

# *Honoring Diversity in the Workplace*

## February

### **Black History Month**

A remembrance of important people and events in the history of the African diaspora. Since 1976, it is celebrated annually in the United States of America and Canada in February. In the U.S., Black History Month is also referred to as African-American History Month.

### **American Heart Month: American Heart Association**

Cardiovascular diseases, including stroke, are our nation's No. 1 killer. To urge Americans to join the battle against these diseases, since 1963 Congress has required the President to proclaim February "American Heart Month."

Watch a funny one-minute video, and learn how you could save a life with Hands-Only CPR!

### **National Women's Heart Day – Third Friday**

Americans nationwide will wear red to show their support for women's heart disease awareness. This observance promotes the Red Dress symbol and provides an opportunity for everyone to unite in this life-saving awareness movement.

## March

### **National Women's History Month**

This is an annual declared month in the United States that highlights contributions of women to events in history and contemporary society. March has been set aside as this month.

### **Irish American Heritage Month** American Foundation for Irish Heritage

This is a special month issued by Presidential proclamation created to honor the achievements of Irish immigrants and their descendants, living in the United States of America.

## April

### **Sexual Assault Awareness Month**

The month of April has been designated Sexual Assault Awareness Month (SAAM) in the United States. The goal of SAAM is to raise public awareness about sexual violence and to educate communities and individuals on how to prevent sexual violence.

### **Equal Pay Day - Third Tuesday**

Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages.

## May

### **Asian Pacific American Heritage Month**

Celebrated in May to acknowledge the first Japanese immigrants to the United States who arrived May 7, 1843. On May 7, 1990, Asian Pacific American leaders around the country gathered at the White house to witness the signing of a proclamation by George Bush, declaring May to be Asian Pacific American Heritage Month. The National Park Service maintains a website of related historic sites.

## June

### **Gay & Lesbian Pride Month**

Gay and Lesbian Pride Month is celebrated each year for the month of June. The last Sunday in June is celebrated as Gay Pride Day. On June 2, 2000, President Bill Clinton declared June "Gay & Lesbian Pride Month".

## August

### **Women's Equality Day**

The US Congress designated 26th August as "Women's Equality Day" in 1971, to commemorate the 1920 passage of the 19th Amendment to the Constitution which granted women in the United States the right to vote.

## September

### **National Hispanic Heritage Month** (September 15- October 15)

**Hispanic Heritage Month** is the period to recognize the contributions of Hispanic Americans to the United States and to celebrate Hispanic heritage and culture. The observation started in 1968 as Hispanic Heritage Week was approved by 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.

## October

### **National Disability Employment Awareness Month**

This was declared in 1988 by the United States Congress for October to raise awareness of the employment needs and contributions of individuals with all types of disabilities. The month is an extension of "National Employ the Physically Handicapped Week" originally observed during the first week of October beginning in 1962.

### **German American Heritage Month**

This October marks the 20th anniversary of German-American Heritage Month. It was begun in 1989 by the German-American Citizens League of Greater Cincinnati, which was founded in 1895. German-American Heritage Month takes place in October since German-American Day is October 6th and is the day in 1683 when the first permanent German settlement in America was established at Germantown, Pennsylvania. German-American Day was officially declared as a day of commemoration by President Ronald Reagan in 1987 and has been celebrated ever since across the country.

## **Italian American Heritage Week**

Every year the U.S. President signs an executive order designating the month of October as National Italian American Heritage Month. Coinciding with the festivities surrounding Columbus Day, the proclamation is recognition of many achievements, contributions, and successes of Americans of Italian descent as well as Italians in America.

## **Polish American Heritage Month**

Since 1608, when the first Polish settlers arrived at Jamestown, VA, Polish people have been an important part of America's history and culture. In 2009, Polish Americans marked the 28<sup>th</sup> anniversary of the founding of Polish American Heritage Month, an event which began in Philadelphia, PA, and became a national celebration of Polish history, culture and pride.

## **LGBT History Month**

This is a month-long annual observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements. It is observed during October in the United States, to include National Coming Out Day on October 11. In the United Kingdom, it is observed during February, to coincide with a major celebration of the 2005 abolition of Section 28, which had the effect of prohibiting schools from discussing LGBT issues or counseling LGBT or questioning youth.

## **Breast Cancer Awareness Month (BCAM) (also referred to locally as **National Breast Cancer Awareness Month (NBCAM)**)**

This is an annual international health campaign organized by major breast cancer charities every October to increase awareness of the disease and to raise funds for research into its cause, prevention and cure. The campaign also offers information and support to those affected by breast cancer.

As well as providing a platform for breast cancer charities to raise awareness of their work and of the disease, BCAM is also a prime opportunity to remind women to be breast aware for earlier detection.

## **Domestic Violence Awareness Month**

Domestic Violence Awareness Month (DVAM) evolved from the "Day of Unity" in October 1981 conceived by the National Coalition Against Domestic Violence. The intent was to connect advocates across the nation who was working to end violence against women and their children. The Day of Unity soon became an entire week devoted to a range of activities conducted at the local, state, and national levels.

## **November**

### **National American Indian Heritage Month**

On August 3, 1990 President George Bush declared the month of November as National American Indian Heritage Month. The Bill read in part that “the President has authorized and requested to call upon Federal, State and local Governments, groups and organizations and the people of the United States to observe such month with appropriate programs, ceremonies and activities”. This was a landmark Bill honoring America’s Tribal people.

## **December**

### **World AIDS Day**

This day is observed on December 1 each year, and is dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV infection. It is common to hold memorials to honor persons who have died from HIV/AIDS on this day. Government and health officials also observe the event, often with speeches or forums on the AIDS topics. Since 1995, the President of the United States has made an official proclamation on World AIDS Day.