





Recognizing important cultural holidays is just the beginning; the true goal for organizations lies in exemplifying a year-round commitment to celebrating differences and strengthening relationships across the workplace. Our annual Cultural Calendar is crafted to assist you on this journey. Please note that there are numerous culturally significant dates beyond what is listed and observing additional holidays is encouraged.











JAN

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EMAIL: brandi@popeconsulting.com PHONE: (833) 364-7673 Web: POPECONSULTING.COM 15 Third Monday in January.

Dr. Martin Luther King Jr. Day

Dr. Martin Luther King Jr. Day, observed on the third Monday of January, honors the civil rights leader's immense contributions to the struggle for racial equality in the United States. The federal holiday was established after a prolonged campaign led by Coretta Scott King, who advocated for national recognition of her husband's legacy. Instituted in 1986, the holiday symbolizes a significant triumph in the movement for civil rights, reflecting a broader societal acknowledgment of the importance and relevance of Dr. King's work.

To this day, Dr. King's lifelong commitment to making the world a more equitable place for the marginalized remains a powerful inspiration for those who continue to challenge injustice and advance the fight for civil rights.

27

International Holocaust Remembrance Day

International Holocaust Remembrance Day, observed annually on January 27, marks the anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi death camp. This date is an International Memorial Day for the victims of the Holocaust and the genocide that resulted in the death of six million Jewish people, along with millions of others.

The Remembrance Day serves to remind us of the devastating consequences of hatred, bigotry, and racism. It highlights the importance of being vigilant against antisemitism and stresses the critical need to maintain the memory of the Holocaust to educate future generations and prevent history from repeating itself.

People around the world participate in ceremonies and educational events that include lighting memorial candles, reciting prayers, and listening to testimonies to reflect on the lessons of history and honor those who were lost.

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FEB

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Black History Month

29

Black History Month, observed throughout February in the United States, is a dedicated time to celebrate the achievements of African Americans and recognize their central role in the country. This annual observance began as "Negro History Week" in 1926, initiated by historian Carter G. Woodson and the Association for the Study of African American Life and History. It was expanded to an entire month in 1976, the nation's bicentennial year.

The month-long event acknowledges the contributions of African Americans in various fields, from science and the arts to politics and social reform. Throughout the month, educational and cultural events across the nation spotlight their rich heritage.

Black History Month is a special time for those of all racial and ethnic backgrounds to explore and better understand the historical journey of African Americans' ongoing pursuit of equality and justice, which enhances appreciation of their significant role in shaping this nation.

10 Chinese New Year

Sunday

Monday

Tuesday

Chinese New Year is a celebration of both cultural heritage and future prosperity. As the most significant holiday in the lunar calendar, Chinese New Year is ushered in by communities around the world. The Year of the Dragon, 2024, symbolizes power, nobleness, honor, luck, and success in traditional Chinese culture.

Historically, the holiday has its roots in agriculture, in which people gave thanks for the harvest, worshipped the gods, and asked for abundance during the upcoming growing season. In the 20th century, China implemented a weeklong vacation, also known as the Spring Festival, to bring in the new year. Today, traditions include spending time with family, sharing meals with loved ones, and gifting red envelopes with money for good luck.

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MAR













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National Women's History Month and Gender Equality Month

Women's History Month, observed throughout March in the United States, is a time to honor the vital role of women in American history and to commemorate the numerous contributions they have. Established in 1987, this observance began as a week-long celebration organized by the school district of Sonoma, California, in 1978. It has continued to recognize the achievements of women in all facets of life – science, government, literature, art, sports, and medicine.

Throughout the month, various events and programs highlight the historical accomplishments of women, and educational initiatives aim to increase awareness to their long-lasting impact. This celebration not only looks back at the pivotal contributions of women throughout history but also promotes equality and encourages support for women's rights and participation across all sectors of society.

