



# DIVERSITY CALENDAR

## February



### Black History Month

As a Harvard-trained historian, Carter G. Woodson, like W. E. B. Du Bois before him, believed that truth could not be denied, and that reason would prevail over prejudice. His hopes to raise awareness of African American's contributions to civilization was realized when he and the organization he founded, the Association for the Study of Negro Life and History (ASNLH), conceived and announced Negro History Week in 1925. The event was first celebrated during a week in February 1926 that encompassed the birthdays of both Abraham Lincoln and Frederick Douglass. The response was overwhelming: Black history clubs sprang up; teachers demanded materials to instruct their pupils; and progressive whites, not simply white scholars and philanthropists, stepped forward to endorse the effort.

By the time of Woodson's death in 1950, Negro History Week had become a central part of African American life and substantial progress had been made in bringing more Americans to appreciate the celebration. At mid-century, mayors of cities nationwide issued proclamations noting Negro History Week. The Black Awakening of the 1960s dramatically expanded the consciousness of African Americans about the importance of black history, and the Civil Rights movement focused Americans of all color on the subject of the contributions of African Americans to our history and culture.

The celebration was expanded to a month in 1976, the nation's bicentennial. President Gerald R. Ford urged Americans to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history." That year, fifty years after the first celebration, the association held the first African American History Month. By this time, the entire nation had come to recognize the importance of Black history in the drama of the American story. Since then each American president has issued African American History Month proclamations. And the association—now the Association for the Study of African American Life and History (ASALH)—continues to promote the study of Black history all year.

<https://africanamericanhistorymonth.gov/about/>



## March



### National Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Since 1995, presidents have issued a series of annual proclamations designating the month of March as "Women's History Month." These proclamations celebrate the contributions women have made to the United States and recognize the specific achievements women have made over the course of American history in a variety of fields.

<https://womenshistorymonth.gov/about/>



### Irish American Heritage Month

Irish-American Heritage Month is a month to celebrate the contributions which Irish-Americans have made to the United States.

The first recorded celebration of Irish-Americans dates back to 1762 with the first St. Patrick's Day parade in New York City. The parade became an annual event which was initially organized by military units but after the War of 1812, Irish fraternal societies took over the organization. In October 1990, Congress passed Public Law 101-418 (104 Stat. 906) establishing March 1991 as Irish-American Heritage Month. In 1991, President George H.W. Bush issued for the first time a proclamation designating March as Irish-American Heritage Month. In 1992, Congress passed Public Law 102-253 (106 Stat. 70) which designated March of that year as Irish-American Heritage Month. Subsequently, Congress passed laws variously designating March 1993 and 1994 as Irish-American Heritage Month. In October 1994, Congress passed Public Law 103-379 (108 Stat. 3510) which designated March 1995 and 1996 as Irish-American Heritage Month. Since 1997, presidents have issued annual proclamations for the observance and celebration of Irish-American Heritage Month.

<https://www.loc.gov/law/help/commemorative-observations/irish-american.php>

# April



## Sexual Assault Awareness Month

Sexual Assault Awareness month began in April 2001 and was founded by the National Sexual Violence Resource Center. THE NSVRC is the leading nonprofit in providing information and tools to help individuals, service providers, and communities prevent sexual violence. The mission is to raise awareness about sexual violence around the world, and to educate communities on how to prevent it. The term “sexual assault” is a large umbrella and includes all of the following:

- Rape
- Molestation
- Unwanted sexual contact of any other form
- Sexual harassment
- Incest
- Child Sexual Abuse
- Sexual violence, even with an intimate partner
- Sexual exploitation
- Human trafficking
- Voyeurism

<https://nationaldaycalendar.com/sexual-assault-awareness-month-april/>

<https://www.whitehouse.gov/presidential-actions/proclamation-national-sexual-assault-awareness-prevention-month-2020/>

# May



## Asian American and Pacific Islander Heritage Month

A celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

The month of May was chosen to commemorate the immigration of the first Japanese 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 were Chinese immigrants.

In 1990 when Congress passed Public Law 101-283 (PDF, 166kb) which expanded the observance to a month for 1990. Then in 1992, Congress passed Public Law 102-450 (PDF, 285kb) which annually designated May as Asian/Pacific American Heritage Month.

<https://asianpacificheritage.gov/about/>



## Jewish American Heritage Month

On April 20, 2006, President George W. Bush proclaimed that May would be Jewish American Heritage Month. The announcement was the crowning achievement in an effort by the Jewish Museum of Florida and South Florida Jewish community leaders that resulted in resolutions introduced by Rep. Debbie Wasserman Schultz of Florida and Sen. Arlen Specter of Pennsylvania urging the president to proclaim a month that would recognize the more than 350-year history of Jewish contributions to American culture. The resolutions passed unanimously, first in the House of Representatives in December 2005 and later in the Senate in February 2006.

The month of May was chosen due to the highly successful celebration of the 350th Anniversary of American Jewish History in May 2004, which was organized by the Commission for Commemorating 350 Years of American Jewish History. This coalition was composed of the Jacob Rader Marcus Center of the American Jewish Archives, the American Jewish Historical Society, the Library of Congress and the National Archives and Records Administration.

