



EQUITY, DIVERSITY & INCLUSION CALENDAR

NOVEMBER – 2022

MONTH LONG OBSERVANCES:

- **National Native American Heritage Month**
Celebrating the history and contribution of Native Americans. Since 1900, many have sought to recognize the great influence American Natives have had on the history, cultural development, and continuing growth of the US. Various dates and weeks were acknowledged until 1976, when Congress authorized a week in October as Native American Awareness Week. Finally, in 1990, the month of November was chosen because it is traditionally a time when many American Natives gather for fall harvest festivals, world-renewal ceremonies and powwows.
- **National Family Caregivers Month**
November is the month where we take time to recognize and give praise and support to the 78 million people who dedicate their time, often unpaid, caring for a family member in need. Proclaimed in 2012 by former President Barack Obama. It honours the more than forty million caregivers across the country who support aging parents, ill spouses or other loved ones with disabilities who remain at home.

November 1: All Saints' Day

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

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. In Portugal this holiday, Dia de Finados – is celebrated by people visiting the deceased. They bring hearts and crowns made of flowers to the graves.

November 2: Take Our Kids to Work

Parents are encouraged to bring their daughters and/or sons to work on this day, and to use this opportunity to educate their children on the nature of employment.

November 3: Bunka No Hi (Japan)

A national holiday dedicated to the love of freedom and promotion of Japanese culture.

November 5: Guy Fawkes Day (UK, England)

This is also known as Bonfire Night. Guy Fawkes was a leader of a group of Catholic men who were plotting to blow up the king and Parliament but were arrested in time. The English and Irish burn bonfires topped by a figure known as the person.

November 6-12: Treaties Recognition Week (Ontario, Canada)

In 2016, Ontario passed the first legislation of its kind in Canada declaring the first full week of November as Treaties Recognition Week.

This annual event honours the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. By learning more about our collective treaty rights and obligations, we can create greater understanding and nurture relationships between Indigenous and non-Indigenous peoples.

November 8: Lokashah Jayanti (Jain)

This day commemorates the birth of a famous 15th century reformer, Lonka Saha, who opposed temple worship and use of images.

November 8: Guru Nanak's Birthday (Bikarami) (Sikh)

Born in 1469 CE, he was the first of the Ten Gurus of the Sikh faith and founded Sikhism. An accomplished poet, 974 of his hymns are in the Sikh scriptures, the Sri Guru Granth Sahib. A famous festival in India, celebrated to honor the birth of Guru Nanak, who was the first Sikh Guru. Guru Nanak Dev Ji Gurpurab, also known as Guru Nanak's Prakash Utsav, celebrates the birth of the first Sikh guru, Guru Nanak. One of the most celebrated Sikh gurus and the founder of Sikhism, Guru Nanak Dev is highly revered by the Sikh community. This is one of the most sacred festivals in Sikhism, or Sikhi.

November 10: World Science Day for Peace and Development

The theme of World Science Day for Peace and Development is Basic Sciences for Sustainable Development. It is being celebrated within the International Year of Basic Sciences for Sustainable Development, which kicked off on 8 July 2022. The applications of basic sciences are vital for advances in medicine, industry, agriculture, water resources, energy planning, environment, communications and culture', affirmed the United Nations General Assembly on 2 December 2021, when it endorsed the

proposal for an International Year of Basic Sciences for Sustainable Development. World Science Day is contributing to the Year in 2022 by celebrating this theme.

November 11: Veterans Day

A US 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 at 11 am on November 11, 1918.

November 11: Remembrance Day (Australia, Canada, UK)

This day commemorates the soldiers killed in World Wars I and II and is in remembrance for all those who have given their lives in service of their country. Canadians always set aside this day in memory of those who gave their lives for freedom. Many observers wear red poppies as a symbol of this day.

November 13: World Kindness Day

Throughout the pandemic, we have seen the harmful impact of isolation and exclusion. We have become more aware of the importance of social connection for overall well-being. This year's theme is: "Kindness makes you live longer". 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 the crucial quality that brings people of every kind together.

November 13 – 19: Transgender Awareness Week

The week before Transgender Day of Remembrance on November 20, in which people and organizations participate in Transgender Awareness Week to help raise the visibility of transgender people and address issues members of the community face.

November 15: Shichi-Go-San (Japan)

Prayers are offered for children's growth. The ages of three and five for boys, three and seven for girls - are celebrated. On this day, children dress up in their gala dresses and go with their parents to a Shinto shrine to pay a visit to the tutelary deity.

November 16: Dutch American Heritage Day

The Netherlands and America celebrate Dutch-American Heritage Day to commemorate the longstanding relationship we share. The Netherlands was one of the first countries to recognize the nascent United States as a sovereign state.

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 Métis rights and our way-of-life. Canada observes two different Louis Riel days in the calendar year: November 16 and the third Monday of February.

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, as well as the Universal Declaration of 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) invited UN Member States to observe the International Day for Tolerance 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, as outlined in the Declaration of Principles on Tolerance and Follow-up Plan of Action for the Year. The theme this year is: "Tolerance is respect, acceptance and appreciation of the rich diversity of our world's cultures, our forms of expression and ways of being human".

November 18: Day of Covenant (Baha'i)

The eldest son and appointed successor of Baha'u'llah, Abdu'l-Baha, referred to this day as the 'Centre of the Covenant' which was established to safeguard the unity of the community.

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 more than seventy countries.

