

FIND YOUR EXTRA · IDEA GUIDE

21 Acts Across the Team

Challenge the workplace to complete 21 acts of kindness or inclusion.

3.21 Week: March 15–21, 2027 · Rock Your Socks Day: Fri, March 19 · WDSD: Sun, March 21 · Register at Celebrate321.org



Organizations & Workplaces

Step it up

Create

Cost: Free

WHY IT MATTERS

21 acts across a team builds a kinder workplace, one small act at a time.

HOW TO DO IT

- 1 Post the 21 Acts tracker on page 2.
- 2 Invite every team member to add an act.
- 3 Cheer when you hit 21.
- 4 Share the full tracker.

WHAT YOU NEED

- Tracker (page 2)

PAIRS WITH THESE KITS

- Business Team Kit

READY-TO-POST CAPTION

Our team completed 21 acts of kindness for 3.21! #Celebrate321 #WorldDownSyndromeDay

GOOD TO KNOW

Use person-first language (“a person with Down syndrome”). Celebrate, never pity. Feet photos are great; share faces only with permission.

TRACKER

21 Acts of Extra Kindness

Check off each act as you do it. Can you finish all 21 by March 21?



1 Learn a coworker's story ☐	2 Invite someone new to lunch ☐	3 Write a thank-you note ☐
4 Share Down syndrome 101 ☐	5 Wear fun socks ☐	6 Hold the door and smile ☐
7 Praise a teammate publicly ☐	8 Bring treats to share ☐	9 Learn one person-first phrase ☐
10 Check in on a quiet teammate ☐	11 Share a 3.21 post ☐	12 Ask a new hire about themselves ☐
13 Make a meeting easier to join ☐	14 Share captions on a video ☐	15 Read the Language Matters page ☐
16 Thank a custodian or cook ☐	17 Invite a partner to join 3.21 ☐	18 Cover a shift or task ☐
19 Leave a kind note on a desk ☐	20 Share a disability-owned business ☐	21 Your own idea! ☐

We finished on: _____

#Celebrate321