



2025

# CALENDAR





**BE4ALL has worked diligently to recognize the days of observation from the cultures and faiths that make up our skilled workforce. However, if you do not see a day of observance that you feel should be recognized, please feel free to reach out to BE4ALL, and we will gladly take a moment to learn more about that occasion and endeavor to recognize it entirely in the future.**

**Please post this calendar in a public space, such as a break room, lunchroom, or other communal meeting areas. By doing this, we hope you can use this resource to start meaningful conversations that will enable you to learn more about your colleagues and develop a new understanding of the different cultures, ethnicities, and faiths that make up the sheet metal industry.**





FIRST BE4ALL TOOLBOX TALK RELEASED IN JANUARY 2023.

SMACNA AND SMART VERSIONS OF THE RAPID RESPONSE PROTOCOL RELEASED IN JANUARY 2024.

### POVERTY AWARENESS MONTH

To raise awareness and call attention to the growth of poverty in America and the more than 40 million currently living in poverty. Manifestations of poverty include hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion, disabilities, and restricted access to participation in the democratic process, to name a few.

### 1 | ABRAHAM LINCOLN ISSUED THE EMANCIPATION PROCLAMATION ON THIS DAY IN 1863.

### 1-2 | HAITIAN INDEPENDENCE DAY & ANCESTRY DAY

In 1804, Haiti made history by being the first Black republic in the world and the first country in the Western Hemisphere to abolish slavery. The first two days of the calendar year are dedicated to commemorating the founders of Haiti and the individuals who sacrificed their lives during the fight for independence.

### 4 | WORLD BRAILLE DAY

Celebrated to honor the birth of Braille's inventor, Louis Braille. His gift to the world has brightened the lives of millions of people around the world who are blind or visually impaired.

### 6 | THREE KINGS DAY/EPIPHANY

On this traditional gift-giving day in Puerto Rico, there are festivals with lively music, dancing, parades, puppet shows, caroling troubadours, and traditional feasts.

### 19 | WORLD RELIGION DAY

Celebrated as a reminder of the need for harmony and understanding between religions and faith systems.

### 20 | MARTIN LUTHER KING JR. DAY

To mark the birthday of Martin Luther King Jr., the chief spokesperson for nonviolent activism in the Civil Rights Movement, which protested racial discrimination in federal and state law.

### 21 | NATIONAL DAY OF RACIAL HEALING

Aims to create a brighter future, support, and build communities, and take the steps to create transformative change. It was intentionally placed the day after Martin Luther King Jr. Day, to provide a day of reflection regarding the year-round pursuit for racial equity.

### 22 | UKRAINIAN DAY OF UNITY

Ukrainian observance that commemorates the Treaty of Unity signed on January 22, 1919, marking the anniversary of the unification of eastern and western Ukraine.

### 27 | INTERNATIONAL HOLOCAUST REMEMBRANCE DAY

This day commemorates and honors the six million Jewish victims of the Holocaust, and millions of other victims of Nazism, as well as encourages the development of educational programs to help prevent future genocides.

### 27 | ISRA AND MI'RAJ BEGINS

This event commemorates the Prophet Muhammad's journey from Mecca to Jerusalem and his ascent into the heavens.

### 29 | CHINESE NEW YEAR

Also known as the Spring Festival, this 15-day event celebrates the beginning of a new year on the traditional Chinese calendar or lunar calendar. Many other countries celebrate this day as Lunar New Year, such as Korea, India, Singapore, Malaysia, and more.

### 29 | VIETNAMESE TET

The most important celebration in Vietnamese culture, Tet Holiday carries love and hope, signifies family and friend kinship, and promises a better year ahead.



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SCAN FOR MORE INFORMATION ON THIS MONTH'S EVENTS





## BLACK HISTORY MONTH

Annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history. February was chosen to celebrate African American history because it holds the birthdays of two men who helped eliminate slavery: Frederick Douglass and President Abraham Lincoln.

### 1 | NATIONAL FREEDOM DAY

Honors the signing, by Abraham Lincoln on this day in 1865, of the 13th Amendment to the United States Constitution that abolished slavery in the U.S.

### 1 | WORLD HIJAB DAY

A day in recognition of millions of Muslim women who choose to wear the hijab and live a life of modesty. Women of all religions and backgrounds are encouraged to wear and experience the hijab for a day and to educate and spread awareness on why hijab is worn.

### 4 | INTERNATIONAL DAY OF HUMAN FRATERNITY

This day highlights the principles and values of the Document on Human Fraternity, while exploring good practices towards its implementation as a pathway to building a more peaceful world.

### 4 | ROSA PARKS DAY

Honors the birthday of civil rights leader Rosa Parks, who was arrested for refusing to give up her seat on the bus to a white passenger. Her conviction led to the Montgomery bus boycott, one of the pivotal events of the 1950s-60s Civil Rights Movement.

### 11 | INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

An annual observance adopted by the United Nations General Assembly to promote the full and equal access and participation of females in Science, Technology, Engineering and Mathematics fields.