8 International Women's Day

Celebrates all women and their remarkable contributions to collective progress International Women's Day, celebrated on March 8, is a global day acknowledging the social, economic, cultural, and political achievements of women. It also marks a call to action for accelerating gender parity. First observed in the early 1900s, it has since become a focal point in the movement for women's rights. This day brings together governments, corporations, organizations and charities through events, discussions, and initiatives aimed at fostering equality and empowerment for women.

International Women's Day honors the progress made towards gender equality while recognizing the significant challenges that still persist. It is a day of advocacy and celebration, where individuals and communities are encouraged to engage in actions that can drive the collective change necessary to achieve a more gender-inclusive world.

MAR. 10

APRIL **9**

31

The ninth month of the Islamic calendar.

Monday

Tuesday

Ramadan

Sunday

Ramadan is the most sacred month of the year in Islamic culture. Muslim communities around the world observe this time by fasting from dawn until sunset, a practice known as swam. The fast of Ramadan is one of the Five Pillars of Islam and serves as a period of reflection, self-improvement, and heightened devotion and worship.

Expected to begin on March 10, 2024, depending on the sighting of the moon, Ramadan lasts 29 to 30 days. It is a time when Muslims make a special effort to connect with their faith and community. In addition to fasting from food and drink, fasting includes refraining from smoking, taking oral medications, and engaging in sinful behavior. Instead, observers focus on prayer, purification, and charitable acts.

Each day before dawn, Muslims consume a pre-fast meal called suhoor, and they break their fast with a meal known as iftar, which traditionally starts with the eating of dates followed by a richer meal. The end of Ramadan is marked by a festive holiday known as Eid al-Fitr, which involves communal prayers, feasts, and giving gifts.

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MAR. 10

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1

Arab-American Heritage Month

30

April is dedicated to honoring the rich heritage and significant contributions of Arab Americans to the cultural mosaic of the United States. Throughout the month, events and educational programs across the nation celebrate the history, achievements, and diversity of Arab Americans.

The observance is also a time to deepen the understanding of the Arab-American experience, cultivating an appreciation for this multifaceted culture that includes people from over 20 countries.

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MAY

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Asian-American and Pacific Islander Heritage Month

In May, the United States recognizes the long history, rich culture, and innumerable contributions of Asian Americans and Pacific Islanders (AAPI). The observance celebrates the collective accomplishments of AAPI communities while acknowledging their diverse cultural heritage that spans the entire Asian continent and the Pacific islands of Melanesia, Micronesia, and Polynesia.

Cultural festivals, educational activities, and historical exhibits take place throughout the country, highlighting the perseverance and influence of the AAPI communities. AAPI Heritage Month also seeks to address the issues still faced by these communities, including combating prejudice and advocating for social justice and equal opportunity. By embracing the traditions and narratives of the AAPI population, this month fortifies the value of diversity and inclusion.

5 Yom HaShoah: Holocaust Memorial Day

6

Yom HaShoah is a day of national remembrance in Israel and among Jewish communities around the world, set aside to honor the memory of those who perished in the Holocaust.

Falling on May 5, 2024, it is marked by memorial ceremonies and a commitment to educate future generations about this dark chapter in human history. Many communities organize vigils and name recitations, and educational institutions often hold special programming.

The reflections of Yom HaShoah underscore the importance of taking a stand against antisemitism and universally upholding human rights.

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JUN













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Pride Month

The roots of the gay rights movement go back to the early 1900s, when a handful of individuals in North America and Europe created gay and lesbian organizations such as the Society for Human Rights, founded by Henry Gerber in Chicago in the 1920s. Pride Month celebrates the LGBTQ+community's culture, contributions, and the ongoing fight for equal rights and commemorates the anniversary of the Stonewall Riots of 1969, a pivotal event that galvanized the gay rights movement.

