



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

## **People Inc. DEI Calendar: May 2025**

### **Month-long Observances**

#### **Asian American, Native Hawaiian, & Pacific Islander Heritage Month**

- Asian-Pacific American Heritage Month originated in 1977. It recognizes the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture, and achievements of the United States.
- This year, the theme is *A Legacy of Leadership and Resilience*. This theme is both a tribute and a call to action. It honors the achievements of those who have paved the way while igniting the passions of those who will follow. Through this theme, they strive to continue breaking barriers, honor traditions, and inspire the next generation of leaders.
- Resources:
  - <https://asianpacificheritage.gov/>
  - <https://fapac.org/AAP-Resources>

#### **Haitian Heritage Month**

- First known to be celebrated in Boston, Massachusetts, in 1988, Haitian Heritage Month is a national observance dedicated to celebrating Haitian communities and their culture in the United States. The month of May coincides with Haitian Flag Day on May 18, a major patriotic holiday for those living in the Caribbean Republic of Haiti as well as the Haitian American Diaspora.
- Haitian Heritage Month celebrates Haitian achievements and contributions, both historical and current. The observance also highlights aspects of Haiti's rich culture, such as its food, art, music, and other distinct traditions. These cultural aspects and their histories are represented in events such as parades, programs, and exhibits organized by Haitian-led organizations across the country.

#### **Jewish-American Heritage Month**

- Jewish-American Heritage Month (JAHM) celebrates the history and culture of Jewish people living in the United States, highlighting their contributions to the nation's culture and society. First known to have arrived in New Amsterdam in 1694, Jewish Americans have continuously shaped America's history.
- For JAHM, many organizations across the country will participate in providing the public with programs and resources to highlight and celebrate Jewish Americans. The National Museum of Jewish American History offers a selection of online resources detailing significant Jewish American figures, museum artifacts, and more, relevant to Jewish American history.
- Resources:
  - <https://jewishamericanheritage.org/>
  - National Museum of Jewish American History: <https://theweitzman.org/>

## **Mental Health Awareness Month**

- Mental Health Awareness Month is observed to help bring visibility to the millions of Americans currently living with mental health struggles in their daily lives. The activism surrounding this month aims to challenge the massive historical stigma around mental illness that persists today, while providing support for those affected by mental health conditions. Advocating for mental health also means actively fighting for policies that make mental health support and treatment more accessible to everyone and encourage these individuals to seek help when needed.
- Resources:
  - Join the Conversation for resources and a pledge to stop stigma at <https://letstalkstigma.org/>
  - Call or text 988 Suicide and Crisis Lifeline
  - <https://www.monroecounty.gov/mh-services>
  - <https://www3.erie.gov/mentalhealth/about-department>
  - <https://www.211wny.org/>
  - Finger Lakes: <https://www.211lifeline.org/>
  - <https://www.mhanational.org/>

## **Military Appreciation Month**

- Celebrated every May, it is a declaration that encourages U.S. citizens to observe the month as a symbol of unity. It honors current and former members of the U.S. Armed Forces, including those who have died in the pursuit of our freedom.

## **National Speech-Language-Hearing Month**

- National Speech-Language-Hearing Month raises awareness regarding various communication disorders related to hearing or speech. Founded in 1927, one of the major initiatives is to spread the word by encouraging annual hearing testing. Testing can help identify potential communication issues early on and allows for the opportunity to seek the many treatments available from audiologists and speech-language pathologists.
- This month also raises awareness about communication disorders and the role of audiologists and speech-language pathologists in providing life-altering intervention and treatment.
- Resource:
  - People Inc.'s Rehabilitative Services provides a comprehensive team approach to address various needs, including specializing in plans for people with developmental disabilities. Our clinical professionals provide occupational and physical therapy, speech and language services, accessibility services, social work counseling, and psychology evaluations. <https://www.people-inc.org/rehabilitative-health-services-and-social-work/>

## **National Stroke Awareness Month**

- National Stroke Awareness Month aims to raise awareness regarding the incidence of strokes, their impact on people who suffer strokes, and the actions one should take in the event of a stroke. By encouraging individuals, communities, and health providers to spread the word and share resources regarding strokes, National Stroke Awareness Month advocates for reducing stroke risk factors and acting quickly as a response to a stroke.
- In addition to knowing the signs and symptoms of a stroke, the campaign of National Stroke Awareness Month encourages people to remember the acronym FAST (F for Face Drooping, A for Arm Weakness, S for Speech Difficulty, and T for Time to call 9-1-1) and act accordingly and quickly when these symptoms appear.
- Resources:
  - American Stroke Association: <https://www.stroke.org/en/about-the-american-stroke-association/stroke-awareness-month>

## Daily Observations

### 5/5 – African World Heritage Day

- First declared in 2018 by UNESCO, African World Heritage Day is an observance dedicated to celebrating the unique and rich cultural heritage of Africa. The day was established to draw awareness to African cultural heritage and its potential for driving poverty reduction and regional development throughout the continent.
- According to UNESCO, despite being the second largest continent, Africa is underrepresented on the World Heritage List, accounting for only 8% of the list with 98 registered sites. However, 15 of these sites are on the World Heritage List in Danger. Issues such as climate change and uncontrolled development threaten the preservation of irreplaceable cultural heritage.

