

**EQUITY, DIVERSITY & INCLUSION CALENDAR**

**NOVEMBER – 2021**

### **MONTH-LONG OBSERVANCES:**

* **National Native American Heritage Month**

Which celebrates the history and contributions of Native Americans. Dr. Arthur C. Parker, a Seneca Indian and Director of the Museum of Arts in Rochester, NY initiated it in 1915. This special time started as a single day designed to recognize the significant contributions the first Americans made to the establishment and growth of the U.S. Later, in 1990, then-President G.W. Bush approved the designation of the full month of November as what is also known as American Indian and Alaska Native Heritage Month.

* **National Family Caregivers Month**

Proclaimed in 2012 by Former President Barack Obama. It honors the more than 40 million caregivers across the country who support aging parents, ill spouses or other loved ones with disabilities who remain at home.

**October 31 – November 1: Samhain**

A pagan religious festival originating from an ancient Celtic spiritual tradition. In modern times, Samhain (a Gaelic word pronounced “SAH-win”) is usually celebrated from October 31 to November 1 to welcome in the harvest and usher in “the dark half of the year.”

**November 1:**  **All Saints’ Day**

A Christian holiday commemorating all known and unknown Christian saints. (In Eastern Christianity, the day is observed on the first Sunday after Pentecost.)

**November 1: Día de los Santos Inocentes** (“Holy Innocents Day”) or **Día de los Angelitos** (“Day of the Little Angels”)

Celebrated in Mexico, Central America. It is an observance festivity to celebrate and honor one’s ancestors, specifically children and infants. It’s based on the belief that there is an interaction between the living world and the world of spirits.

**November 2:**  **All Souls’ Day**

A Christian holiday commemorating all faithful Christians who are now dead. In the Mexican tradition, the holiday is celebrated as Dia de los Muertos (October 31- November 2), which is a time of remembrance for dead ancestors and a celebration of the continuity of life.

**November 2: Día de los Muertos** or **Día de los Difuntos**(“Day of the Dead”): Celebrated in Mexico, Central America. In most regions of Mexico, is to honor deceased adults. On the Día de los Muertos, the *almas*, or the spirits of the dead, are said to come back for family reunions. Many celebrate setting up *ofrendas* (altars) in their homes to honor the memory of deceased loved ones and to welcome their visiting souls. Others visit their loved one’s cemetery plot and decorate it with flowers, candles and food. The holiday is celebrated with family and community gatherings, music, and feasting, and the festivity of its observance acknowledges death as an integral part of life.

**November 4: Diwali**, the **“Indian Festival of Lights.”**

The Hindu, Jain and Sikh five-day festival of lights celebrates new beginnings and the triumph of good over evil and lightness over darkness. This major Hindu holiday signifies the renewal of life, and the victory of good over evil, and combines a number of festivals to celebrate different gods/goddesses and life events, as described in Hindu tradition. The day before Diwali is spent cleaning the house, shopping, and decorating with flowers. A design is painted in white in front of the door of the house to bring good luck. Lamps are lit for the entire five days besides roads and streams, along edges of roofs, and on windowsills to enable Lakshmi, the Hindu goddess of prosperity, to find her way to every home. For Jains, Diwali is celebrated as the day that Mahavira attained Nirvana.

**November 5 – Gujarati New Year**

A joyous entry in the list of Jain festivals 2021.The traditional [Gujarati calendar](https://www.prokerala.com/general/calendar/gujaraticalendar.php) follows Vikram Samvat Calendar system with the exception that instead of Chaitra Sukhladi, the Gujarati people celebrate the day after [Diwali](https://www.prokerala.com/festivals/diwali.php) as Gujarati New Year. Thus, Kartak is the first month of Gujarati calendar and not Chaitra as followed in several other Indian states.

**November 6 - 7 (sundown to sundown)**  **Birth of Bahá'u'lláh**

A Bahá’í holiday celebrating the birth of the prophet Báb, the founder of the Bahá’í religion.

**November 9: World Freedom Day**

A [United States](https://en.wikipedia.org/wiki/United_States) [federal observance](https://en.wikipedia.org/wiki/List_of_observances_in_the_United_States_by_presidential_proclamation) declared by then-[President](https://en.wikipedia.org/wiki/President_of_the_United_States) [George W. Bush](https://en.wikipedia.org/wiki/George_W._Bush) to commemorate the fall of the [Berlin Wall](https://en.wikipedia.org/wiki/Berlin_Wall) and the end of [communist](https://en.wikipedia.org/wiki/Communism) rule in [Central](https://en.wikipedia.org/wiki/Central_Europe) and [Eastern Europe](https://en.wikipedia.org/wiki/Eastern_Europe). It started in 2001 and is celebrated on November 9.

