**January**

**January 1:** New Year’s Day
**January 4:** World Braille Day
**January 13:** Lori-Maghi, Sikh annual festival
**January 14-April 27:** Kumbh Mela, Hindu mass pilgrimage every 12 years
**January 18-25:** Week of Prayer for Christian Unity
**January 17:** World Religion Day, Bahá’í faith
**January 20:** Martin Luther King Jr. Day
**January 21:** National Day of Racial Healing
**January 27:** The International Day of Commemoration U.N. Holocaust Memorial Day.
**January 28:** Mahayana New Year, Mahayana Buddhist branch

**February**

Black History Month

**February 1:** National Freedom Day, signing of the 13th Amendment
**February 3:** Setsubun-Sai, Japan, part of the Spring Festival.
**February 12:** Chinese New Year (Year of the Ox)

**February 12-14:** Losar, Tibetan Buddhist New Year
**February 14:** St. Valentine’s Day
**February 15:** Presidents Day
**February 16:** Mardi Gras, Shrove Tuesday
**February 17:** Ash Wednesday
**February 17:** ACDP Meeting
**February 25-26:** Purim, Jewish celebration
**February 26:** Lantern Festival, first significant feast after Chinese New Year
**February 27-March 28:** Magha Puja Day, Buddhist holiday
**February 28 (sunset) to March 19 (sunset):** Nineteen-Day Fast, Bahá’í Faith

**March**

Women’s History Month. National Developmental Disabilities Awareness Month

**March 8:** International Women’s Day.
**March 11:** Maha Shivarati, Hindu festival; Lailat al Miraj, Muslim holiday (starts sunset March 10).

**March 13-April 15:** Deaf History Month
**March 17:** St. Patrick’s Day
**March 17-18:** VCCS State Board Meeting
**March 19-20:** Naw-Rúz, the Bahá’í New Year
**March 21:** International Day for the Elimination of Racial Discrimination
**March 23-24:** VCCS Technology Council
**March 25:** International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade is a United Nations international observation
**March 27-April 4:** Passover, Jewish holiday.
**March 28:** Palm Sunday, Christian holiday
**March 28-29 (sunset to sunset):** Holi, the annual Hindu and Sikh spring religious festival
**March 28-29:** Lailat al Bara’a, Islamic holiday.
**March 29-31:** Hola Mohalla, a Sikh festival.
**March 31:** Cesar Chavez Day
**March 31:** International Transgender Day of Visibility

**April**

Celebrate Diversity Month, Autism Awareness Month, Arab American Heritage Month

**April 1-2:** CFAC meeting
April 1: Holy Thursday, Christian holiday
April 2: Good Friday
April 2: World Autism Awareness Day
April 4: Easter
April 12-May 11 (sundown to sundown): Ramadan, the holiest month of the Muslim year, Islamic holiday
April 12: Hindi New Year.
April 14: Vaisakhi (also known as Baisakhi), the celebration of the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa.
April 20-May 1: The Festival of Ridvan, Bahá’í faith
April 21: ACOP Meeting
April 22: Earth Day
April 23: Native American Gathering of Nations. 500+ tribes gather to honor their culture
April 23: The Day of Silence, LGBT students protest of bias and harassment.
April 25: Mahavir Jayanti, Jains commemoration

May
Asian Pacific American Heritage Month
Older Americans Month
Jewish American Heritage Month
Mental Health Awareness Month

May 5: Cinco de Mayo
May 6: National Day of Prayer
May 9: Laylat al-Qadr, the holiest night of the year for Muslims, is traditionally celebrated on the 27th day of Ramadan. Known as the Night of Power, it commemorates the night that the Quran was revealed to the prophet Muhammad.
May 13: Ascension of Jesus or Ascension Day
May 13: Eid al-Fitr (“Festival of Breaking the Fast”)
May 17: International Day Against Homophobia, Transphobia and Biphobia
May 17-18: VCCS Technology Council
May 19-20: VCCS State Board Meeting
May 21: World Day for Cultural Diversity
May 26: Buddha Day (Vesak or Visakha Puja)
May 31: Memorial Day

June
Lesbian, Gay, Bisexual, and Transgender Pride Month
Immigrant Heritage Month

June 14: Flag Day in the United States
June 15: Native American Citizenship Day
June 16: ACOP Meeting
June 19: Juneteenth
June 20: World Refugee Day
June 21: National Indigenous Peoples Day or First Nations Day
Last Sunday in June: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States

July
July 4: Independence Day
July 11: World Population Day
July 14: International Non-Binary People’s Day
July 18: Nelson Mandela International Day
July 24: Pioneer Day, Mormon commemoration
July 26: Disability Independence Day
July 30: International Day of Friendship

August
August 9: International Day of the World’s Indigenous Peoples
August 10: Hijri New Year, new Islamic calendar year.
August 23: International Day for the Remembrance of the Slave Trade and its Abolition
August 26: Women’s Equality Day

September
Hispanic Heritage Month observed
September 15 to October 15

September 6: Labor Day
September 6-8 (sundown to sundown): Rosh Hashanah, Jewish New Year
September 15-16 (sundown to sundown): Yom Kippur, Jewish holy day
September 17: Constitution Day and Citizenship Day
September 18: International Equal Pay Day
September 24: Native American Day

October
National Disability Employment Awareness Month
LGBT History Month
Global Diversity Awareness Month

October 10: World Mental Health Day
October 11: National Coming Out Day (U.S.)
October 11: National Indigenous Peoples Day, an alternative celebration to Columbus Day.
October 18-19 (sundown to sundown): Eid Milad un-Nabi, an Islamic holiday commemorating the birthday of the prophet Muhammad.
October 20: International Pronouns Day
October 31: All Hallows’ Eve (Halloween)
October 31–November 2: Dia De Los Muertos, 3-day celebration to remember dead relatives and friends.

November
National Native American Heritage Month

November 11: Veterans Day
November 19: International Men’s Day
November 20: Transgender Day of Remembrance.
November 25: Thanksgiving
November 26: Native American Heritage Day
November 28–December 6: Hanukkah

December
December 1: World AIDS Day
December 3: International Day of Persons with Disabilities
December 21: Yule Winter Solstice, celebrated by Pagans and Wiccans.
December 25: Christmas Day
December 26-January 1: Kwanzaa

Strategies for Inclusive Workplace

Emphasize the business case for diversity and inclusion. The U.S. is changing demographically. Companies need diverse employees and leaders who reflect the changing marketplace.

Recognize bias. In de-biasing trainings, supervisors learned to recognize and control their inclinations to nominate candidates who were similar to themselves or leadership development programs and instead acknowledge great candidates of color.

Practice inclusive leadership. Create a safe team environment where all workers can speak up, be heard, feel welcome. Embrace input of employees whose backgrounds or expertise differ from your own, and foster collaboration among diverse staff, ask questions of all team members, aid constructive arguments, give actionable feedback, act upon diverse workers’ advice.

Hold leaders accountable. Make sure that inclusion is a core value. Time Warner started a tracking and reporting system to measure progress against the diversity and inclusion goals for each division. Accountability: 10% of bonuses were tied to goals.

Leverage sponsors. Pair employees of diverse backgrounds with experienced sponsors who help them learn the ropes over the long term. A sponsor’s meaningful advocacy makes all the difference.

Source: https://hbr.org/2020/01/5-strategies-for-creating-an-inclusive-workplace