



Equity, Diversity & Inclusion Calendar April - 2024

Month-Long Observances:

World Autism Month: Observed annually in April, is a global initiative dedicated to raising awareness about autism spectrum disorder (ASD) and promoting acceptance and inclusion of individuals on the spectrum and their families. Through various activities and campaigns, it aims to educate the public, highlight the strengths and challenges of ASD, advocate for inclusivity and accessibility, and celebrate the contributions of individuals with autism to society.

National Sikh Heritage Month: Canadian National Sikh Heritage Month, commemorated in April, is a time to honor and celebrate the profound cultural heritage and invaluable contributions of the Sikh community to the mosaic of Canadian society. Through a plethora of engaging events, exhibitions, and initiatives, this month-long observance endeavors to deepen awareness, understanding, and appreciation of Sikh culture across Canada. By fostering unity, inclusivity, and respect for diversity, Canadian National Sikh Heritage Month underscores the enduring principles of equality, justice, and compassion inherent in Sikh teachings, while emphasizing the pivotal role of multiculturalism in nurturing a cohesive and vibrant Canadian identity.

Community Service Month: Celebrated annually in April, is a dedicated time to recognize and celebrate the invaluable contributions made by individuals and organizations to their communities. Throughout the month, people engage in various acts of service, volunteering their time, skills, and resources to support and uplift their local communities. Community Service Month aims to inspire others to get involved and make a positive impact, whether it's through volunteering at local charities, participating in neighborhood clean-up initiatives, mentoring youth, or supporting the vulnerable and marginalized. By highlighting the importance of community service, this month encourages a culture of giving back, fostering stronger, more connected communities where everyone thrives.

Day Observances:

April 1st Easter Monday: Easter Monday in 2024, falling on April 1st, holds significant historical and religious significance as the day following Easter Sunday, which commemorates the resurrection of Jesus Christ in Christian tradition. Rooted in centuries-old customs, Easter Monday continues to be observed in many countries around the world with a variety of traditions. Historically, this day has been marked as a time of reflection, rejoicing, and renewal, symbolizing the beginning of the Easter season and the promise of new life. Today, Easter Monday is often celebrated with religious services, family gatherings, festive meals, and outdoor activities. It serves as a continuation of the Easter festivities, providing an opportunity for communities to come together in fellowship and celebration.

The logo for Diversity Thunder Bay features the word "Diversity" in a bold, dark font above the words "Thunder Bay" in a lighter, sans-serif font. To the right of the text is a stylized graphic consisting of several overlapping, curved lines in shades of grey, yellow, red, and black, resembling a fan or a set of wings.

Diversity Thunder Bay

April 2nd World Autism Day: is celebrated annually on April 2nd. It is a day dedicated to raising awareness about autism spectrum disorder (ASD) and promoting acceptance and inclusion of individuals with autism in society. On this day, various events, activities, and campaigns are organized globally to educate the public about autism, highlight the strengths and challenges of individuals with ASD, and advocate for understanding and support. World Autism Day serves as an opportunity to celebrate the diversity of the autism community and to work towards creating a more inclusive and accommodating world for people on the spectrum and their families.

April 7th World Health Day: Celebrated annually on April 7th. It serves as a global observance to raise awareness about health-related issues and promote healthier living habits worldwide. Each year, World Health Day focuses on a specific theme chosen by the World Health Organization (WHO). The theme for World Health Day 2024 aims to address pressing health concerns and mobilize action to improve public health outcomes on a global scale. Through various events, campaigns, and initiatives, World Health Day encourages individuals, communities, and policymakers to prioritize health and work towards achieving equitable access to healthcare services for all.

April 7th International Day of Reflection on the 1994 Genocide: Against the Tutsi in Rwanda, observed annually on April 7th, is a solemn occasion to honor the victims and survivors of the genocide. It serves as a reminder of the need to prevent such atrocities in the future and promote reconciliation and peace.

April 9th/10th Eid Al-Fitr: Anticipated to fall in April, marks the end of Ramadan, the Islamic holy month of fasting. This joyous occasion is celebrated by Muslims worldwide with prayers, feasting, and charitable acts. Eid al-Fitr translates to "Festival of Breaking the Fast" and is a time of spiritual renewal and gratitude for the blessings received during Ramadan. Historically, this festival has roots tracing back to the time of the Prophet Muhammad, who established it as a day of communal prayer and thanksgiving. It symbolizes the end of self-discipline and a return to normal life after a month of fasting and spiritual reflection. During Eid al-Fitr, Muslims come together to strengthen bonds with family and friends, exchange gifts, and extend generosity to those in need, embodying the spirit of compassion and community central to Islam.

