

VCCS CELEBRATING DIVERSITY

Key Dates in 2021

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 (sundown to sundown): 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 13: Equal Pay Day, gender pay gap awareness event.

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 11: Día de la Raza, "Day of the Race," in Spanish-speaking countries and communities.

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: Día 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 10: International Human Rights Day.

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>