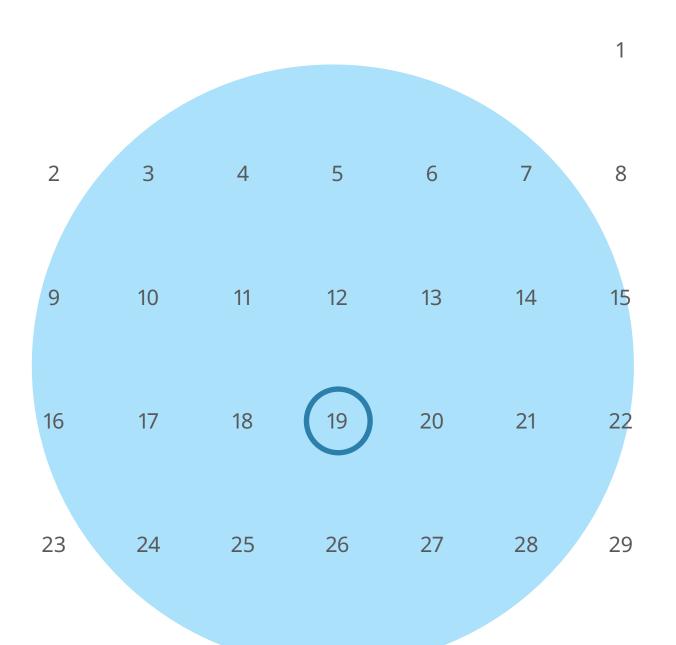
Cities worldwide host parades, marches, and festivals that are a testament to the courage and diversity of the LGBTQ+ community. Pride Month is also a time for advocacy and awareness, addressing the challenges LGBTQ+ individuals face, such as discrimination and health disparities. It is a celebration of progress, a reflection on history, and hope for the future as the community and its allies continue to strive for a world where all can live authentically and openly.

19 Juneteenth

A federal holiday in the United States commemorating the emancipation of enslaved African Americans. Although a common belief among many in the United States is that President Lincoln's Emancipation Proclamation in 1862 ended slavery, several states chose to ignore it due to the ongoing war and transported their slaves to Texas where their bondage continued. Juneteenth, falling on June 19, commemorates the end of slavery in the United States, marking the day that Union soldiers arrived in Galveston, Texas, in 1865 with news that the Civil War had ended and those who were enslaved were now free.

Juneteenth celebrations include prayer and religious services, educational events, and community festivities like concerts, parades, rodeos and family gatherings. As a symbol of freedom, Juneteenth is an essential part of the national consciousness, reminding us of the value of liberty and freedom for all.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday



30



1 Independence Day

July 4 commemorates the Declaration of Independence, a historic document proclaiming the colonies' separation from British rule in 1776. The holiday amplifies freedom and democracy, the founding ideals of the United States.

Citizens reflect on America's history, honor those who fought for the country's freedom, engage in civic traditions, and embrace the spirit of patriotism that unites diverse backgrounds in celebration of a shared history and future.

18 Nelson Mandela Day

Nelson Mandela, South Africa's first Black president, is a global icon of peace and reconciliation. The United Nations established this holiday to honor Mandela's remarkable contributions including dismantling apartheid, fostering racial unity, and pioneering social and economic reform in South Africa.

People around the world are encouraged to devote 67 minutes to community service, symbolizing the 67 years Mandela spent fighting for social justice, 27 of which he was imprisoned. It's a call to action for people to take responsibility for changing the world and making it a better place, in the same vein as Mandela. Nelson Mandela Day is a tribute to one man's indomitable spirit but also to the global movement to continue his life's work of ensuring human rights and dignity for all.

JUL

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AUG

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International Indigenous People's Day

International Indigenous People's Day, observed on August 9, is a recognition of the first inhabitants of nations around the globe and their descendants. The day aims to protect and promote the rights of the world's indigenous population. This observance highlights the achievements and contributions of these communities, brings attention to their rich cultural heritage, and recognizes the global issues they still face.

Celebrations and educational events on this day foster reverence for indigenous people and acknowledge their role in the stewardship of nations across the globe. The holiday is a commitment to acknowledging past injustices while simultaneously working towards greater inclusion and equality for indigenous people.