November 20: World Children's Day

For World Children's Day 2022, UNICEF is calling on partners and supporters to share a positive message of equality and inclusion for every child. It 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. It is also the date in 1989 when the UN General Assembly adopted the Convention on the Rights of the Child. 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 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 is 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 20: Transgender Day of Remembrance

Established in 1998 to memorialize those who have been killed because of transphobia and to raise awareness of the continued violence endured by the transgender community.

November 20: Feast of Christ the King

A Catholic holiday established to thank God for the gift of time and a rededication to the Christian faith.

November 23: Kinro Kansha No Hi (Japan)

This is the Japanese Labour Thanksgiving Day when people express gratitude to each other for their labours throughout the year.

November 24: Thanksgiving Day (United States)

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

November 24: Martyrdom of Guru Teg Bahadur Sikh

This day commemorates his martyrdom (1621 – 1675). He was the ninth of the Ten Sikh Gurus and executed in Delhi by the Mughal emperor. He died for the Sikh faith and for religious liberty.

November 24 and 25: Day of the Covenant

The Day of the Covenant is the day when Bahá'ís celebrate the appointment of Abdu'l-Bahá as the Centre of Baha'u'llah's Covenant. It occurs yearly on the 4th day of Speech (Qawl) which coincides with either November 25 or 26 depending on when Naw Ruz falls on that year. The Day of the Covenant is the day when Bahá'ís celebrate the appointment of 'Abdu'l-Bahá as the Centre of Baha'u'llah's Covenant. It occurs yearly on the 4th day of Speech (Qawl) which coincides with either November 25 or 26 depending on when Naw Ruz falls on that year. The 2020 date is November 25. 'Abdu'l-Bahá had stated that since May 23 was also the day that the Báb declared his mission, and should be exclusively associated with him, that that day should under no circumstances be celebrated as his day of birth. However, as the Bahá'ís begged for a day to be celebrated as 'Abdu'l-Bahá's birthday, he gave those November 26, 181 days after the ascension of Bahá'u'lláh, to be observed as the day of the appointment of the Centre of the Covenant. The holiday was originally known as the Jashn-i-A'zam in Persian (The Greatest Festival), because 'Abdu'l-Bahá was known as the Greatest Branch; in the West, the holy day became known as the Day of the Covenant. The day is one of two Bahá'í holy days where work does not need to be suspended.

November 25: Native American Heritage Day

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

November 25: St. Catherine's Day (Canada, France)

She is the patron saint of virgins and philosophers, lived in Alexandria in the 4th century A.D. and was martyred after being tortured on a spiked wheel. At one time, matchmaking balls were held on this day.

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. The United Nations General Assembly has designated November 25 as the International Day for the Elimination of Violence Against Women (Resolution 54/134). The premise of the day is to raise awareness around the world that women are subjected to rape, domestic violence and other forms of violence; furthermore, one of the aims of the day is to highlight that the scale and true nature of the issue is often hidden. The global theme for this year's 16 Days of Activism against Gender-Based Violence, which will run from 25 November to 10 December 2022, is "UNITE! Activism to end violence against women and girls".

November 25 - 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. The 16 Days of Activism against Gender-Based Violence is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. It was started by activists at the inaugural Women's Global Leadership Institute in 1991 and continues to be coordinated each year by the Center for Women's Global Leadership. Individuals and organizations around the world to call for the prevention and elimination of violence against women and girls use it as an organizing strategy. In support of this civil society initiative, the United Nations Secretary-General's UNiTE by 2030 to End Violence against Women campaign (UNiTE campaign) calls for global actions to increase awareness, galvanize advocacy efforts, and share knowledge and innovations. The global theme for this year's 16 Days of Activism against Gender-Based Violence, which will run from 25 November to 10 December 2022, is "UNITE! Activism to end violence against women and girls".

November 27: Ascension of Abdu'l-Baha (Baha'i)

After years of serving his father and safeguarding the unity of the Faith, Abdu'l-Baha passed away in Haifa, Israel in 1921.

November 27: First Sunday of Advent (Christian)

The Christian church year begins with Advent (from the Latin *adventus* meaning 'coming' or 'arrival') which is also a time when Christians prepare to celebrate the birth of Christ.

November 27 – December 24: Advent

A Christian season of celebration leading up to the birth of Christ.

November 27: Umoja Karamu Celebration

Always held on the fourth Sunday in November, this celebration was created in 1971 to inject new meaning and solidarity into the Black family through ceremony and symbolism. Umoja Karamu, which means "unity feast" in the African language Swahili, is spoken by the Bantu people; the holiday is growing in community popularity. Its originator was Edward Simms, Jr. The feast is based on five colors and their meanings, representing 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. Gold implies hope for the future. Umoja Karamu is similar to a Thanksgiving dinner. Its observances can include prayer; a libation poured to honor ancestors, historical readings, and the passing and sharing of foods in the five colors. These foods may represent different passages in African American history.

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. The Nativity Fast sanctifies the last part of the year and is established so that by the day of the Nativity of Christ we will purify ourselves by repentance, prayer and abstinence. As a result, we could piously meet the Son of God who came to this world and, in addition to the usual gifts and sacrifices, bring Him a pure soul and a passionate intention to follow His commandments and teachings.

November 30: St. Andrew's Day (Scotland)

The feast day for St. Andrew within various Christian denominations. It commemorates the life of the patron saint of Scotland.