### 11 | BIRTHDAY OF TAMMY BALDWIN, FIRST OPENLY LGBT WOMAN ELECTED TO BOTH THE HOUSE OF REPRESENTATIVES AND SENATE.

### 14 | BIRTHDAY OF FREDERICK DOUGLASS, AMERICAN SOCIAL REFORMER AND ABOLITIONIST WHO ESCAPED SLAVERY AND BECAME A PROMINENT ACTIVIST DURING THE CIVIL WAR.

### 15 | SUSAN B. ANTHONY DAY

This day marks the birth of one of the most influential women in American history. A leader of the women's suffrage movement, she advocated for abolition, temperance, labor rights, and equal pay for equal work.

### 20 | WORLD DAY OF SOCIAL JUSTICE

An international day recognizing the need to promote social justice, which includes efforts to tackle issues such as poverty, exclusion, gender inequality, unemployment, human rights, and social protections.

### 25 | ON THIS DAY IN 1870, HIRAM RHODES REVELS BECAME THE FIRST AFRICAN AMERICAN TO BE SEATED IN THE UNITED STATES SENATE.

### 26 | PINK SHIRT DAY

Also called Anti-Bullying Day, this is a day where people wear a pink-colored shirt to stand against bullying in schools, workplaces, homes, and online. Now a movement celebrated across the globe, it was inspired by the story of two Nova Scotia students who decided to take action after witnessing a younger student being bullied for wearing a pink shirt to school.

### 27 | DOMINICAN INDEPENDENCE DAY

The Dominican Republic's national day commemorating independence from Haiti gained in 1844. The country's Carnival is celebrated every year during February, culminating with the largest celebration on Independence Day. The Dominican Republic's cultural identity and creativity are on display throughout this vibrant month.

### 28 | RAMADAN BEGINS

Considered one of the holiest months of the year for Muslims and celebrated by commemorating the revelation of the Qur'an, as well as fasting during sunlit hours as a means of drawing closer to God and cultivating self-control, gratitude, and compassion for those less fortunate.



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## DEVELOPMENTAL DISABILITIES AWARENESS MONTH

This campaign seeks to raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.

## WOMEN'S HISTORY MONTH

Commemorates and encourages the study, observance, and celebration of the vital role of women in American history.

## SPRING EQUINOX

Marks the time of year when day and night are of equal length, symbolizing balance and the transition from winter to spring. It represents renewal, growth, and new beginnings as nature awakens and daylight increases.

## 1 | SELF-INJURY AWARENESS DAY

International awareness day meant for learning about self-injury behaviors and for providing resources to those who are in need of help.

## 2-8 | WOMEN IN CONSTRUCTION WEEK

Dedicated to changing the stereotypes that women face when it comes to careers by giving them new opportunities to consider. The construction industry has many places where women can advance and build a career for themselves.

## 3 | WORLD HEARING DAY

To raise awareness on how to prevent deafness and hearing loss and promote ear and hearing care across the world.

## 3 | WORLD WILDLIFE DAY

To celebrate the world's ecosystems and raise awareness of threats to global wildlife. In its essence, it is a day to appreciate ecological diversity, particularly endangered flora and fauna, with the goal of inspiring individuals and governments to take concrete steps to prevent the loss of habitats.

## 8 | INTERNATIONAL WOMEN'S DAY

Celebrates both the accomplishments of women and their contributions to science, culture, and industry, as well as the historical struggle by women for social, political, and economic equality.

## 13-14 | PURIM

Commemorates the (Divinely orchestrated) salvation of the Jewish people in the ancient Persian empire from Haman's plot "to destroy, kill and annihilate all the Jews, young and old, infants and women, in a single day."

## 14 | HOLI BEGINS

Commonly known as the "Festival of Colors," Holi originated as a Hindu holiday in South Asia and the Indian subcontinent and is now widely celebrated across the world. While a distinct part of the celebration involves throwing colored powder, it is traditionally honored with bonfires the night before, signifying ritual purification and renewal according to historical religious practices.

## 17 | ST. PATRICK'S DAY

Also called the Feast of Saint Patrick, it is a cultural and religious celebration observing the death of Saint Patrick, the foremost patron saint of Ireland.

## 20 | NOWRUZ

An ancient holiday celebrated by the populations of Central Asia, Persia, and the Middle East which marks the first day of spring.

## 21 | INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

Recognized as a day on which the international community can come together to recommit our efforts to combat all forms of racial discrimination, injustice, systemic racism, and hate to ensure a world where everyone is respected, safe, and has equitable access to contribute meaningfully to all aspects of society.

## 22 | EMANCIPATION DAY

Commemorates the abolition of slavery in what was then the Spanish colony of Puerto Rico in 1873.

## 25 | INTERNATIONAL DAY OF REMEMBRANCE OF THE VICTIMS OF SLAVERY AND THE TRANSATLANTIC SLAVE TRADE

The transatlantic slave trade began in the 1600s and resulted in the mass exploitation and death of millions of people, predominantly of African descent. This day intends to raise awareness about this chapter in history and of the lasting impact it has had on nations, groups, and individuals.