26 Women's Equality Day

Women's Equality Day marks the anniversary of the 19th Amendment's certification, which granted women the right to vote in the United States. This day not only commemorates this significant historical milestone but also serves as a platform for current gender equality advocacy. Across the country, educational events, exhibitions, and workshops spotlight the ongoing efforts toward achieving equal pay, combating gender discrimination, and reinforcing women's rights in all realms of society.

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SEPT. **Hispanic Heritage Month** 15

OCT.

15

Hispanic Heritage Month celebrates the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, Central and South America. Commencing on September 15, the anniversary of independence for the Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua, this month honors their rich and diverse socio-cultural heritage and recognizes the significant presence and influence of Hispanic Americans.

It is a multifaceted commemoration encompassing a wide array of events such as parades, concerts, food fairs and art exhibits which showcase the many contributions of Hispanic Americans, spotlight their achievements and demonstrate appreciation for the mosaic of their traditions and customs.

SEP

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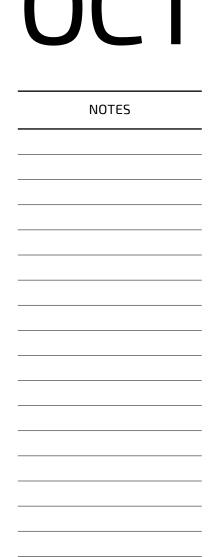
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PHONE: (833) 364-7673 Web: POPECONSULTING.COM Sunday Monday Tuesday Wednesday Thursday Friday Saturday 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 22 23 24 25 27 28 26

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Hispanic Heritage Month (continued)

National Disability Employment Awareness Month National Disability Employment Awareness Month is obser

National Disability Employment Awareness Month is observed each October to amplify the many and varied contributions of people with disabilities to America's workplaces and economy. This month is a reaffirmation of the importance of inclusive policies and practices that ensure everyone has access to the same employment opportunities.

31

This observance originated in 1945 when Congress enacted a law declaring the first week in October "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Today, it's a call to employers, both in the public and private sectors, to examine their recruitment and hiring practices and ensure they embrace diversity and inclusion. The observance is marked by job fairs, mentoring initiatives, and awareness campaigns that challenge misconceptions about disability and employment.

1)

LGBTQ+ History Month

LGBTQ+ History Month, has been observed annually in October since 1994, and highlights the contributions of lesbian, gay, bisexual, transgender, and queer people to local, national, and international history. It's a time to reflect on the trials and triumphs of the LGBTQ+ community and the advocates who have fought for equality and acceptance.

31

This month also incorporates National Coming Out Day on October 11, which advocates for a safe world for LGBTQ+ individuals to live truthfully and openly. It's an opportunity for people to learn more about the civil rights movement within the LGBTQ+ community and the ongoing struggles many still face. Educational events, pride celebrations, and historical exhibits are common, promoting a spirit of unity and pride.

2

Second Monday in October.

Rosh Hashanah

Rosh Hashanah, often known as the Jewish New Year, is a deeply significant holiday that ushers in the High Holy Days or "Days of Awe" for the Jewish community. According to tradition, it commemorates the anniversary of the creation of Adam and Eve and emphasizes the special relationship between God and humanity.

4

The blowing of the shofar, a ram's horn, is a central and unique feature of the Rosh Hashanah service. This serves as a call to repentance and a reminder to Jews that God is their king. Observing Rosh Hashanah includes attending synagogue services, reciting special prayers and liturgy, and spending time with family. Many communities engage in Tashlikh, a practice where pieces of bread are cast into flowing water to symbolically cast away sins.

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NOV

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National Native American, American Indian, and Alaskan Native Heritage Month

Each November, the United States observes National Native American Heritage Month. It is a time dedicated to recognizing the rich cultural legacy and acknowledging the vital contributions of Native American communities.

Museums, universities, and community organizations shine a light on the achievements, scholarly works, and traditional practices of Native Americans through exhibits, symposiums, and events. This observance also magnifies the need to preserve and promote the rights and freedoms of Native Americans, as well as foster conversations and solutions to create a future that is equal and just for all.