**November 10: World Science Day for Peace and Development**

The 2021 theme: Building Climate-ready Communities. To celebrate the 20th edition of World Science Day for Peace and Development, UNESCO and its scientific communities and partners are organizing a series of activities at the UNESCO Headquarter and in UNESCO field offices in developing countries. This year, the day will be celebrated at UNESCO headquarters on Friday 5 November 2021 from 13.00 to 15.00 (GMT+1) via a virtual discussion. The objective will be to showcase UNESCO’s work and that of some of its key partners in designing solutions to some of the challenges that human communities face in adapting to climate change.

**November 11:**  **Veterans Day**

A U.S. federal holiday honoring military veterans. The date is also celebrated as Armistice Day, or Remembrance Day, in other parts of the world and commemorates the ending of World War I in 1918.

**November 13: World Kindness Day**

An international holiday that was formed in 1998, to promote kindness throughout the world and is observed annually on November 13 as part of the World Kindness Movement. It is observed in many countries including the United States, Canada, Japan, Australia and the U.A.E. World Kindness Day presents us with the opportunity to reflect upon one of the most important and unifying human principles. On a day devoted to the positive potential of both large and small acts of kindness, try to promote and diffuse this crucial quality that brings people of every kind together.

**November 16: Dutch American Heritage Day**

The Netherlands and America celebrate Dutch-American Heritage Day to commemorate the longstanding relationship they share. The Netherlands was one of the first countries to recognize the emerging United States as a sovereign state. Dutch-American Heritage Day marks the longstanding history and shared bonds between the Netherlands and the United States. On November 16, 1776, the Netherlands became the first country to formally recognize the United States of America. On that day, the governor of Sint Eustasius ordered the island’s cannons fired in response to the 13-gun salute from the Andrew Doria as it sailed into the harbor of the Dutch island. Only four months before, the United States declared its independence from Great Britain. This simple act is recorded as the first salute to the American flag by a foreign nation. The ties between the Netherlands and New York extend further back to 1609 when Henry Hudson sailed the Dutch ship, the Half Moon, into what is now known as New York Harbor. Hudson’s voyage led to the founding of New Netherlands and the trading post New Amsterdam.

**November 16: Louis Riel Day**

Held every year across the Métis homelands. November 16 is the anniversary of Riel's execution in 1885. During that year, Riel led Métis people in the Northwest Resistance, which was a stand against the Government of Canada because it was encroaching on Metis rights and our way-of-life

**November 16: International Day for Tolerance**

The United Nations is committed to strengthening tolerance by fostering mutual understanding among cultures and peoples. This imperative lies at the core of the [United Nations Charter](https://www.un.org/en/charter-united-nations/), as well as the [Universal Declaration of Human Rights](https://www.un.org/en/universal-declaration-human-rights/), and is more important than ever in this era of rising and violent extremism and widening conflicts that are characterized by a fundamental disregard for human life. In 1996, the UN General Assembly (by resolution [51/95](http://undocs.org/A/RES/51/95)) invited UN Member States to observe the [International Day for Tolerance](https://en.unesco.org/commemorations/toleranceday) on 16 November. This action followed up on the United Nations Year for Tolerance, 1995, proclaimed by the UN General Assembly in 1993 at the initiative of [UNESCO](http://www.unesco.org/new/en/unesco/), as outlined in the Declaration of Principles on Tolerance and Follow-up Plan of Action for the Year.

**November 19:**  **International Men’s Day**

Emphasizes the important issues affecting males, including health issues that affect males, 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 19: Guru Nanak Jayanti**

A famous festival in India, celebrated to honor the birth of Guru Nanak, who was the first Sikh Guru. It is a special festival for the Sikh community residing in the state of Punjab. Guru Nanak’s birthday usually falls on Kartik Puranmashi, according to the Indian calendar. It is also known as Guru Nanak’s Prakash Utsau.