## 26 | PRINCE KUHIO DAY

Honored all over Hawaii, parades, canoe races, and luaus commemorate this great prince who improved the lives of his Hawaiian people. Born in 1871, he was elected to the U.S. Congress and gained reelection an astounding 10 times. He was influential in helping pass the 1920 Hawaiian Homes Commission Act, which provides homesteads for Native Hawaiians.

## 29 | EID AL-FITR

This Eid, also called the "Festival of the Breaking of the Fast," celebrates the completion of the Holy Month of Ramadan, during which many Muslim adults fast daily from sunrise to sunset and give charity to people in need.

## 31 | INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

Serves to recognize the accomplishments and contributions of transgender and gender non-conforming people in society, as well as raise awareness of and speak out against the harmful impacts of transphobia, discrimination on the basis of gender identity and expression, and intersecting forms of discrimination.

## 31 | CESAR CHAVEZ DAY

Chavez was a major civil rights activist and labor leader in the 20th century whose contributions to numerous political movements, including farm workers, Mexican Americans, and other groups, has had a lasting impact on American society.



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# 2025 APRIL



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

MARCH 2025		MAY 2025		1	2	3	4	5											
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30	31																		
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>													
<b>13</b> PALM SUNDAY	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b> GOOD FRIDAY	<b>19</b>													
<b>20</b> EASTER	<b>21</b> EASTER MONDAY	<b>22</b> EARTH DAY	<b>23</b> ST. GEORGE'S DAY (CANADA) ADMINISTRATIVE PROFESSIONALS DAY	<b>24</b>	<b>25</b>	<b>26</b>													
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>																

## SEXUAL ASSAULT AWARENESS MONTH

By drawing attention to assault and educating communities on the many forms it can take, this month is dedicated to recognizing the mutual obligation we have to ensure others feel safe and to support those who have experienced violence.

## CELEBRATE DIVERSITY MONTH

To recognize and honor the diversity surrounding us all by celebrating the differences and similarities that highlight our unique backgrounds, cultures, and traditions, and with the intention that people will gain a deeper understanding of each other.

### 2 | WORLD AUTISM AWARENESS DAY

This day is dedicated to raising awareness, understanding, and acceptance of those with autism, as well as encouraging a more supportive society.

### 5 | GOLD STAR SPOUSES DAY

A day of remembrance in the U.S. dedicated to honoring the surviving spouses of military service members who have served their country heroically and died in the line of duty.

### 5 | INTERNATIONAL DAY OF CONSCIENCE

This day was declared by the UN General Assembly to acknowledge the need for the creation of conditions of stability, well-being, and peaceful and friendly relations based on respect for human rights and fundamental freedoms for all — without distinction as to race, sex, language, or religion.

### 7 | WORLD HEALTH DAY

On this day in 1948, the World Health Organization was founded. The annual celebration draws attention to a specific health topic of concern to people all over the world.

### 8 | INTERNATIONAL ROMANI DAY

This day raises awareness of the history and ongoing struggle of Romani peoples, particularly in their pursuit of equality and civil rights in the countries they call home.

### 12 | PASSOVER BEGINS

A Jewish holiday that commemorates the Biblical story of Exodus, when God freed the Israelites from slavery in Egypt.

### 14 | VAISAKHI

An important festival in the Sikh and Hindu cultures, celebrating the founding of the Khalsa community and the harvest season.

### 24 | ARMENIAN GENOCIDE REMEMBRANCE DAY

Observed to remember and promote awareness of the genocide of 1.5 million Armenians — men, women, and children — who were massacred by the Ottoman Empire in the early 20th century.

### 24-26 | GATHERING OF NATIONS

North America's largest Pow Wow including more than 3,000 Indigenous, Native American, and Indian dancers and singers representing more than 500 tribes from Canada and the U.S. who come together each year to celebrate and share culture.

### 28 | WORKERS MEMORIAL DAY

Honors workers who have been injured or lost their lives on the job. The AFL-CIO organizes and sponsors events for those interested in participating.

### 28 | WORLD DAY FOR SAFETY AND HEALTH AT WORK

Promotes the prevention of occupational accidents and diseases. This day is intended to focus global attention on the magnitude of the problem and on how promoting and creating a safety and health culture can help reduce the number of work-related deaths and injuries.



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# 2025 MAY



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

APRIL 2025		JUNE 2025													
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<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>									
MOTHER'S DAY															
<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>									
	VICTORIA DAY (CANADA)														
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>									
	MEMORIAL DAY														

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NATIONAL DAY OF PRAYER

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## MENTAL HEALTH AWARENESS MONTH

Raises awareness of mental health and the impact that trauma can have on the physical, emotional, and mental well-being of children, families, and communities.

## ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE MONTH

Recognizes the contributions and influence of generations of Asian Americans and Pacific Islanders (AAPI) to the history, culture, and achievements of the United States.

