



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

People Inc. DEI Calendar: November 2025

Monthly Observances

Adoption Month

- National Adoption Month campaign seeks to increase national awareness of adoption issues, bring attention to the need for adoptive families for teens in the U.S. foster care system, and emphasize the value of youth engagement.

Epilepsy Awareness Month

- This month hopes to raise awareness of epilepsy-related issues for this life-long condition, and how to administer proper first aid to those experiencing a seizure. Epilepsy is a neurological condition in the brain that triggers seizures. 1 in 26 people on average will be diagnosed with epilepsy in their lifetime. It remains one of the least understood neurological disorders, yet it is the fourth most common. Epilepsy is common among both children and adults with developmental disabilities.
- Use the three C's (Calm, Cushion, Call) to ensure everyone knows what to do if they see someone having a seizure. Stay CALM and stay with the person who is having a seizure. CUSHION their head with something to stop them from injuring themselves, CALL for help.
- This year's theme is "My Epilepsy Journey." This theme encourages individuals to share their personal experiences with epilepsy. By sharing their stories, the initiative aims to raise awareness and foster a deeper understanding of the challenges faced by those living with epilepsy.
- Local organizations related to this month are:
 - Epilepsy Association of WNY: <https://epilepsywny.org>
 - EPI – Empowering People's Independence (Rochester/Syracuse/Binghamton): <https://www.epiny.org/>
 - National Epilepsy Awareness Month: <https://www.epilepsy.com/volunteer/spreading-awareness/national-epilepsy-awareness-month>

Family Caregivers Month

- A time to acknowledge and honor family caregivers who work to improve the lives of others across the country. The 2024 theme for this month is "Caregiving around the Clock". A great way to express gratitude to a caregiver is to consider giving a gift that is tailored to their interests or hobbies, or a gift card to a local restaurant.

Italian American Heritage Month

- This month serves as a time to appreciate and learn about the significant contributions of Italian Americans to the nation's societal and cultural fabric. It acknowledges the vast contributions of Italian Americans in various fields, including science, the arts, and business.

- This celebration started as a national designation in 1989 when President George Bush and Congress acknowledged the immense contributions of Italian Americans to US culture and to society.

Learning Disabilities Month

- October was originally designated in the United States as LD Month in 1985 through a proclamation by President Ronald Reagan. Organizations in the United States use this month to inform the public about learning disabilities through events and proclamations.

Native American Heritage Month

- First officially established in 1990, Native American Heritage Month honors the traditions, ancestry, diverse cultures, and history of the Indigenous people of the United States. This month is a time to celebrate the traditions, language, resilience, ingenuity, and stories of Native American and Alaska Native communities and to ensure their rich history and contributions continue to thrive with each passing generation. This month also offers education on how tribes still exist and live today. To date, there are 575 federally recognized Tribal Nations across the U.S., plus an unknown number of tribes that are not federally recognized. The theme for this year is: Native American Legacies: Stories of Strength and Survival. Check out local events celebrating the cultures of indigenous peoples.

Polish American Heritage Month

- Polish American Heritage month is a lively celebration held each year to honor the rich cultural contributions of Polish Americans. This month-long event highlights the vibrant traditions, history, and values that Polish immigrants and their descendants have brought to the United States.
- Through parades, educational programs, and cultural exhibits, Polish American Heritage Month provides numerous opportunities to experience traditional Polish music, dance, and cuisine, fostering a deeper understanding and appreciation of this vibrant community.
- Buffalo, NY, has the largest celebration in the country.

Daily Observations

11/1 & 11/2 – All Saints’ Day & All Souls’ Day

- All Saints’ Day is a special feast day of the Catholic faith in which observers honor every saint, both known and unknown. The next day marks a day of prayers for departed relatives and friends who are no longer living.

11/1-11/2 – Day of the Dead (Día de Muertos)

- The multi-day holiday observed in Mexican culture involves family and friends gathering to pay respects and to remember friends and family members who have died. Day of the Dead views death as something not to be feared; rather, it is viewed as a reminder that life is brief and should be celebrated.

