It's October! This month's diversity holidays and awareness days include:

**ADHD Awareness Month:**

October is Attention Deficit Hyperactivity Disorder (ADHD) Awareness Month. What started as an awareness week has now blossomed into an entire month. ADHD does not discriminate; it affects more than 15 million U.S. citizens (people of every age and background). ADHD is a neurodevelopment type psychiatric disorder that presents itself as attention problems, hyperactivity and/or impulsive acts that are not appropriate for the person’s age. For a diagnosis to be made, symptoms must begin by six to 12 years of age and exist for more than six months.

For more information, please visit:

- [Attention Deficit Disorder Association](#)
- [ADDitude](#)
- [ADHD Awareness Month](#)
- [Centers for Disease Control and Prevention](#)
- [Health Central](#)
- [Mayo Clinic](#)
- [National Institute of Mental Health](#)

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**Bullying Prevention Month:**

Bullying Prevention month was founded in 2006 by PACER’s National Center for Bullying Prevention. PACER developed the campaign in response to the need to raise awareness about bullying. The reality is that bullying has devastating effects on people, in both school and the work place. Bullying can lead to school/work avoidance, loss of self-esteem, increased anxiety and even depression.

Held during October, the campaign unites communities nationwide to help educate and raise awareness of bullying prevention. In 2010, the event was expanded from the traditional one-week celebration to a month-long campaign that includes activities, education and awareness building.

For more information, please visit:

- [Bully Free World: Special Needs Toolkit](#)
- [Facing History and Ourselves](#)
- [National Crime Prevention Council](#)
- [National Child Traumatic Stress Network](#)
- [PACER’s National Bullying Prevention Center](#)
- [Teaching Tolerance Speak Up! Responding to](#)
**Disability Employment Awareness Month:**

**Disability Mentoring Day:** Sunday, 19

In 1988, the United States Congress enacted National Disability Employment Awareness Month in order to raise awareness about the employment needs and the contributions of individuals with all types of disabilities. This was an extension of the 1945 act originally titled “National Employ the Physically Handicapped Week.” In 1962, Congress removed the word “physically” in acknowledgement of the employment needs and contributions of individuals with all types of disabilities.

For more information, please visit:

- Autism Speaks
- The Library of Congress
- United States Department of Labor

**LGBT History Month:**

Founded by Rodney Wilson, a history teacher at Missouri High School, LGBT History Month was first celebrated in 1994. Wilson chose October because Coming Out Day was already established and because it commemorates the LGBT people and supporters first march on Washington for Lesbian, Gay and Bi Equal Rights and Liberation in 1979.

For more information, please visit:

- LGBT History Month
- LGBT History Timeline-Wikipedia
- Milestones in the American Gay Rights Movement-PBS
National Diversity Awareness Month:

While we should do so year-round, Diversity Awareness Month is a great time to celebrate, promote and appreciate our society’s global diversity. By communicating with each other we can help foster an appreciation of both our differences and our similarities.

For more information, please visit:

- In the Know
- Management Mentors

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National Diversity Day: Friday, 3

*Embrace Diversity, Embrace Our World!*

Established in 2005 by diversitypromotions.com, this is a day to embrace who we are and to reflect on and learn about different cultures. It is a great day to start practicing the *4-A’s of Awareness*: acknowledge, accept, appreciate and advocate.

For more information, please visit:

- National Diversity Day

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Unity Day: Wednesday, 8

*Make it orange and make it end! Unite against bullying!*

Sponsored by PACER’s National Bullying Prevention Center, this is a day show your support to people who have experienced bullying by wearing orange.

For more information, please visit:

- Unity Day

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National Coming Out Day: Saturday, 11th

National Coming Out Day is observed nationally to recognize and celebrate coming out and to raise awareness of the Lesbian, Gay, Bisexual, Transgendered, Questioning (LGBTQ) community and civil rights movement.

In 1988, Robert Eichberg, a psychologist from New Mexico and founder of The Experience, a personal growth workshop, and Jean O’Leary, an openly gay political leader and then head of the National Gay Rights Advocates, established National Coming Out Day. October 11th is the anniversary of the 1987 National March on Washington for Lesbian and Gay Rights.

Coming out is the process of personally accepting one’s homosexuality and disclosing it to family, co-workers and friends. It is different for every gay or bisexual person and while it is a joyous time for some, for others it is filled with pain and anguish.

For more information, please visit:

- About.com: National Coming Out Day
- Human Rights Campaign
- National Coming Out Day Information

WVU Diversity Week:

Diversity Week is a celebration of the rich cultural diversity at WVU. Diversity Week encompasses activities and presentations of all kinds. This year, activities and events will identify with the values of acceptance, integrity, learning, opportunity, respect and responsibility. These values represent true “Mountaineer Spirit.”
Don’t miss the annual Women of Color Luncheon sponsored by the WVU Council for Women’s Concerns and the President’s Office for Social Justice: Wednesday, October 23 at 11:30 a.m. in the Mountainlair Ballrooms. Everyone is welcome!

For more information about Diversity Week and the Women of Color Luncheon, please visit:

- WVU Diversity Week
- WVU Council for Women’s Concerns

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Filipino American Heritage Month:

For more information on Filipino American Heritage, please visit:

- Asian Nation: Filipino Americans
- Filipino American Heritage Association
- Filipino American History Timeline

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Italian American Heritage Month:

For more information on Italian American Heritage, please visit:

- Italian American Heritage Information
- Italian American Heritage Month
- National Italian American Foundation

For more information on diversity and inclusion or to submit diversity and inclusion ideas, articles, and events, please visit Extension’s Social Justice website or contact me at Tonya.Michael@mail.wvu.edu / 304-293-8948 / 406 Knapp Hall, Morgantown WV 26506.