### 1 | MAY DAY/INTERNATIONAL WORKERS' DAY

On this day in 1886, more than 300,000 workers in 13,000 businesses across the United States walked off their jobs to protest the thousands of men, women, and children who were dying every year from poor working conditions and long hours. May Day grew out of this 19th-century labor movement for worker's rights and an eight-hour workday in the U.S.

### 1 | LEI DAY

Since 1928, this has been a day of celebration honoring the month of Lei (May) as well as fragrant flower leis that greet many visitors to the Hawaiian Islands. Each island has its own special flower of which leis are made, and these are gifted at parades and other celebrations. Whether worn for hula or given as a welcome or farewell, leis represent one singular thing: love.

### 5 | CINCO DE MAYO

Commemorates the Mexican army's unexpected victory over French forces in the Battle of Puebla in 1862.

### 5-9 | CONSTRUCTION SAFETY WEEK

The construction industry, its clients, and business partners take this opportunity to recommit to send every worker home safe each day.

### 5-9 | CMHA MENTAL HEALTH WEEK

A Canadian tradition, with communities, schools, and workplaces rallying to celebrate, protect, and promote mental health. Raising awareness through education will help reduce stigma around mental illness.

### 7 | NATIONAL SKILLED TRADES DAY

Honors skilled trades workers and aims to raise awareness about the contributions of the skilled trades workforce — particularly for young people and students who may be unaware of career opportunities in the trades.

### 11-17 | NATIONAL WOMEN'S HEALTH WEEK

An annual week-long effort — which begins on Mother's Day — to encourage women and girls to make their health a priority.

### 12 | VESAK (BUDDHA DAY)

A significant day for Buddhists, commemorating the birth, enlightenment, and death of Buddha, usually marked by prayer and meditation.

### 17 | INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA, AND BIPHOBIA

To draw attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people, and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics. The date of May 17th was specifically chosen to commemorate the WHO's 1990 decision to declassify homosexuality as a mental disorder.

### 17 | BROWN V. BOARD OF EDUCATION

On this day in 1954, the U.S. Supreme Court ruled that racial segregation in public schools was unconstitutional. While the Brown ruling applied only to schools, it implied that segregation in other public facilities was unconstitutional as well.

### 19 | MALCOLM X'S BIRTHDAY

Also known as Malcolm X Day — a day that commemorates the life and contributions of the pioneering civil rights leader.

### 21 | 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.

### 22 | HARVEY MILK DAY

Commemorates the life and memory of Harvey Milk, an extraordinary leader whose courageous work to end discrimination against the lesbian, gay, bisexual, and transgender community in the 1970s set the stage for many of the civil rights advances we see today.

### 26 | MEMORIAL DAY

An American holiday honoring the men and women who have died while serving in the U.S. military.



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# 2025 JUNE



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b> FLAG DAY
<b>15</b> FATHER'S DAY	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b> JUNETEENTH	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b> ST. JEAN BAPTISTE DAY	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>				<b>MAY 2025</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>JULY 2025</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31



## LGBTQ+ PRIDE MONTH

Celebrated annually to honor the 1969 Stonewall riots, this month focuses on advancing equal justice and opportunity for lesbian, gay, bisexual, transgender, and questioning (LGBTQ) Americans.

## MEN'S HEALTH MONTH

To heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

## CARIBBEAN AMERICAN HERITAGE MONTH

Established to honor the contributions of Caribbean people to the U.S. — from Alexander Hamilton to Colin Powell and Shirley Chisholm — celebrating their impact on the nation's history, culture, and development.

## SUMMER SOLSTICE

The summer solstice, around June 21st, marks the longest day of the year and symbolizes the peak of the sun's strength, celebrating abundance, fertility, and nature's vitality.

## 1-3 | SHAVUOT

Also known as “feast of weeks” which commemorates the revelation of the Torah on Mt. Sinai to the Jewish people.

## 2 | INDIAN CITIZENSHIP ACT

On this day in 1924, Congress granted citizenship to all Native Americans, though state laws still left many disenfranchised.

## 4 | 19TH AMENDMENT PASSED — WOMEN'S RIGHT TO VOTE

On this day in 1919, Congress passed the 19th Amendment, granting women the right to vote (although African Americans and other minority women struggled decades more for the same right).

## 4 | HAJJ BEGINS

One of the Five Pillars of Islam, this pilgrimage to the holy city of Mecca in Saudi Arabia is one that every adult Muslim must make at least once in his or her lifetime.

## 6 | D-DAY

Observed in the U.S. in memory of the Normandy landings in France on June 6, 1944, in which American soldiers and other Allied forces fought to end World War II in Europe.

## 6 | EID AL-ADHA

This Eid, also called “Festival of the Sacrifice,” follows the completion of the annual Hajj pilgrimage and commemorates the dream in which God appeared to Ibrahim and asked him to sacrifice his son Ishmael as an act of obedience.

## 10 | EQUAL PAY ACT SIGNED INTO LAW

On this day in 1963, President John F. Kennedy signed the Equal Pay Act into law, amending the Fair Labor Standards Act and protecting men and women against wage discrimination based on sex.