11/5 – Stress Awareness Day

- Observed on the first Wednesday in November, Stress Awareness Day exists to bring attention to the debilitating effects overwhelming stress can have on one’s physical and mental health. An excess amount of indefinite stress can cause stomach and heart issues, as well as mental health conditions such as anxiety, depression, and even post-traumatic stress disorder (PTSD). An aspect of observing Stress Awareness Day is identifying one’s stress factors in their life and considering methods to either reduce or cope with these factors to lessen the overall

amount of stress they cause. Although everyone has different treatment needs, some general recommendations for reducing stress are exercising, having a well-rounded diet, and getting sufficient sleep.

11/11 – Veterans Day

- Also known as Armistice Day, Veterans Day is a holiday paying tribute to veterans of the United States Armed Forces. The history of this day dates to the end of World War I when a ceasefire between the Allied Forces and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month in 1918. Therefore, although the Treaty of Versailles officially ended World War I on June 28, 1919, armed conflict in the war ended months prior on November 11, 1918.

11/13 – World Kindness Day

- World Kindness Day is celebrated around the world. First introduced in 1998 by the World Kindness Movement, this day offers an opportunity to highlight good deeds in the community and the common thread of kindness.

11/16 – Dutch American Heritage Day

- This day celebrates the thriving of Dutch heritage and culture within the United States. This holiday also commemorates the long-standing relationship between the United States and the Netherlands as nations that has existed for centuries. November 16 in particular marks the anniversary of the Netherlands becoming the first country to recognize the United States as a sovereign nation in 1776. The ties between the United States and the Netherlands extend even further back, especially in New York. The connection between the Netherlands and New York is traced back to explorer Henry Hudson's voyage into the New York Harbor around 1609. This led to the establishment of the Dutch settlement of New Amsterdam at the southern tip of Manhattan. This connection is still observed today, for in 2018, a tulip planting ceremony was held in New York City in advance of Dutch American Heritage Day to plant the 800 tulip bulbs gifted to New York City by the Netherlands earlier that year.

11/16 – International Day for Tolerance

- This day marks an annual observance that attempts to spread awareness regarding the necessity for tolerance of diverse cultures, identities, languages, religions, and means of expression throughout the world. This day was declared alongside the adoption of a Declaration of Principles on Tolerance by UNESCO's Member States, which affirms that tolerance is a mandatory action for preserving and recognizing human rights and that all societies are naturally diverse. Fostering tolerance continues to be a persistent struggle worldwide, as systems of oppression and acts of violence built on intolerance remain prevalent.

11/20 – Transgender Day of Remembrance (TDOR)

- Started in 1999 by trans activist Gwendolyn Ann Smith, TDOR honors the memory of those who have died because of bigotry and violence. It was started due to the tragic death of trans woman Rita Hester earlier that year. Today trans people continue to be victims of hate crimes, including murder, for trying to live authentically. There are many layers of intersectionality to those who are impacted the most by transphobia and transphobic violence. TDOR is observed by spreading awareness of the continuing violence, as well as uplifting and supporting the voices of trans people.

11/27 – National Day of Mourning

- The National Day of Mourning is an annual demonstration, held on the 4th Thursday in November, which aims to educate the public about Native Americans in the United States. This day honors the memory of all the Native Americans who have lost their lives, been victimized, or have been displaced due to the colonization and

genocide committed by European settlers and the United States for many centuries. A major gathering for this day takes place at Cole's Hill, Plymouth, Massachusetts, where a march has traditionally taken place since 1970.

11/27 – Thanksgiving

- Thanksgiving is a national holiday celebrated in the United States. It began as a day of giving thanks for the blessing of harvest and the preceding year. Although Thanksgiving has historical roots in religious and cultural traditions, it has long been celebrated as a secular holiday as well.

11/28 – Native American Heritage Day

- Signed into law in 2008, this day is held annually and encourages Americans to celebrate Native Americans' vibrant cultures, traditions, and heritages while recognizing their many contributions. To celebrate Native American Heritage Day, try any of the following: Read a story about or written by a Native American, visit a Native American museum/heritage center/or historical sight, try a delicious Native American recipe, watch a movie or documentary about or by a Native American, attend one of many seminars/performance/or events honoring Native American culture.

11/30 – Advent

- Advent is a season observed in some Christian denominations as a time of expectant waiting and preparation for both the celebration of the Nativity of Christ at Christmas and the return of Jesus Christ at the Second Coming. This is a time for faith communities and families to remember, through prayer, reflections, special music, and charitable deeds what the true meaning of Jesus' birth is. The four themes of Advent are Hope, Joy, Peace, and Love.