April 12th National Day of Silence: The National Day of Silence, observed annually in April, is a student-led initiative in the United States to raise awareness about the silencing effect of anti-LGBTQ bullying, harassment, and discrimination in schools. Participants take a vow of silence for the day to symbolize the silencing of LGBTQ individuals due to the stigma and prejudice they face. Through this silent protest, students and allies strive to promote inclusivity, acceptance, and respect for all individuals regardless of sexual orientation, gender identity, or expression.



April 13th Vaisakhi: Celebrated on April 13 or 14, is a significant festival in Sikhism commemorating the establishment of the Khalsa by Guru Gobind Singh in 1699. It also holds cultural significance for Hindus as a harvest festival. The day is marked by vibrant processions, prayers at gurdwaras, community gatherings, and feasting. It is a time for Sikhs to reflect on their faith, history, and values, while also emphasizing unity, community, and acts of kindness.

April 21st First Day of Ridván: The First Day of Ridván, observed on April 20th, marks the start of a twelve-day festival in the Bahá'í Faith. It commemorates the moment in 1863 when Bahá'u'lláh declared His mission in the Ridván Garden in Baghdad, Iraq, revealing His teachings for the spiritual and social transformation of humanity. During Ridván, Bahá'ís reflect on unity, peace, and justice and renew their commitment to serving humanity.

April 21st Mahavir Janma Kalyanak: Mahavir Janma Kalyanak, celebrated in 2024, marks the birth anniversary of Lord Mahavir, the 24th and last Tirthankara (spiritual teacher) of Jainism. This auspicious day, observed by Jains worldwide, typically falls in April. It is a time for Jains to reflect on the life and teachings of Lord Mahavir, emphasizing non-violence (ahimsa), truthfulness, compassion, and self-discipline. Devotees engage in prayers, meditations, and acts of charity to commemorate this significant event and strive to emulate Lord Mahavir's ideals of spiritual purity and righteousness in their own lives.

April 22nd-30th Passover: Passover, observed from April 22nd to April 30th in 2024, is a significant Jewish holiday that holds deep historical and cultural importance. Rooted in the biblical narrative of the Israelites' liberation from slavery in ancient Egypt, Passover commemorates their exodus and journey to freedom under the leadership of Moses. Lasting for eight days, Passover is marked by a series of rituals and traditions that symbolize various aspects of the Exodus story. Central to the observance is the Seder meal, during which families gather to retell the story of the Exodus, read from the Haggadah, and partake in symbolic foods such as unleavened bread (matzah), bitter herbs, and the Passover lamb. The Passover holiday provides a profound opportunity for Jewish individuals and communities to reflect on their history, identity, and values, as well as to express gratitude for the blessings of freedom and deliverance. It serves as a time for spiritual renewal, family bonding, and the transmission of traditions from one generation to the next, fostering a sense of continuity and connection to Jewish heritage and faith.

April 22nd World Earth Day: World Earth Day 2024, celebrated on April 22nd, is a global effort to raise awareness about environmental issues and promote sustainability. Through various activities and initiatives, it inspires individuals and communities to take action for the health and preservation of our planet.



April 27th—28th Yom HaShoah (Holocaust Remembrance Day): Yom HaShoah, also known as Holocaust Remembrance Day, is observed annually to commemorate the six million Jews who perished during the Holocaust, as well as the millions of other victims of Nazi persecution. This solemn day typically falls on the 27th day of the Hebrew month of Nisan, which corresponds to April or May in the Gregorian calendar. Yom HaShoah serves as a time for reflection, remembrance, and honoring the memory of those who lost their lives in one of the darkest chapters of human history. Through ceremonies, memorials, educational programs, and moments of silence, people around the world pay tribute to the victims and survivors of the Holocaust, reaffirming their commitment to never forget the atrocities of the past and to work towards a future of tolerance, understanding, and peace.

April 28th World Day for Safety and Health at Work: World Day for Safety and Health at Work in 2024, observed on April 28th, is a global initiative aimed at promoting safe and healthy workplaces for all. It serves as a reminder of the importance of ensuring the well-being and safety of employees in all types of work environments. On this day, organizations, governments, and individuals worldwide come together to raise awareness about occupational safety and health issues, share best practices, and advocate for policies that prioritize the protection of workers. Through education, training, and the implementation of safety measures, World Day for Safety and Health at Work encourages employers and employees alike to create safer workplaces and reduce the risk of work-related injuries and illnesses.