## 10 | PORTUGAL DAY

A national celebration honoring Portuguese history, culture, and achievements, while uniting the global diaspora and commemorating literary icon Luís de Camões' death.

## 12 | LOVING DAY

On this day in 1967, Loving v. Virginia — the case brought by Mildred and Richard Loving, an interracial couple married in Washington, D.C. — struck down all anti-miscegenation laws in 16 states. This effectively ended bans on interracial marriage.

## 13 | INTERNATIONAL ALBINISM AWARENESS DAY

Celebrates the human rights of people with albinism, who face widespread discrimination due to social and medical misunderstandings.

## 15 | WORLD ELDER ABUSE AWARENESS DAY

A day to spotlight the often-overlooked issue of elder abuse, promoting the welfare and rights of the older generation.

## 19 | JUNETEENTH

Marks the 1865 arrival of federal troops in Galveston, TX to enforce the end of slavery, over two years after the Emancipation Proclamation, and honors the end of slavery in the U.S., as the longest-running African American holiday.

## 20 | WORLD REFUGEE DAY

A day to honor those forced to flee their home country due to conflict or persecution, and a chance to build empathy for their struggles and recognize their resilience in rebuilding their lives.

## 21 | NATIONAL INDIGENOUS PEOPLES DAY/ABORIGINAL DAY

A day for all Canadians to recognize and celebrate the unique heritage, diverse cultures, and outstanding contributions of First Nations, Inuit, and Métis peoples.

## 23 | INTERNATIONAL WOMEN IN ENGINEERING DAY

This day highlights women engineers, addressing their underrepresentation and encouraging more young women to pursue engineering careers.

## 26 | OBERGEFELL V. HODGES

On this day in 2015, this Supreme Court decision legalized same-sex marriage across the U.S.

## 27 | CANADIAN MULTICULTURALISM DAY

Honors the diverse cultural communities that strengthen Canada and celebrates the cultural diversity that enriches society while reaffirming commitment to inclusion and mutual respect.



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## FRENCH-AMERICAN HERITAGE MONTH

Established to celebrate and honor the immense influence that the French have had on the United States in terms of laws, art, culture, language, and social etiquette. Currently, approximately 11.8 million Americans of French or French-Canadian descent live and work in the U.S., with about 2 million of those speaking French at home.

### 1 | CANADA DAY

The day commemorates the anniversary of the 1867 Constitution Act, which consolidated three territories into the single nation of Canada.

### 4 | INDEPENDENCE DAY

The day commemorates the adoption of the Declaration of Independence, signed by all 13 colonies, and marks the beginning of American independence.

### 14 | INTERNATIONAL NON-BINARY PEOPLE'S DAY

Created to celebrate people who identify outside the gender binary, as well as to raise awareness of the issues that affect them and the challenges they face on a daily basis.

### 18 | NELSON MANDELA INTERNATIONAL DAY

In recognition of the former South African president's contribution to the culture of peace and freedom, and his values and dedication to the service of humanity in: conflict resolution; race relations; promotion and protection of human rights; reconciliation; gender equality and the rights of children and other vulnerable groups; the fight against poverty; the promotion of social justice.

### 24 | PIONEER DAY

Completing a perilous thousand-mile exodus, an exhausted Brigham Young and fellow members of the Church of Jesus Christ of Latter-Day Saints arrived in Utah's Great Salt Lake Valley on this day in 1847, viewing their arrival as the founding of a Mormon homeland.

### 24 | INTERNATIONAL SELF-CARE DAY

A day promoting the importance of self-care for mental and physical well-being, emphasizing how self-care practices vary across cultures.

### 25 | PUERTO RICAN CONSTITUTION DAY

Formerly called Occupation Day, this official Commonwealth of Puerto Rico holiday commemorates the anniversary of American troops landing at Guanica in 1898.

### 26 | NATIONAL DISABILITY INDEPENDENCE DAY

Commemorates passage of the Americans with Disabilities Act, the U.S. law prohibiting discrimination against those with disabilities. The landmark legislation has served as a de facto bill of rights for Americans with disabilities by assuring their access to economic and civic opportunities. Its passage represented an unprecedented bipartisan effort to acknowledge the centuries of discrimination suffered by the disability community, and a fundamental change to how they live their lives.

### 30 | INTERNATIONAL DAY OF FRIENDSHIP

Endorsed by the United Nations, this day promotes friendship among people from diverse backgrounds.



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**SCAN FOR MORE  
INFORMATION  
ON THIS MONTH'S  
EVENTS**



**FIRST SMART AND SMACNA LEADERSHIP BE4ALL PODCAST**  
released in August 2022.

**SMACNA RISE COMMITTEE**  
formed in August 2023.

### **NATIONAL CIVILITY MONTH**

To recognize that people being civil to each other is what makes the world a better place. This holiday was founded to help the world remember to treat others the way we wish to be treated ourselves — with kindness, empathy, and respect.

