

RESOLUTION ADOPTING THE CITY OF GREENSBORO 2021 EQUITY CALENDAR

WHEREAS, the creation of our annual Equity Calendar is an integral part of the National Equal Employment Opportunity and Civil Rights Program;

WHEREAS, the purpose of our Equity Calendar is to create an awareness of months and days for groups, ethnicities and cultures to celebrate. These awareness months and days are intended to help raise awareness and understanding for the groups, cultures or causes in an effort to eliminate discrimination and racism;

WHEREAS, as an organization, the City of Greensboro does not tolerate racism. We stand in solidarity with communities around the world combating racism, injustice, and inequality. The City is committed to the eradication of any form of racism in our workplace and community;

WHEREAS, we will be part of the solution by addressing the inequities that exist and by recognizing events on this calendar. The City will leverage the knowledge and expertise of staff to develop concrete ways to end systemic racism and create equity in our community; and

WHEREAS, The City of Greensboro wants to make official its annual recognition of nationally recognized heritage events and celebrations such as:

January

Volunteer Day Service

The Martin Luther King, Jr. holiday on Jan. 18, 2021, marks the 26th anniversary of the day of service that celebrates the Civil Rights leader's life and legacy. Observed each year on the third Monday in January as "a day on, not a day off," MLK Day is the only federal holiday designated as a national day of service to encourage all Americans to volunteer to improve their communities. AmeriCorps has been charged to lead this effort for the last quarter century. We look forward to your engagement and accomplishments in Dr. King's memory.

February

African American/Black History Month

African American/Black History Month was established to recognize the contributions of African Americans and foster a better understanding of the African American experience.

March

National Women's History Month

Women's History Month started as Women's History Week in 1978. In 1987, Congress was petitioned to expand the week to an entire month. The month recognizes the important contributions made by women through programs in schools, workplaces and communities.

April

National Take Our Daughters and Sons to Work Day

National Take Our Daughters and Sons to Work Day is recognized on the fourth Thursday in April each year. This annual event is an educational program in the United States and Canada where parents take their children to work with them for one day. It is the successor to Take Our Daughters to Work Day, which, in 2003, was expanded to include boys. Most companies allowed both girls and boys to participate since the beginning, renaming the day “Take Our Children to Work Day.”

May

Asian/Pacific American Heritage Month

Asian/Pacific American Heritage observation originally began as Asian/Pacific Heritage week on July 10, 1978. In 1992, legislation was developed designating May as Asian/Pacific American Heritage Month. The term Asian/Pacific American includes many ethnic groups with diverse cultures. The month celebrates the collective achievements of the many different communities of Asian/Pacific descent.

Jewish American Heritage Month

Jewish American Heritage Month is a month to celebrate the contributions Jewish Americans have made to America since they first arrived in New Amsterdam in 1654.

Older Americans Month

Older Americans Month was established by presidential proclamation to honor the contributions of older Americans to society. Older Americans Month is a time to celebrate and reflect on the unique contributions of older Americans in our society.

June

Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ+) History Month

Lesbian, Gay, Bisexual, Transgender and Questioning Americans have made important and lasting contributions to our nation in every field of endeavor. LGBTQ+ History Month is a month-long annual observance celebrating the history of gay rights and related civil rights movements.

Juneteenth Celebration

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free.

Caribbean American Heritage Month

This month has been established to recognize the historic relationship between the people of the Caribbean and the people of the United States as well as to recognize the many contributions Caribbean immigrants and their descendants have made to the well-being of America.

July

National Disability Independence Day

National Disability Independence Day is celebrated on July 26th to honor the anniversary of when the ADA act was passed (July 26, 1990). The Americans with Disabilities Act was passed by Congress as the nation's first comprehensive law that prohibits discrimination, and guarantees that people with disabilities have the same opportunities as everyone else.

August

Women's Equality Day

Women's Equality Day commemorates the passage of the 19th Amendment to the U.S. Constitution, granting the right to vote to women. This day commemorates the August 26, 1920, certification of the 19th Amendment to the U.S. Constitution that gave women the right to vote. Congresswoman Bella Abzug first introduced a proclamation for Women's Equality Day in 1971. Since that time, every president has published a proclamation recognizing August 26 as Women's Equality Day.

September/October

Hispanic Heritage Month

The first Hispanic Heritage Week was approved on September 15, 1968. The month gives people the opportunity to plan and participate in ceremonies and activities that recognize the contributions of the many diverse cultures within the Hispanic community. In 1988, the celebration was expanded to a month and goes from September 15 to October 15.

Greensboro Pride

Greensboro Pride is an opportunity to celebrate the many ties that people, organizations, businesses and groups have to the Gay, Lesbian, Bi-Sexual, Transgender, Questioning, and Allies (GLBTQA) community. Each year pride events are held nationwide in cities large and small, and for some Americans, it is the only occasion where they can be out and proud in their community.

October

National Disability Employment Awareness Month

National Disability Employment Awareness Month was formally known as National Employ the Handicapped Week. In 2003, the observance was changed to National Disability Employment Awareness Month. During this month, we recognize the many contributions citizens with disabilities make to our society, and we reaffirm our commitment to helping them achieve their full inclusion in our workforce.

Indigenous People's Day

Indigenous Peoples' Day is a holiday that celebrates and honors Native American peoples and commemorates their histories and cultures. It is celebrated across the United States on the second Monday in October. Indigenous Peoples Day is Monday, October 11, 2021.

November

National American Indian/Native American Heritage Month

National American Indian (or Native American) Month was enacted with a proclamation in 1990. During the month, all Americans are encouraged to participate in programs ceremonies and activities that celebrate American Indian and Alaskan Native peoples' important contribution to the United States.

Transgender Awareness Week

Transgender Awareness Week is a time for transgender people and their allies to take action and bring attention to the community by educating the public and advancing advocacy around the issues of prejudice, discrimination, and violence that transgender people face. Transgender awareness Week is celebrated the second week of November (November 12-19, 2021).

Transgender Day of Remembrance

Transgender Day of Remembrance is an annual observance on November 20 that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence. Transgender Day of Remembrance is celebrated November 20, 2021.

December

International Day of Persons with Disabilities

This annual observance, first called the International Day of Disabled Persons, was proclaimed in 1992 by United Nations General Assembly resolution 47/3. It 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. International Day of Persons with Disabilities is celebrated December 3, 2021.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENSBORO:

That the City of Greensboro 2021 Equity Calendar is hereby adopted.