**November 20:**  **Transgender Day of Remembrance**

Established in 1998 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 20: World Children’s Day**

Was first established in 1954 as Universal Children's Day and is celebrated each year to promote international togetherness, awareness among children worldwide, and improving children's welfare. In 1959, the UN General Assembly adopted the [Declaration of the Rights of the Child](http://undocs.org/A/RES/1386%20%28XIV%29). It is also the date in 1989 when the UN General Assembly adopted the [Convention on the Rights of the Child](http://undocs.org/A/RES/44/25). Since 1990, World Children's Day also marks the anniversary of the date that the UN General Assembly adopted both the Declaration and the Convention on children's rights. Mothers and fathers, teachers, nurses and doctors, government leaders and civil society activists, religious and community elders, corporate moguls and media professionals, as well as young people and children themselves, can play an important part in making World Children's Day relevant for their societies, communities and nations. [World Children's Day](https://www.unicef.org/world-childrens-day) offers each of us an inspirational entry-point to advocate, promote and celebrate children's rights, translating into dialogues and actions that will build a better world for children. This year, the COVID-19 crisis has resulted in a child rights crisis. The costs of the pandemic for children are immediate and, if unaddressed, may last a lifetime. It’s time for generations to come together to reimagine the type of world we want to create. On 20 November, kids will reimagine a better world

**November 21:**  **Feast of Christ the King**

A Catholic holiday established in thanking God for the gift of time and a rededication to the Christian faith. Also called Solemnity of OurLord Jesus Christ, King of the Universe, the festival is celebrated in the Roman Catholic Church in honour of Jesus Christ as lord over all creation. Essentially a magnification of the Feast of the Ascension, it was established by Pope Pius XI in 1925

**November 24: Day of the Covenant**

The Day of the Covenant is the day when [Bahá’ís](https://en.wikipedia.org/wiki/Bah%C3%A1%CA%BC%C3%AD_Faith) celebrate the appointment of [Abdu’l-Bahá](https://en.wikipedia.org/wiki/%CA%BBAbdu%27l-Bah%C3%A1) as the Centre of [Baha'u'llah's Covenant](https://en.wikipedia.org/wiki/Covenant_of_Bah%C3%A1%CA%BCu%27ll%C3%A1h). It occurs yearly on the 4th day of Speech (Qawl) which coincides with either November 25 or 26 depending on when [Naw Ruz](https://en.wikipedia.org/wiki/Naw_Ruz) falls on that year.

**November 25:**  **Thanksgiving**

In the United States. It began as a day of giving thanks for the blessing of the harvest and of the preceding year.

**November 25: International Day for the Elimination of Violence Against Women** Designated in 1999 by the UN General Assembly. At least 1 out of every 3 women around the world has been beaten, coerced into sex, or otherwise abused in her lifetime with the abuser usually someone known to her.

**November 25 to December 10: 16 Days of Activism against Gender-Based Violence**

Aims to raise public awareness and mobilize people everywhere to bring about change. Note that the beginning of the 16 days is actually International Day for the Elimination of Violence Against Women, and the final day is [Human Rights Day](https://excellentpresence.com/5555/diversity-calendar-2021-multicultural-holidays/#other).

**November 26:**   **Native American Heritage Day**

Held annually the Friday after Thanksgiving, encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities. George W. Bush signed the day into law in 2008.

**November 27: Ascension of Abdu’l-Baha**

On November 28, 1921, ‘Abdu’l-Bahá passed away in the Holy Land. His life and legacy are commemorated throughout the world during this centenary year. ‘Abdu’l-Bahá’s writings have continued to be a source of guidance to the Bahá’í community since His passing. He wrote volumes of correspondence to Bahá’ís around the world, clarifying aspects of the Bahá’í teachings, promoting the expansion of the Bahá’í community, encouraging the establishment of local Bahá’í institutions, and guiding early educational, social, and economic initiatives. The Will and Testament of ‘Abdu’l-Bahá has also become foundational to the administrative order of the Bahá’í community.