### **1 | EMANCIPATION DAY**

Canadians are invited to reflect, educate, and engage in the ongoing fight against anti-Black racism and discrimination. On March 24, 2021, the House of Commons voted unanimously to officially designate this as Emancipation Day. It marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire. Many people are not aware that Black and Indigenous peoples were once enslaved on the land that is now Canada. Those who fought enslavement were pivotal in shaping our society

to be as diverse as it is today. Emancipation Day celebrates the strength and perseverance of Black communities in Canada.

### **9 | INTERNATIONAL DAY OF THE WORLD'S INDIGENOUS PEOPLE**

This day was created by the United Nations to celebrate the culture of Indigenous people on a global scale.

### **13 | LEFT-HANDERS DAY**

An annual event when left-handers everywhere can celebrate their sinistrality and increase public awareness of the advantages and disadvantages of being left-handed. These events have contributed to the general awareness of the difficulties and frustrations left-handers experience in everyday life and have successfully led to improved product design and greater consideration of their needs by the right-handed majority.

### **15 | ASSUMPTION DAY**

A Christian celebration that commemorates the belief that the Virgin Mary was taken into Heaven at the end of her life.

### **15 | HAWAII ADMISSION DAY/STATEHOOD DAY**

On August 21, 1959, Hawaii was officially admitted as the 50th state of the union. After being turned down in 1919, 1935, 1947, and 1950, this became a day to celebrate. Also called Statehood Day, it is recognized as a state holiday on the third Friday of August.

### **23 | INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE & ITS ABOLITION**

This international day is intended to inscribe the tragedy of the slave trade in the memory of all peoples. In accordance with the goals of the intercultural project “The Routes of Enslaved Peoples,” it should offer an opportunity for collective consideration of the historic causes, the methods, and the consequences of this tragedy, and for an analysis of the interactions to which it has given rise between Africa, Europe, the Americas, and the Caribbean.

### **26 | WOMEN'S EQUALITY DAY**

This day not only commemorates the ratification of the 19th Amendment in 1920, but also calls attention to women's continuing efforts toward full equality.



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**SCAN FOR MORE INFORMATION ON THIS MONTH'S EVENTS**

# 2025

# SEPTEMBER



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

	<b>1</b> LABOR DAY	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b>			<b>AUGUST 2025</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	<b>OCTOBER 2025</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31



## ITI VERSION OF THE RAPID RESPONSE PROTOCOL

released in September 2024.

## NATIONAL HISPANIC HERITAGE MONTH

(September 15 to October 15) Aims to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the American Latino community.

## NATIONAL RECOVERY MONTH

Aims to increase public awareness surrounding mental health and addiction recovery, and to promote and support new evidence-based treatment and recovery practices, the nation's strong and proud recovery community, and the dedication of service providers and communities who make recovery in all its forms possible.

## AUTUMN EQUINOX

Marks the time of year when day and night are of equal length, symbolizing balance and the shift from summer to fall. It represents a period of harvest, reflection, and preparation for the darker, colder months ahead.

## 1 | LABOR DAY/LABOUR DAY

Celebrates the economic and social contributions of workers. It was first nationally recognized in 1894 both in Canada and the United States. The holiday began as an event organized by trade unions in support of workers who had been on strike in order to obtain higher wages, and to celebrate their victory.

## 10 | WORLD SUICIDE PREVENTION DAY

An opportunity to raise awareness of suicide and to promote action through proven means that will reduce the number of suicides and suicide attempts globally.

## 11 | PATRIOT DAY/NATIONAL DAY OF SERVICE AND REMEMBRANCE

Patriot Day is observed in the United States to commemorate the lives of those who died in the 2001 terrorist attacks on the World Trade Center in New York City and the Pentagon in Virginia and those who perished when the hijacked United Airlines Flight 93 crashed in Pennsylvania. Also recognized as the September 11 National Day of Service and Remembrance, this day is a permanent tribute to those killed and injured on 9/11, and to the many brave individuals who rose in service in response to the 9/11 terrorist attacks.

## 16 | MEXICAN INDEPENDENCE DAY

Celebrates Mexico's declaration of independence from Spain in 1810.

## 19 | POW/MIA RECOGNITION DAY

Observed across the United States to stand with military veterans and members of the Army, Navy, Marine Corps, Air Force, and Coast Guard to honor the nation's Prisoners of War (POW) and Missing in Action (MIA) troops, and their families.

## 22 | ROSH HASHANAH BEGINS

Also called the Jewish New Year, this is one of Judaism's holiest days: It commemorates the creation of the world and marks the beginning of the Days of Awe, a 10-day period of introspection and repentance that culminates in the Yom Kippur holiday.

## 23 | INTERNATIONAL DAY OF SIGN LANGUAGES

To raise awareness of the importance of sign language in the full realization of the human rights of people who are deaf.

## 28 | GOLD STAR MOTHER'S AND FAMILY'S DAY

A day of remembrance in the U.S. dedicated to honoring the mothers and families of military service members who have served their country heroically and died in the line of duty.

## 30 | NATIONAL DAY FOR TRUTH AND RECONCILIATION

Canadian federal statutory holiday which gives the public a chance to recognize and commemorate the intergenerational harm that residential schools have caused to Indigenous families and communities, and to honor those who have been affected by this injustice. The day honors the children who never returned home and the survivors of residential schools, as well as their families and communities.