<https://www.jewishheritagemonth.gov/about/>



## June



### **Lesbian, Gay, Bisexual and Transgender Pride Month**

“Lesbian, Gay, Bisexual and Transgender Pride Month (LGBT Pride Month) is currently celebrated each year in the month of June to honor the 1969 Stonewall uprising in Greenwich Village. The Stonewall uprising was a tipping point for the Gay Liberation Movement in the United States. In the United States, the last Sunday in June was initially celebrated as “Gay Pride Day,” but the actual day was flexible. In major cities across the nation, the “day” soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBT Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally.”

[Presidential Proclamation 2016](#)



### **Caribbean American Heritage Month**

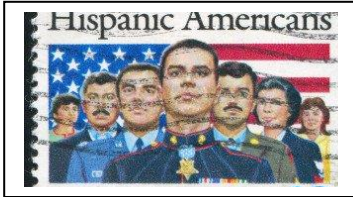
According to the Institute of Caribbean Studies, “National Caribbean-American Heritage Month Marks Fourteenth Celebration in 2019. In June 2005, the House of Representatives unanimously adopted H. Con. Res. 71, sponsored by Congresswoman Barbara Lee, recognizing the significance of Caribbean people and their descendants in the history and culture of the United States. On February 14, 2006, the resolution similarly passed the Senate, culminating a two-year, bipartisan and bicameral effort. The Proclamation was issued by President George Bush on June 6, 2006.

“Since the declaration, the White House has issued an annual proclamation recognizing June as Caribbean-American Heritage Month. This year marks the twelfth anniversary of June as National Caribbean American Heritage Month.

“The campaign to designate June as National Caribbean American Heritage Month was spearheaded by Dr. Claire Nelson, Founder and President of the Institute of Caribbean Studies. Through the commemoration of this month, we hope to ensure that America is reminded that its greatness lies in its diversity, with Caribbean immigrants from founding father Alexander Hamilton, to journalist Malcolm Gladwell, who have shaped the American dream.”

[Presidential Proclamation 2017](#)

# September



## Hispanic Heritage Month

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30-day period.

<https://www.hispanicheritagemoth.gov/about/>



## October



### **Filipino American History Month**

Filipino Americans are the second largest Asian American group in the nation and the third largest ethnic group in California, after Latinas/os and African Americans. The celebration of Filipino American History Month in October commemorates the first recorded presence of Filipinos in the continental United States, which occurred on October 18, 1587, when “Luzones Indios” came ashore from the Spanish galleon Nuestra Senora de Esperanza and landed at what is now Morro Bay, California. In 2009, U.S. Congress recognized October as Filipino American History Month in the United States. Various states, counties and cities in the U.S. have established proclamations and resolutions declaring observance of Filipino American History Month. The late Dr. Fred Cordova, along with his wife, FANHS Founder Dr. Dorothy Laigo Cordova, first introduced October as Filipino American History Month in 1992 with a resolution from the FANHS National Board of Trustees.

<http://fanhs-national.org/filam/about/>



### **Disability Employment Awareness Month**

In October, Americans observe National Disability Employment Awareness Month by paying tribute to the accomplishments of the men and women with disabilities whose work helps keep the nation’s economy strong and by reaffirming their commitment to ensure equal opportunity for all citizens. This effort to educate the public about the issues related to disability and employment began in 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. In 1962, the word “physically” was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Some 25 years later, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

<https://www.loc.gov/accessibility/disability-employment-awareness-month/>

# November



## American Indian and Alaska Native Heritage Month

What started at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose.

One of the very proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the “First Americans” and for three years they adopted such a day. In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as an American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 14, 1915, he presented the endorsements of 24 state governments at the White House. There is no record, however, of such a national day being proclaimed.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any recognition as a national legal holiday.

In 1990 President George H. W. Bush approved a joint resolution designating November 1990 “National American Indian Heritage Month.” Similar proclamations, under variants on the name (including “Native American Heritage Month” and “National American Indian and Alaska Native Heritage Month”) have been issued each year since 1994.

<https://nativeamericanheritagemonth.gov/about/>



# December



## Human Rights Day

Human Rights Day is observed each year to commemorate the adoption of the Universal Declaration of Human Rights (UDHR) by the United Nations General Assembly on December 10, 1948. The adoption of the UDHR was proclaimed in resolution 217 A (III).

Human Rights Day originated in 1950 when the General Assembly invited all nations to observe December 10 as Human Rights Day through resolution 423(V).

The UDHR was drafted as “a common standard of achievement for all peoples and nations” and was the first universal statement that all human beings have certain inherent rights that are inalienable. Prior to its adoption human rights had been expressed in other international and domestic instruments, such as the Charter of the United Nations and the United States Bill of Rights, but there was no dedicated statement about human rights at the international level.

The UDHR consists of a preamble and thirty articles covering such human rights as freedom of expression, assembly, movement, and religion. It sets out the basic principle of equality and non-discrimination in terms of the enjoyment of human rights, and affirms that everyone shall be free from slavery, torture, and arbitrary arrest or detention. Article 1 describes the philosophy on which the UDHR is based. It reads:

- *All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.*

<https://www.loc.gov/law/help/commemorative-observations/human-rights-day.php>