### 5/5 – Day for Awareness of Missing & Murdered Indigenous Women & Girls

- Day for Awareness of Missing & Murdered Indigenous Women & Girls – May 5  
This day brings attention to the high rates of violence faced by Indigenous women, girls, and two-spirit people across North America. It advocates for justice, awareness, and action to address these ongoing issues within Indigenous communities.

### 5/5 – Cinco de Mayo

- Cinco de Mayo is not celebrated in Mexico. It is a yearly celebration held on May 5 created by and for Latinx communities in the United States, to celebrate Mexico's victory over the second French Empire at the Battle of Puebla in 1862, which plays a significant role in Mexican history. The celebration of Cinco de Mayo is more about U.S. Latinx history and culture than Mexican history.

### 5/7 – National Interpreter Appreciation Day

- Observed on the first Wednesday in May, National Interpreter Appreciation Day highlights the efforts of interpreters whose job bridges language barriers in every area of life, including, but not limited to business, health, and entertainment. Started in 2013, this observance reminds us that a world with thousands of languages requires many more interpreters to connect those with not only differing languages but also differing methods of communication.
- There are about 6,500 languages in the world, and on any given day, we are bound to encounter more than one of them. National Interpreter Appreciation Day celebrates the experts who connect with those who want to communicate but don't speak the same language. They also translate for government services, businesses, hospitals, organizations, and more.
- Resource:
  - People Inc. acknowledges the presence of interpreters as a critical component of accessibility. This notably applies to American Sign Language (ASL) interpretation to allow for effective communication between those who are Deaf or hard of hearing and hearing individuals. People Inc.'s Deaf Access Services promote communication access, awareness, and opportunities in the greater community. <https://www.people-inc.org/health-and-housing/deaf-access-services/>

### 5/10 – Annual Home Beneath Our Feet Cleanup Buffalo

- People Inc. staff will be volunteering at the annual community cleanup held in conjunction with the national Great American Cleanup. To volunteer go to <https://www.hbof.org/community-clean-up1af6b934>.
- Home Beneath Our Feet, Inc. is a nonprofit organization geared towards providing our youth with the platform to become the best version of themselves through a gardening and holistic education initiative.

### **5/12 – Vesak**

- This day is a traditional Buddhist holiday commemorating the birth, enlightenment, and passing of the Buddha. It is considered one of the most important events in the Buddhist calendar. It is a time for reflection, meditation, charitable acts, and the sharing of good wishes and kindness with others. It is also a time for community and family, as people come together to celebrate the holiday.

### **5/15– Global Accessibility Awareness Day**

- An awareness day focusing on digital access and inclusion for the more than one billion people alive today who live with disabilities or impairments.

### **5/17– International Day Against Homophobia, Transphobia & Biophobia**

- This day promotes equality and fights against discrimination faced by the LGBTQ+ community globally. It's an opportunity to stand up for inclusivity, raise awareness, and foster a culture of acceptance.

### **5/17– “Walk & Roll” for Spina Bifida of Western New York**

- The fourth annual Walk & Roll for Spina Bifida of Western New York is a family-friendly, wheelchair-accessible 1-mile walk aimed to raise funds, celebrate the lives and accomplishments of the people with Spina Bifida, and raise community awareness of the day-to-day challenges people with Spina Bifida face.
- Stop by the People Inc. information table from 1 to 4 p.m. in Cheektowaga

### **5/19– Malcolm X Day**

- A day of observance to honor and celebrate Malcolm X, who was a civil rights leader. The commemoration of the civil rights leader has been proposed as an official state holiday in the U.S.
- Malcolm X emerged as the principal spokesperson of the Nation of Islam during the 1950s and 1960s. He organized temples, founded a newspaper, and led Temple No. 7 in New York City's Harlem.

### **5/21 – World Day for Cultural Diversity for Dialogue and Development**

- World Day for Cultural Diversity for Dialogue and Development celebrates not only the richness of the world's cultures but also the essential role of intercultural dialogue for achieving peace and sustainable development.

### **5/26 – Memorial Day**

- Memorial Day is a federal holiday in the United States for honoring and mourning the U.S. military personnel who died while serving in the United States Armed Forces. From 1868 to 1970, it was observed on May 30. Since 1971, it is observed on the last Monday of May.

### **5/27 – Ascension of Baha'u'llah**

- This day commemorates the passing of Baha'u'llah, the founder of the Baha'i faith, and is observed with prayers and reflection on his teachings. It's a solemn day for Baha'is, honoring his legacy of unity, peace, and spiritual guidance.

### **5/28 – World Hunger Day**

- This day aims to raise awareness and inspire actions to end world hunger. 16.6% of the world's population is undernourished. 1 billion people are living in extreme poverty. Extreme poverty means that all these people are deprived of their basic human needs, such as food, safe drinking water, sanitation, education, information, health, and shelter. Hunger is the cause of 45% of all children's deaths.

### **5/29 – Ascension Day (Coptic & Eastern Orthodox)**

- Also known as Holy Ascension, this day marks Jesus Christ's ascension to heaven, observed 40 days after Easter in the Coptic and Eastern Orthodox traditions. It's a day of prayer and reflection, symbolizing the promise of eternal life and spiritual elevation.

#### **5/31 – Rainbow Revolution Pride Festival**

- Cattaraugus-Allegany Liberation Collective is hosting Allegany County's second annual Pride Festival, Rainbow Revolution, for a day filled with love, unity, and celebration of LGBTQ+ rights. Vendors, food, art build, workshops, and story hour will be there.
- Stop by the People Inc. information table from noon to 4 p.m. in Wellsville.