

City of Biddeford
Diversity, Equity and Inclusion Committee
November 14, 2022 5:30 PM City Hall Second Floor Conference Room

Please click the link below to join the webinar:

<https://biddeford.zoom.us/j/99772165712?pwd=OVhxOWptRDk2R1F2SkFnSThwNFd6dz09>

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Webinar ID: 997 7216 5712

Status:

- 1. Call to Order**
- 2. Accept Minutes**
 - 2.1. October 3, 2022 Meeting Minutes
- 3. Discussion Items:**
 - 3.1. Recreation Presentation Review and Next Steps
 - 3.2. Diversity Calendar
[Example of a Diversity Calendar for a Community.pdf](#)
[Events Information.pdf](#)
[Diversity Calendar Example 2.pdf](#)
 - 3.3. Future DEI Training
- 4. Adjourn:**

DIVERSITY CALENDAR 2022

“Our diversity of faith and colour and creeds—that is not a threat to who we are. It makes us who we are.”

- Michelle Obama

“We all have the ability to promote a culture of acceptance and inclusion — and that is something I believe every leader has a responsibility to do. It starts with having a dialogue until we are all comfortable and no longer have the fear of saying the wrong thing.”

- Dame Inga Beale

JANUARY 1 Jan New Years Day/ Hogmanay 6 Jan Christmas (Orthodox Christian) 17 Jan World Religions Day 27 Jan Holocaust Memorial Day	FEBRUARY LGBT+ History Month 1 Feb Chinese New Year 4 Feb World Cancer Day 7 - 13 Race Equality Week / National Apprenticeship Week 11 Feb International Day of Women and Girls in Science	MARCH Women's History Month 1 Mar Saint David's Day (Wales) 2 Mar Ash Wednesday 8 Mar International Women's Day 14 - 20 Neurodiversity Celebration Week 17 Mar St Patrick's Day (Ireland) 18 Mar Holi (Hindu) 21 Mar International Day for the Elimination of Racism / World Down Syndrome Day 27 Mar Mother's Day / British Summer time begins	APRIL Autism Awareness Month 2 Apr World Autism Day 2 Apr - 2 May Ramadan (Muslim) 8 Apr International Romani Day 15 Apr Good Friday (Christian) 15 - 23 Passover (Jewish) 17 Apr Easter Sunday (Christian) 23 Apr Saint George's Day (England)
MAY 3 May Eid Al-Fitr (Muslim) 8 - 14 Women's Health Week 9 - 15 Mental Health Awareness Week 11 May National Day for Staff Networks 16 May Vesak (Buddhist) 17 May International Day against Homophobia, Transphobia, and Biphobia	JUNE LGBT+ Pride Month Gypsy, Roma and Traveller History Month 1 Jun Global Day of Parents 7 - 12 National Carers Week 19 Jun Father's Day 20 - 26 Refugee Week (inc. 20 World Refugee Day) 21 Jun Summer Solstice 22 Jun UK Windrush Day 25 Jun Armed Forces Day	JULY 9 Jul Eid Al-Adha (Muslim) 18 Jul - 17 Aug South Asian Heritage month 23 Jul Birthday of Haile Selassie (Rastafarian)	AUGUST 12 Aug International Youth Day 23 Aug International Day of the Slave Trade and its Abolition
SEPTEMBER World Alzheimer's and Dementia Month 10 Sep World Suicide Prevention Day 21 Sep World Alzheimer's Day 25 Sep World Day of the Deaf 26 Sep - 2 Oct UK National Inclusion Week	OCTOBER Black History Month 4 Oct Yom Kippur (Jewish) 10 Oct World Mental Health Day 18 Oct World Menopause Day 24 Oct Diwali (Hindu, Sikh, Jain) Bandi Chor Divas (Sikh) 30 Oct British Summer Time ends 31 Oct All Hallow's Eve	NOVEMBER November Men's Health Awareness Month 8 Nov Birthday of Guru Nanak Dev (Sikh) 11 Nov Armistice Day 11 - 18 Interfaith Week 13 Nov Remembrance Sunday 14 - 20 Transgender Awareness Week (20 Nov - Day of Remembrance) 16 - 22 Anti-bullying Week 19 Nov International Men's Day 25 Nov International Day for the Elimination of Violence Against Women 25 Nov - 9 Dec 16 Days of Activism Against Gender-Based Violence 30 Nov Saint Andrew's Day (Scotland)	DECEMBER 1 Dec World AIDS Day 3 Dec International Day of Persons with Disabilities 10 Dec Human Rights Day 18 Dec International Migrants Day 18 - 26 Chanukah (Jewish) 21 Dec Winter Solstice 25 Dec Christmas Day (Christian)