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**SCAN FOR MORE  
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EVENTS**

# 2025 OCTOBER



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SEPTEMBER 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b> COLUMBUS DAY INDIGENOUS PEOPLES' DAY	<b>14</b>	<b>15</b>	<b>16</b> BOSS'S DAY	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b> HALLOWEEN	

## ITALIAN AMERICAN HERITAGE MONTH

Commemorates the significant contributions of Italian immigrants to the U.S., recognizing their resilience in overcoming discrimination while shaping American culture, industry, and society.

## GLOBAL DIVERSITY AWARENESS MONTH

An awareness month with the goal of promoting respect toward various cultures. We live in a multicultural society, and embracing the values of various cultures only strengthens our understanding and appreciation of the world.

## ISLAMIC HISTORY MONTH (CANADA)

Established by the Canadian Government in 2007, IHMC aims to celebrate, inform, educate, and share with fellow Canadians the rich Muslim heritage and contributions to society: contributions in sciences, humanities, medicine, astronomy, and other disciplines that have greatly benefited human progress.

## NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

A month to pay tribute to the accomplishments of the men and women with disabilities whose work helps keep the nation's economy strong; Americans recognize this month by reaffirming their commitment to ensure equal opportunity for all citizens.

## NATIONAL BULLYING PREVENTION MONTH

A month-long event to prevent childhood bullying and promote kindness, acceptance, and inclusion.

## 1-2 | YOM KIPPUR

Also known as the "Day of Atonement," this day is considered the most important holiday in the Jewish faith. It marks the culmination of the 10 Days of Awe, a period of introspection and repentance that follows Rosh Hashanah, the Jewish New Year.

## 6 | SUKKOT BEGINS

Commemorates the 40 years the Jewish people spent in the desert on their way to the Promised Land after escaping slavery in Egypt. It also has roots as a ceremonial expression designed to give thanks for a bountiful crop.

## 9 | WORLD SIGHT DAY

An international day of awareness, held every October to focus attention on the global issue of eye health. It is a call to action for people to prioritize their own eye health, and for leaders to ensure eye care is accessible, inclusive, and affordable to everyone, everywhere.

## 10 | WORLD MENTAL HEALTH DAY

An international day for global mental health education, awareness, and advocacy against social stigma. The day provides an opportunity for all stakeholders working on mental health issues to talk about their work, and what more needs to be done to make mental health care a reality for people worldwide.

## 11 | NATIONAL COMING OUT DAY

An annual LGBT awareness day observed to support lesbian, gay, bisexual, and transgender people in "coming out of the closet" and expressing their sexuality to the world in order to end the stigma.

## 13 | INDIGENOUS PEOPLES' DAY

A holiday in the United States that celebrates and honors Native American peoples and commemorates their histories and cultures.

## 13 | COLUMBUS DAY

This holiday, commemorating Christopher Columbus's landing in the Americas in 1492, became a U.S. national holiday in 1892 after the mass lynching of 11 Italian American immigrants in New Orleans the previous year. It was officially established as a federal holiday in 1937 to honor Italian American contributions.

## 13 | THANKSGIVING (CANADA)

In Canada, Thanksgiving is celebrated on the second Monday in October. Many Canadians use this day to visit family and friends who live far away or have them to their homes. Most people prepare a special meal during the long weekend. It is traditionally celebrated on this date as it signifies when the Canadian harvest will be complete.

## 13-15 | SIMCHAT TORAH

A celebration, also called "the joy of Torah" in Hebrew, often accompanied by dancing and singing, to mark the completion of the annual reading of this section of the Bible. Each week of the year, congregations around the world read a particular portion of the Torah, called a parashah, in a specified order. Observant Jews do not work or travel on this yom tov or "holy day."

## 13-17 | CONSTRUCTION INCLUSION WEEK

This week is the first effort to harness the collective power of general contractors, specialty contractors, subcontractors, and suppliers. The objective is to build awareness of the need to improve diversity and inclusion in the construction industry by providing content and resources.

## 15 | INTERNATIONAL PRONOUNS DAY

Seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender non-conforming people.

## 21 | DIWALI

A "festival of lights" that celebrates the triumph of light over dark and good over evil, and the blessings of victory, freedom, and enlightenment. Primarily celebrated by followers of the Hindu, Sikh, and Jain faiths.



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## NATIVE AMERICAN HERITAGE MONTH

A time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. It's also an opportune time to educate the general public about tribes, to raise general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

## MOVEMBER/MEN'S HEALTH AWARENESS MONTH

An annual event involving the growing of moustaches during the month of November to raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide. Since 2003, Movember has funded more than 1,250 men's health projects around the world, challenging the status quo, shaking up men's health research, and transforming the way health services reach and support men.

## 2 | DIA DE LOS MUERTOS (DAY OF THE DEAD)

A Mexican tradition celebrating deceased loved ones, sparking conversations about how different cultures approach death and remembrance.

