



Awareness Raising – Persons with Disabilities



ADHD Awareness Month

The symptoms of Attention-Deficit/Hyperactivity Disorder (ADHD) can create challenges for adults in the workplace. Some adults with ADHD have very successful careers, while others may struggle with issues such as poor communication skills, distractibility, procrastination, and difficulty managing complex projects.

Here are some helpful strategies for coping:

- Use white noise earphones, classical music, or other sounds to drown out distractions.
- Jot down ideas in a notebook to stay focused on your current task.
- Keep a list of ideas that come to you during meetings to improve communication.
- Perform one task at a time, completing it before starting a new one.
- Anticipate common triggers and develop routines for managing impulsive reactions.
- Take breaks to move, exercise, or get fresh air.

<https://chadd.org/for-adults/workplace-issues/>



Autism Awareness Month

People with autism may communicate and connect with others differently, have sensory processing differences, and focus intensely on certain interests or activities. They may also experience additional physical, intellectual, learning, or mental health conditions.

Support should be tailored to individual needs, as experiences and characteristics vary from person to person.

<https://www.canada.ca/en/public-health/news/2018/10/ministerial-statement-autism-awareness-month--october.html>

Disability Employment Awareness Month

Disability Employment Awareness Month or DEAM was first proclaimed in Canada in 2010 by the Province of Manitoba followed by Saskatchewan in 2011. Since then, employment service providers, employers, and community organizations throughout Canada have brought DEAM to life by organizing activities to engage employers, job seekers experiencing disability, and the public to promote the benefits of inclusive hiring.

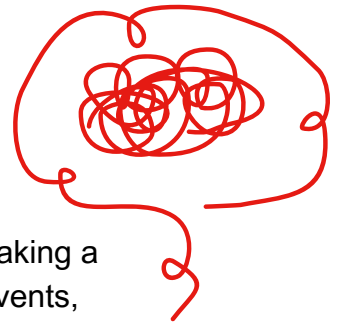
<https://www.supportedemployment.ca/initiatives/disability-employment-awareness-month/>





Diversity Calendar Resources for September 2025

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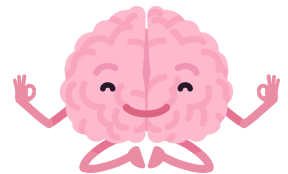


Mark it read for Dyslexia Awareness Month

Whether you're a parent, educator, advocate, or simply someone who cares about making a difference, Dyslexia Canada's information sessions help you learn about upcoming events, creative ways to participate, and how you can spread awareness in your community.

Awareness leads to action, and Mark it Read for Dyslexia is all about starting conversations, educating others, and standing up for the approximately 750,000 children with dyslexia in Canadian schools. The more voices we have, the louder we are together, and the more change we can create.

<https://dyslexiacanada.org/en/events/get-ready-to-mark-it-read-join-our-info-sessions>



Mental Health Awareness Month

This year's World Mental Health Day campaign focuses on the urgent need to support the mental health and psychosocial needs of people affected by humanitarian emergencies. Crises such as natural disasters, conflicts, and public health emergencies cause emotional distress, with one in five individuals experiencing a mental health condition. Supporting the mental well-being of individuals during such crises saves lives, gives people the strength to cope, the space to heal and to recover and rebuild not only as individuals but as communities.

<https://www.who.int/campaigns/world-mental-health-day/2025>



Invisible disability Awareness week – October 19-25

Invisible disability refers to symptoms such as debilitating pain, fatigue, dizziness, cognitive dysfunctions, brain injuries, learning differences, and mental health disorders, as well as hearing and vision impairments. These symptoms are not always visible to others but can significantly limit daily activities, ranging from mild challenges to severe limitations.

John O'Leary, a bestselling author, shares his story in a classic episode of the InVisible InCourage SHOW. He recounts surviving a house fire at age nine that left him with burns on 100 percent of his body and resulted in the amputation of his hands. John discusses the impact of both his visible and invisible disabilities on his family and explains how his parents, particularly his mother, encouraged him to take ownership of his life and fight to survive. His book In Awe encourages adults to rediscover the curiosity and wonder of childhood in order to live a more inspired and meaningful life.

Listen to John's story and other powerful accounts from individuals living with disabilities using the link below:

<https://invisibledisabilities.org/invisible-incourage/>



Awareness Raising - Women, Girls and 2SLGBTQIA+ groups

Missing and murdered Indigenous women, girls and 2SLGBTQIA+ people –October 4

Violence against Indigenous women, girls, and 2SLGBTQIA+ people is a national crisis that must come to an end. The Government of Canada is working toward meaningful change that reflects Indigenous voices and leadership. Examples of actions taken include the following:

A Chief Advisor to Combat Human Trafficking was appointed with a mandate to collaborate with Indigenous partners to address the increased risks faced by Indigenous women, girls, and 2SLGBTQIA+ people.

More than 90 Indigenous women's and 2SLGBTQIA+ organizations received federal funding to strengthen their capacity to prevent and respond to gender-based violence across Canada.

The Red Dress Alert pilot, an emergency response system for missing Indigenous women, girls, and 2SLGBTQIA+ people, is being developed through a collaborative initiative involving the Government of Canada, the Government of Manitoba, and Giganawenimaanaanig, an Indigenous organization in the province.

<https://www.canada.ca/en/crown-indigenous-relations-northern-affairs/news/2025/06/annual-report-tracks-canadas-progress-toward-addressing-the-national-crisis-of-missing-and-murdered-indigenous-women-girls-and-2slgbtqi-people.html>

International Lesbian Day – October 8

While we celebrate the history and achievements of 2SLGBTQIA+ people, it is equally important to continue learning and to strive to be stronger allies to the community. Below are a few ways you can show support and solidarity:

Speak up

If you hear an anti-2SLGBTQIA+ comment, address it directly and respectfully. Speaking out against bias, hate, or misinformation helps create safer and more inclusive spaces.

Support 2SLGBTQIA+ businesses

Choosing to support 2SLGBTQIA+ business owners helps build economic empowerment and visibility within the community.

Stay informed

Make an effort to stay up to date with inclusive language, current issues, and evolving identities. Gender and sexuality are fluid concepts, and ongoing learning helps ensure respectful and accurate understanding. If you're unfamiliar with certain terms or identities, take time to research and educate yourself.

https://uwo.ca/se/thrive/blog/2021/celebrating_international_lesbian_day.html