUIP PARTICIPANTS WITH THE KNOWLEDGE AND TOOLS NEEDED TO BE MORE EFFECTIVE ALLIES INDIVIDUALLY AND INSTITUTIONALLY.

NOVEMBER 2025



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 DIA DE LOS MUERTOS
2	3	4	5	6	7	8
9 WORLD FREEDOM DAY	10	11 REMEMBRANCE/ VETERANS DAY	12	13	14	15
16 INTERNATIONAL DAY FOR TOLERANCE	17	18	19	20 TRANSGENDER DAY OF REMEMBRANCE	21	22
23	24	25	26	27 THANKSGIVING	28	29
30						



DECEMBER

MONTH-LONG OBSERVANCES

- UNIVERSAL HUMAN RIGHTS MONTH
- HIV/AIDS AWARENESS MONTH

KEY DATES

- DECEMBER 1 - WORLD AIDS DAY
- DECEMBER 3 - INTL. HUMAN RIGHTS DAY
- DECEMBER 9 – INTERNATIONAL GENOCIDE PREVENTION DAY
- DECEMBER 14 - START OF HANUKKAH (JEWISH)
- DECEMBER 25 - CHRISTMAS
- 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 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 WORLD AIDS DAY	2	3 INT' DAY FOR PEOPLE WITH DISABILITIES	4	5	6
7	8	9 INTERNATIONAL GENOCIDE PREVENTION DAY	10 INTERNATIONAL HUMAN RIGHTS DAY	11	12	13
14 HANUKKAH BEGINS	15	16	17	18	19	20
21	22	23	24	25 CHRISTMAS	26 KWANZAA	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 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 NEW YEAR'S DAY	2	3	4 WORLD BRAILLE DAY
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 MARTIN LUTHER KING DAY	21	22	23	24	25
26	27	28	29	30	31	



Equity



Through Action

THANK YOU!

In times of uncertainty, one thing remains clear—diversity, equity, and inclusion are more than just values; they are the foundation of strong and resilient teams. As we move forward into 2025, workplaces will continue to face new challenges, and the way we show up for one another will define our collective success.

To support you in fostering a culture of belonging and awareness, Equity Through Action is offering our annual 2025 Diversity & Inclusion Calendar—a free resource designed to guide and inspire your workplace celebrations. This calendar highlights key observances, cultural moments, and actionable ways to uplift historically marginalized voices while reinforcing your commitment to equity. We hope this tool inspires you to create even more inclusive spaces for your teams throughout the year. Thank you for your continued commitment to equity and belonging!

Warmly,

C. Marie Taylor
President & Principal Consultant