Biddeford Annual Events

- **Winterfest**
 - February
 - Activities to get people out of the house in the middle of winter; centers around a big sledding hill on Adams Street
- **ArtWalk**
 - Third Friday of the month from May – October
 - Features working artists, street performances, gallery openings, etc.
- **La Kermesse Franco-Americaine Festival**
 - Last Weekend in June
 - Celebrates French-Canadian heritage of community
- **Music in the Park series**
 - Weekly, June – August
 - Musical artists perform in a City park every Wednesday afternoon
 - This year, there was a themed
- **Family Fun Festival**
 - First Sunday in August
 - Family-oriented neighborhood festival for the Bacon Street neighborhood
- **River Jam / Fringe Fest**
 - August or September
 - Festival celebrating the arts culminating with concert by the river
- **Downtown Creepy Crawl**
 - Halloween
 - Downtown businesses give out candy to trick-or-treaters
- **Downtown Holiday Festival**
 - December
 - Tree and menorah lighting

Observances the Community Has Formally Acknowledged

- **St. Patrick's Day**
 - Flag raising outside of City Hall organized by local Irish residents
- **Memorial Day**
 - Parade – Last Monday in May
- **Pride Month**
 - June
 - Flag raising on first day of month organized by Heart of Biddeford
 - June's ArtWalk was Pride-themed this year
- **Juneteenth**
 - June 19
 - First annual ceremony this year
- **Veterans Day**
 - November 11
 - Parade and Ceremony

City Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Washington's Birthday
- Patriot's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Diversity & Inclusion Calendar 2022



JAN

1st - National Mentoring Month

4th - World Braille Day

16th - World Religion Day

17th - Blue Monday

17th - Martin Luther King Day

27th - Holocaust Memorial Day

FEB

1st - LGBT+ History Month

20th - World Day of Social Justice

21st - Eating Disorder Awareness Week

21st - International Mother Language Day

25th - International Stand Up to Bullying Day

MAR

1st - Zero Discrimination Day

8th - International Women's Day

16th - Disabled Access Day

21st - World Down Syndrome Day

30th - World Bipolar Day

31st - International Transgender Day of Visibility

APR

1st - Stress Awareness Month

1st - IBS Awareness Month

2nd - World Autism Awareness Week

22nd - Earth Day

25th - Allergy Awareness Week

26th - Lesbian Visibility Week

MAY

1st - Maternal Mental Health Month

4th - Deaf Awareness Week

16th - Dementia Action Week

17th - International Day Against Homophobia, Transphobia, and Biphobia

JUN

1st - Pride Month

6th - National Neuro-Disabilities Week

7th - Carers Week

7th - Tourettes Awareness Day

14th - Learning Disability Week

14th - Diabetes Awareness Week

JUL

14th - International Non-Binary Persons Day

15th - World Youth Skills Day

18th - Nelson Mandela Day

18th - South Asia Heritage Month

30th - International Day of Friendship

AUG

9th - International Day of the World's Indigenous People

12th - International Youth Day

23rd - International Day for the Remembrance of the Slave Trade & its Abolition

30th - National Grief Awareness Week

SEP

1st - World Alzheimers Month

10th - World Suicide Prevention Day

15th - International Day of Democracy

23rd - Bi-Visibility Day

26th - National Inclusion Week

26th - European Day of Languages

OCT

1st - Global Diversity Awareness Month

1st - Black History Month

1st - ADHD Awareness Month

7th - World Dyslexia Awareness Day

13th - World Sight Day

22nd - International Stammering Awareness Day

NOV

1st - Islamophobia Awareness Month

13th - World Kindness Day

16th - International Day for Tolerance

19th - International Men's Day

20th - Trans Day of Remembrance

DEC

1st - World AIDS Day

3rd - International Day of Persons With Disabilities

10th - International Human Rights Day

18th - International Migrants Day

20th - International Human Solidarity Day