**November 28 - January 6: Nativity Fast or Advent**

In [Christianity](https://en.wikipedia.org/wiki/Christianity), the Nativity Fast, a season of celebration leading up to the birth of Christ, is a period of abstinence and penance practiced by the [Eastern Orthodox Church](https://en.wikipedia.org/wiki/Eastern_Orthodox_Church) and [Catholic Church](https://en.wikipedia.org/wiki/Catholic_Church). The corresponding Western season of preparation for [Christmas](https://en.wikipedia.org/wiki/Christmas), which also has been called the Nativity Fast and [St. Martin's Lent](https://en.wikipedia.org/wiki/St._Martin%27s_Lent), has taken the name of [Advent](https://en.wikipedia.org/wiki/Advent). The Eastern [fast](https://en.wikipedia.org/wiki/Fasting) runs for 40 days instead of four (in the [Roman Rite](https://en.wikipedia.org/wiki/Roman_Rite)) or six weeks ([Ambrosian Rite](https://en.wikipedia.org/wiki/Ambrosian_Rite)) and thematically focuses on proclamation and glorification of the [Incarnation of God](https://en.wikipedia.org/wiki/Incarnation_%28Christianity%29), whereas the Western Advent focuses on the two comings (or *advents*) of [Jesus Christ](https://en.wikipedia.org/wiki/Jesus_Christ): his birth and his [Second Coming](https://en.wikipedia.org/wiki/Second_Coming) or [*Parousia*](https://en.wikipedia.org/wiki/Parousia). The Byzantine fast is observed from November 15 to December 24, inclusively. These dates apply to the Eastern Catholic Churches and Eastern Orthodox churches, which use the [Revised Julian calendar](https://en.wikipedia.org/wiki/Revised_Julian_calendar), which currently matches the [Gregorian calendar](https://en.wikipedia.org/wiki/Gregorian_calendar). For those Eastern Orthodox churches which still follow the [Julian calendar](https://en.wikipedia.org/wiki/Julian_calendar) ([Greek Orthodox Patriarchate of Jerusalem](https://en.wikipedia.org/wiki/Greek_Orthodox_Patriarchate_of_Jerusalem), [Russian Orthodox Church](https://en.wikipedia.org/wiki/Russian_Orthodox_Church), [Romanian Orthodox Church](https://en.wikipedia.org/wiki/Romanian_Orthodox_Church), [Serbian Orthodox Church](https://en.wikipedia.org/wiki/Serbian_Orthodox_Church), [Polish Orthodox Church](https://en.wikipedia.org/wiki/Polish_Orthodox_Church), [Georgian Orthodox Church](https://en.wikipedia.org/wiki/Georgian_Orthodox_Church), [Ukrainian Orthodox Church](https://en.wikipedia.org/wiki/Ukrainian_Orthodox_Church_%28Moscow_Patriarchate%29), [Macedonian Orthodox Church](https://en.wikipedia.org/wiki/Macedonian_Orthodox_Church), and [Mount Athos](https://en.wikipedia.org/wiki/Mount_Athos)), the Winter Lent does not begin until November 28 (Gregorian) which coincides with November 15 on the Julian calendar. The [Ancient Church of the East](https://en.wikipedia.org/wiki/Ancient_Church_of_the_East) fasts dawn til dusk from December 1 until December 25 on the Gregorian calendar. Sometimes the fast is called Philip's Fast (or the Philippian Fast), as it traditionally begins on the day following the Feast of [St. Philip the Apostle](https://en.wikipedia.org/wiki/Philip_the_Apostle) (November 14). Some churches, such as the [Melkite Greek Catholic Church](https://en.wikipedia.org/wiki/Melkite_Greek_Catholic_Church), have abbreviated the fast to start on December 10, following the Feast of the [Conception](https://en.wikipedia.org/wiki/Feast_of_the_Immaculate_Conception#Eastern_Orthodox_Practice) by [Saint Anne](https://en.wikipedia.org/wiki/Saint_Anne) of the Most Holy [Theotokos](https://en.wikipedia.org/wiki/Theotokos).

**November 28 to December 6: Chanukah (Hanukkah)**

Also known as the**“Festival of Lights,”**it is an eight-day Jewish holiday recognizing the rededication of the Holy Temple in Jerusalem. Lighting candles on a Menorah observe it—one for each day of the festival. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December in the Gregorian calendar. Chanukkah is probably one of the best-known Jewish holidays, not because of any great religious significance, but because of its proximity to Christmas. It is not a very important religious holiday. The holiday’s religious significance is far less than that of Rosh Hashanah, Yom Kippur, Sukkot, Passover, and Shavu’ot. It is roughly equivalent to Purim in significance. Chanukkah is not mentioned in Jewish scripture; the story is related in the book of Maccabees, which Jews do not accept as scripture. Hanukkah, 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.

**November 28 - January 6:**  **Nativity Fast**

A period of abstinence and penance practiced by the Eastern Orthodox, Oriental Orthodox and Eastern Catholic churches in preparation for the Nativity of Jesus.

**November 28: Karamu Celebration**

Created in 1971 by Edward Simms Jr. to inject new meaning and solidarity into the Black family through ceremony and symbol. Umoja Karamu means “unity feast” in Swahili, and is based around five colors and their meanings, which represent five historical periods in African-American history. Black represents Black families before slavery, White symbolizes the scattering of Black families during slavery, Red denotes the liberation from slavery, Green signifies the struggle for civil equality and Gold implies hope for the future.

**November 30:**  **St. Andrew’s Day**

The feast day for St. Andrew within various Christian denominations.