## 8 | NATIONAL ABORIGINAL VETERANS DAY (CANADA)

Observed annually, this day recognizes the important contributions and sacrifices made by First Nations, Inuit, and Métis people in service to Canada for more than a century.

## 11 | VETERANS DAY (U.S.) / REMEMBRANCE DAY (CANADA)

**In the U.S.** — For honoring military veterans of the United States Armed Forces. The observance originated in 1919 on the first anniversary of the 1918 armistice that ended World War I and was known as Armistice Day. It was commemorated in 1921 with the burial of an unknown soldier from World War I at Arlington National Cemetery in Arlington, Virginia.

**In Canada** — A day for all Canadians to remember the men and women who served and sacrificed for their country. Every individual, young and old, is encouraged to pause, give thanks and remember. Canadians recognize Remembrance Day, originally called Armistice Day, every November 11 at 11 a.m. It marks the end of hostilities during the First World War and an opportunity to recall all those who have served in the nation's defense.

## 13-19 | TRANSGENDER AWARENESS WEEK

A week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.

## 16 | INTERNATIONAL DAY FOR TOLERANCE

This United Nations holiday was founded to encourage respect among various people regardless of culture, language, religion, or ethnicity.

## 17-21 | NATIONAL APPRENTICESHIP WEEK

A nationwide celebration where industry, labor, equity, workforce, education, and government leaders host events to showcase the successes and value of registered apprenticeships for re-building our economy, advancing racial and gender equity, and supporting underserved communities.

## 19 | INTERNATIONAL MEN'S DAY

Celebrates worldwide the positive value men bring to the world, their families, and communities, highlighting positive role models and raising awareness of men's well-being. One of the six pillars of International Men's Day is to improve gender relations and promote gender equality — not only for men but for women, too.

## 20 | TRANSGENDER DAY OF REMEMBRANCE

Founded by transgender advocate Gwendolyn Ann Smith as a vigil to honor her memory of Rita Hester, a transgender woman who was killed in 1998. The vigil commemorated all the transgender people lost to violence that year and began an important memorial that has become this annual day of observance.

## 25 | INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

This campaign aims to prevent and eliminate violence against women and girls around the world, calling for global action to increase awareness, promote advocacy, and create opportunities for discussion on challenges and solutions.

## 27 | THANKSGIVING (U.S.)

With its origins as an autumn harvest celebration, today Thanksgiving is celebrated in the U.S. as a time when family and friends come together to spend time with one another, cook and share a bountiful meal.

## 30 | NATIONAL CONSTRUCTION DAY

Canadian holiday to celebrate the dedicated, hard-working people instrumental in building and connecting our communities through infrastructure. This is a day to focus on the industry's efforts to attract and retain a talented, diverse, and inclusive workforce.



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# 2025

# DECEMBER



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b> HANUKKAH	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b> CHRISTMAS EVE	<b>25</b> CHRISTMAS DAY	<b>26</b> BOXING DAY (CANADA)	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b> NEW YEAR'S EVE		<b>NOVEMBER 2025</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	<b>JANUARY 2026</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31



## FIRST BE4ALL JOINT COMMITTEE MEETING

held in December 2021.

## BE4ALL MENSTRUAL PRODUCTS BATHROOM KITS

sent to all JATCs in December 2022.

## SMART RISE COMMITTEE

formed in December 2023.

## WINTER SOLSTICE

The winter solstice, usually occurring around December 21st, marks the shortest day and longest night of the year, symbolizing the turning point when days begin to grow longer. It represents a time of renewal, hope, and the gradual return of light, celebrated by many cultures as a transition from darkness to light.

## UNIVERSAL HUMAN RIGHTS MONTH

A time for people in the U.S. and around the world to join together and stand up for the rights and dignity of all individuals.

## 1 | WORLD AIDS DAY

An opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

## 2 | INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY

The focus of this day is on eradicating contemporary forms of slavery, such as trafficking in persons, sexual exploitation, the worst forms of child labor, forced marriage, and the forced recruitment of children for use in armed conflict.

## 3 | INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic, and cultural life.

## 7 | PEARL HARBOR REMEMBRANCE DAY

Commemorates the attack on Pearl Harbor, in Hawaii, during World War II, in which many American service men and women lost their lives or were injured.

## 10 | HUMAN RIGHTS DAY

A holiday adopted by the UN in 1948 following the Universal Declaration of Human Rights, a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being — regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth, or other status.

## 14 | CHANUKAH (OR HANUKKAH) BEGINS

An eight-day Jewish celebration, also referred to as the “Festival of Lights,” it commemorates the rededication during the second century B.C. of the Second Temple in Jerusalem, where Jews had risen up against their Greek-Syrian oppressors in the Maccabean Revolt.

## 25 | CHRISTMAS

An annual sacred Christian holiday that commemorates the birth of Jesus Christ, the spiritual leader and founder of Christianity.

## 26 | KWANZAA BEGINS

A week-long holiday celebration of African American heritage, unity and culture inspired by African harvest celebrations.



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