



**DIVERSITY IS OUR STRENGTH,  
EQUITY OUR VIRTUE,  
INCLUSION IS OUR PASSION**

## People Inc. DEI Calendar: July 2025

### Monthly Observations

#### Disability Pride Month

- First officially recognized in Boston in 1990 and in New York City in 2015, Disability Pride Month celebrates the collective pride in the identities of people with disabilities, emphasizing that disability is a natural aspect of human diversity, does not necessitate being “fixed” or “cured” and connects to the larger movement for disability justice. This expression of pride counters an oppressive historical narrative of disabilities being stigmatized, shamed, or rendered invisible by society. Although taking pride in disability does not always mean it is easy to live with it, embracing disability shifts negative perspectives on a natural part of the human condition.
- Disability Pride Month celebrates the passing of the Americans with Disabilities Act (ADA), a landmark legislation passed in 1990 that prohibited discrimination against those with disabilities. The highlight of this month is the Disability Pride Parades, which raise awareness about disabilities and express individuality and identity. Although Disability Pride Month has yet to be recognized federally, many areas across the nation have followed NYC in observing and celebrating this month.
- The theme for 2025 is: **Celebrate & Foster Inclusion.**
- Celebrate at the WNYIL Disability Pride event in Buffalo on July 26 – stop by the People Inc. information table. More information is available below in the “Daily Observations.”

#### French American Heritage Month

- French American Heritage Month was designated to honor the contributions made by those of French American descent to American history, culture, and society. The United States and France have an extensive shared history, marked by notable events such as their alliance during the American Revolution and the reception of the Statue of Liberty as a gift from France in 1886.

#### Social Wellness Month

- This month has been around since the early 2000s to encourage people to practice healthy social behaviors and build meaningful relationships with others. Social wellness is all about fostering positive connections, not just with family and friends, but also with our communities, colleagues, and strangers we meet along the way.
- From maintaining effective communication skills to making sure we take time for self-care, this month is a great reminder of the importance of connecting meaningfully with others.

## Daily Observations

### 7/2 – Civil Rights Act Anniversary

- President Lyndon Johnson signed the Civil Rights Act of 1964 into law on this day, which bans employers from discriminating based on race, religion, color, national origin, or sex, and banned segregation in public places, businesses, and schools. People could no longer be refused services based on their race, religion, or nationality.
- It was a historical achievement of the Civil Rights Movement that also created the Equal Employment Opportunity Commission to help enforce the new law.
- Eventually, the law was expanded to include people with disabilities, seniors, and women in sports.

### 7/4 – Independence Day

- Commemorates the signing of the Declaration of Independence by the Continental Congress on July 4, 1776, to declare independence from Great Britain. This event is referred to as the day the United States was born as an independent nation. The Declaration of Independence became a model for outlining principles of self-governance for the eventual American Constitution that would shape the new nation's government.

### 7/10 – Asalha Puja (or Dhamma Day)

- A Theravada Buddhist festival that is celebrated on the full moon of the eighth lunar month and commemorates the Buddha's first sermon after his enlightenment, which encompassed the four noble truths for Buddhists. The day is observed by donating offerings to temples and listening to sermons.

### 7/13 – Annual Pride Picnic - Rochester

- Kick off Pride Week at the annual ROC Pride Picnic, entrance is free this year. There will be vendors, food trucks, DJ's, raffles, and community information tables. It will be held at the Dogwood Pavilion at Genesee Valley Park, Rochester. Stop by the People Inc. information table between noon and 6:00 p.m.  
<https://www.rocpridepicnic.com/>
- There is also the Rochester Pride Parade and Festival taking place on Saturday, July 19.  
<https://www.trilliumhealth.org/rochester-pride>

### 7/14 – Bastille Day

- Bastille Day is a French holiday that commemorates the anniversary of the storming of the Bastille in 1789. A fortress that doubled as a prison, the Bastille was seen as a tool of the French monarchy, and its storming marked one of the first events of the French Revolution. The event became a catalyst for many other subsequent events that intended to overthrow the monarchy and establish a new government in France by the beginning of the nineteenth century.
- The first celebration of this event took place at a feast exactly one year after it happened, in 1790. The day was not known to be observed again until 1880, when the Third Republic established Bastille Day as the national holiday for France. Festivities celebrating French pride on Bastille Day continue today. Bastille Day is commonly celebrated with fireworks displays and performances across the nation.

### 7/14 – International Non-Binary People's Day

- This day brings visibility to non-binary people, celebrating gender diversity and raising awareness about the unique challenges they face. It promotes acceptance and respect for non-binary identities worldwide.

### 7/18 – Nelson Mandela International Day

- Officially declared by the United Nations in 2009, and first held in 2010, Nelson Mandela Day is an observance dedicated to celebrating the life, legacy, and principles of South African former President Nelson Mandela. Born on July 18, 1918, Mandela engaged in resistance efforts against an oppressive colonial system in South Africa that implemented discriminatory policies and segregation against the nonwhite population in the nation. This

caused him to be imprisoned from 1964 to 1990. Mandela became a symbol of resistance against racial discrimination in South Africa, after his release from prison in 1994, he became the nation's president.

- Mandela's impact lies in his life of service for the betterment of humanity, combating racial injustice, helping the disadvantaged, and supporting conflict resolution. To observe Mandela Day, the UN hosts events discussing his legacy within the context of current events and ongoing social justice issues. Engaging in community service and contributing to community initiatives are activities encouraged for the observance of this day.

### **7/24 – International Self-Care Day**

- This day encourages us to do things that help our mental, physical, and spiritual health. Promoting self-care is a vital foundation of health. When you take care of yourself to help you stay well and you are practicing self-care.

### **7/26 – Americans with Disabilities Act Day**

- The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against people with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to people with disabilities like those provided to individuals based on race, color, sex, national origin, age, and religion. It also guarantees equal opportunity for people with disabilities in public accommodation, employment, transportation, state and local government services, and telecommunications.

### **7/26 – Buffalo Disability Pride Festival**

- Each year, Western New York Independent Living and the disability community come together to host the Disability Pride of WNY celebration to commemorate this landmark act and celebrate the accomplishments of people with disabilities. The free Disability Pride Festival will be held at Buffalo River Works from 11:00 a.m. to 3:00 p.m. It brings together the diverse disability community in Western New York, showcasing their accomplishments through performances, art, and displays. The festival also features children's activities, a Resource Market, and food. Stop by the People Inc. information table.
- [Disability Pride of WNY | Facebook](#)

### **7/26 – Islamic New Year**

- Also known as Awal Muharram, Muharram or Hijri New Year, the Islamic New Year falls at the beginning of the month of Muharram on the Islamic Lunar Calendar. For some Muslims, the new year begins exactly at the first sighting of a crescent moon after the new moon during this month. The exact day is different every year, for the Islamic year is eleven to twelve days shorter than the Gregorian calendar.
- The Islamic Calendar began in CE 622, the year in which the Prophet Muhammad emigrated from Mecca to Medina in a journey referred to as Hijri. In Medina, Muhammad developed a constitution that outlined the rights of Muslims, marking a significant moment in the faith's history that is celebrated by the Islamic New Year.
- Activities observing this holiday vary among countries and between Sunni and Shi'a Muslims. The celebration is marked by reciting prayers or attending religious events in one's community. Unlike other New Year celebrations, the observance of Awal Muharram is a rather solemn occasion, offering a time to reflect on the previous year and on the passing of time.

### **7/26 – Naples Pride 1pm – 6pm**

- People Inc. will be hosting a table
- <https://naplesnypride.com/>