



Equity, Diversity & Inclusion Calendar December - 2024

Month-Long Observances:

National Drunk and Drugged Driving Prevention Month: National Drunk and Drugged Driving Prevention Month, observed every December, aims to raise awareness about the dangers of impaired driving due to alcohol and drugs. The campaign focuses on educating the public about the risks, encouraging the use of alternative transportation options, and supporting law enforcement efforts to reduce incidents. It emphasizes the importance of planning ahead to avoid driving under the influence, especially during the holiday season when social gatherings are frequent. By promoting safe and responsible decision-making, the goal is to prevent impaired driving and save lives.

Day Observances:

December 1st World Aids Day: Observed on December 1st, focuses on the theme "Take the rights path: My health, my right!" to emphasize the importance of human rights in combating HIV/AIDS. This day aims to raise awareness, honor those who have died from AIDS-related illnesses, and support those living with HIV. The campaign calls for global action to address inequalities and ensure everyone has access to quality healthcare, highlighting the need for continued efforts in prevention, treatment, and eliminating stigma.

December 3rd International Day of Persons with Disabilities (IDPD): Is a UN day that is celebrated every year on 3 December. The day is about promoting the rights and well-being of persons with disabilities at every level of society and development, and to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life. The WHO joins the UN in observing this day each year, reinforcing the importance of securing the rights of people with disabilities, so they can participate fully, equally and effectively in society with others, and face no barriers in all aspects of their lives.

December 3rd Giving Tuesday: Giving Tuesday, observed on December 3, 2024, is a global generosity movement that encourages people to give back in various ways, whether through donations, volunteering, or acts of kindness. It aims to unleash the power of people and organizations to transform their communities and the world. This day is an opportunity for everyone to contribute to causes they care about and to inspire others to join in the spirit of generosity.

December 5th International Volunteer Day: International Volunteer Day, observed on December 5th, is a global celebration of the contributions of volunteers in various sectors. Established by the United Nations in 1985, this day honors volunteers' efforts to support social causes, promote peace, and improve communities worldwide. It serves as an opportunity to recognize the invaluable work of individuals and organizations dedicated to making a positive difference.



December 6th The National Day of Remembrance and Action on Violence

Against Women: Observed on December 6th, commemorates the tragic murder of 14 women at École Polytechnique in Montreal in 1989. This day honors the victims and raises awareness about gender-based violence. It encourages Canadians to reflect on the impact of violence against women and to take action to eliminate it. Activities often include vigils, moments of silence, and educational events to promote a society free from gender-based violence

December 9th International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime:

Observed on December 9th, marks the anniversary of the 1948 Genocide Convention. Established by the UN General Assembly in 2015, this day honors the victims of genocide and raises awareness about the importance of preventing such atrocities. It emphasizes the need for international cooperation to protect populations from genocide and to ensure justice for victims.

December 10th Human Rights Day:

Human Rights Day is observed annually around the world on 10 December. It commemorates the anniversary of one of the world's most groundbreaking global pledges: the Universal Declaration of Human Rights (UDHR). This landmark document enshrines the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. The Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 and sets out, for the first time, fundamental human rights to be universally protected.

December 18th International Migrants Day:

International Migrants Day, observed on December 18th, highlights the challenges and contributions of migrants worldwide. Established by the United Nations in 2000, this day raises awareness about the difficulties faced by over 272 million migrants and emphasizes the importance of safe, orderly, and dignified migration. It calls for global cooperation to protect migrants' rights and enhance their well-being, recognizing their significant role in driving development and enriching societies. The day is marked by various activities, including educational events, discussions, and cultural programs that celebrate the diversity and resilience of migrant communities.

December 18th Arabic Language Day:

Observed on December 18th, celebrates the richness and global importance of the Arabic language. The theme for 2024 is "Arabic Language and AI – Advancing Innovation While Preserving Cultural Heritage," focusing on how artificial intelligence can enhance Arabic representation online while preserving its cultural heritage. This day highlights Arabic's significant contributions to culture, science, and the arts, and promotes cultural diversity and understanding



December 21st Yule Winter Solstice: Yule, also known as the Winter Solstice, is celebrated on December 21st, 2024. This day marks the shortest day and longest night of the year in the Northern Hemisphere. Yule is a time of rebirth and renewal, symbolizing the return of the light as days begin to lengthen. Traditionally, it involves lighting candles or bonfires, feasting, and reflecting on the past year while setting intentions for the future. This ancient celebration honors the cycles of nature and the promise of new beginnings

December 25th Christmas: Celebrated on December 25th, commemorates the birth of Jesus Christ and has evolved into both a religious and secular holiday. Its origins date back to early Christian traditions, but many customs, such as decorating Christmas trees and exchanging gifts, have pagan roots. The Christmas tree tradition began in Germany in the Middle Ages and was popularized in America by the 19th century. Santa Claus, inspired by St. Nicholas, became a central figure in the 19th century, bringing gifts to children. Other traditions include singing carols, baking cookies, and attending church services. Christmas is also marked by festive decorations, including lights, wreaths, and nativity scenes. The holiday season is a time for family gatherings, sharing meals, and spreading joy and goodwill.

December 25th—January 2nd Hanukkah: Hanukkah 2024, also known as the Festival of Lights, begins at sundown on December 25th and ends at nightfall on January 2nd, 2025. This eight-day Jewish festival commemorates the rededication of the Second Temple in Jerusalem in the 2nd century B.C. after the Maccabean Revolt against Greek-Syrian oppressors. The miracle of Hanukkah is that a small amount of oil, enough for just one day, miraculously lasted for eight days. Celebrations include lighting the menorah, reciting blessings, playing dreidel, and enjoying traditional foods like latkes and sufganiyot. Hanukkah emphasizes themes of freedom, resilience, and the triumph of light over darkness.

December 26th—January 1st Kwanzaa: Kwanzaa, celebrated from December 26th to January 1st, is a week-long holiday honoring African-American culture and heritage. Created in 1966 by Dr. Maulana Karenga, it draws from African harvest festival traditions. Each of the seven days focuses on one of the Nguzo Saba, or Seven Principles: Umoja (unity), Kujichagulia (self-determination), Ujima (collective work and responsibility), Ujamaa (cooperative economics), Nia (purpose), Kuumba (creativity), and Imani (faith). Celebrations include lighting the kinara, exchanging gifts, and enjoying a feast called Karamu on December 31st

December 26th Boxing Day: Celebrated on December 26th, is a holiday observed in many Commonwealth countries, including Canada, the UK, Australia, and New Zealand. Historically, it was a day when servants and tradespeople received gifts, known as "Christmas boxes," from their employers. Today, Boxing Day is associated with shopping, as many retailers offer significant sales and discounts. It is also a time for sporting events, such as football matches and horse racing. The day is often spent relaxing with family and friends, and participating in charitable activities

The logo for Diversity Thunder Bay features a stylized graphic of several overlapping, curved lines in black, yellow, red, and grey, resembling a ribbon or a set of paths. Below this graphic, the word "Diversity" is written in a large, bold, black serif font, and "Thunder Bay" is written in a smaller, grey serif font below it.

Diversity Thunder Bay

December 31st New Years Eve: New Year's Eve, celebrated on December 31st, marks the final day of the year and is a time for reflection and celebration. People around the world gather to bid farewell to the old year and welcome the new one with optimism and joy. Traditions include parties, fireworks, and countdowns to midnight. In many cities, large public events are held, such as the famous ball drop in Times Square, New York City. This day is an opportunity to celebrate achievements, set new goals, and enjoy the company of friends and family.