Diwali

30

Diwali, known as the Festival of Lights, is one of the most beloved and widely celebrated festivals in India and across the world by Hindus, Jains, Sikhs, and some Buddhists. Symbolizing the victory of light over darkness, knowledge over ignorance, and good over evil, Diwali is a time of illumination and joy. Falling on November 1 in 2024, Diwali is celebrated over five days, with the main day of festivities taking place on the third day, which corresponds to the darkest new moon night of the Hindu Lunisolar month Kartika. Homes and public spaces are adorned with thousands of lights, candles, and clay lamps called "diyas." Families and friends gather to share sweets, exchange gifts, enjoy festive meals, and light fireworks.

It is also an auspicious time for new beginnings, with prayers offered to Lakshmi, the goddess of wealth and prosperity, and Ganesha, the god of wisdom and remover of obstacles. Diwali's heartwarming traditions and the message of hope, unity, and compassion resonate globally, embodying a spirit of peace and celebration.

11 Veterans Day

Sunday

Monday

Tuesday

Veterans Day is an American holiday dedicated to acknowledging and expressing gratitude for the valor and service of military veterans. Annually observed on November 11, this day marks the anniversary of the armistice ending World War I and is synchronized with international observances recognizing the conclusion of the Great War.

This day is reserved to honor the courage and sacrifices of those who have served in the United States Armed Forces. Unlike Memorial Day, which remembers those who have passed away while serving, Veterans Day pays tribute to all American veterans—living or deceased. Patriotic ceremonies, educational activities, and national public events underscore the day's significance. Parades and church services are common expressions of remembrance, and many institutions also host events to educate the public about the veterans' role in protecting freedom. Veterans Day is a poignant reminder of the duty, honor, and selfless service of the men and women who have worn the uniform and reaffirms the nation's commitment to uphold the ideals they fought to preserve.

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DEC

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International Day of Persons with Disabilities

This day, proclaimed in 1992 by the UN General Assembly, is dedicated to raising awareness about disability issues, promoting inclusion, and advocating for the integral role of disabled people in society. It's a day to affirm our commitment to building a more accessible and equitable world where every person, regardless of ability, can contribute to their community and live with dignity. The day often features educational programs, discussions, and awareness campaigns aimed at dismantling barriers to inclusion and celebrating the diverse abilities of all people.

25 **Christmas**

Christmas, celebrated annually on December 25, is one of the most widely observed holidays around the globe, commemorating the birth of Jesus Christ. It is both a sacred religious holiday as well as a worldwide cultural and commercial phenomenon.

For Christians, it is a day of religious significance which is recognized by attending church services, displaying Nativity scenes, and singing carols. The holiday also includes customs such as decorating Christmas trees, exchanging gifts, and sharing festive meals with family and friends. For many, Christmas is a time of community, warmth, and joy, uplifting the values of kindness, generosity, and hope.

DEC. 25

JAN. '25'

Hanukkah

A Jewish festival commemorating the recovery of Jerusalem and subsequent Hanukkah, the eightday of the Jewish Festival of Lights, begins on the evening of December 25, 2024. This cherished celebration commemorates the rededication of the Second Temple in Jerusalem and the menorah miraculously burning oil for eight days with a supply that was only sufficient for one. Lighting the menorah each evening is central to the festival, symbolizing faith, resilience, and the triumph of light over darkness. It is a time to reflect on the power of collective memory and the continuous pursuit of freedom and justice.

DEC. 26

Kwanzaa

JAN. '25⁾

Kwanzaa is a seven-day festival that celebrates African American culture and historical heritage, observed from December 26th to January 1st each year. Established in 1966, Kwanzaa honors African heritage in Black American culture. It is not only a celebration but also an opportunity to reflect on African American history, community strength, and personal growth. Each day of Kwanzaa emphasizes a specific principle, known as the Nguzo Saba: unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.

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