

# Fostering Inclusion

*A 2023-2024 calendar to support an inclusive College of Engineering community*

## Mission Statement

The UW College of Engineering is committed to diversity, equity, and inclusion. Fostering a positive diversity climate is critical to achieving its benefits and is rooted in understanding how the College influences psychological safety and a sense of belonging for all its constituents. Culture is one of the overarching pillars we pursue in our vision and commitment to building an inclusive and equitable community for all students, staff, faculty, and community members. This calendar aims to acknowledge and increase understanding of diverse cultures, traditions, values, and beliefs.

## Why These Dates?

The cultural holidays, observances, and events on this calendar were identified based on the following criteria:

1. A faculty/staff member or student observing this event may be out of the office or absent from class on this day.
2. A faculty/staff member or student's engagement level may be affected by rituals practiced in observance of this event (e.g., reduced energy from fasting for Ramadan or negative association with a dominant culture's holiday, such as Thanksgiving).
3. A faculty/staff member may not be able to participate in activities before, during, or after regular business hours on this day (e.g., not participating in Halloween activities or passing on events happening on the evening of a holy day observed by the Muslim or Jewish communities).
4. This occasion may provide an opportunity to increase dialogue and knowledge about cultural traditions or celebrations, or historical oppression, resilience, perseverance, or triumph that might not otherwise present itself.

## Acknowledgments

This calendar was adapted from a Cultures Connecting resource (Cultures Connecting, 2021), designed to support anti-bias efforts in organizations.

Cultures Connecting. (2021) *Cultures Connecting Diversity Calendar 2021-2022* [Online Pamphlet].

[https://www.culturesconnecting.com/files/ugd/dbdcb4\\_9fa1da80fa17429397414c5797fa693c.pdf](https://www.culturesconnecting.com/files/ugd/dbdcb4_9fa1da80fa17429397414c5797fa693c.pdf)

## Dynamic Process

If you know of other holidays that meet the criteria above but were omitted, please contact the Office of Inclusive Excellence at [coeioe@uw.edu](mailto:coeioe@uw.edu)

## April 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Autism Acceptance Month</a>		
All Month	<a href="#">Arab-American Heritage Month</a>		
March 22 – April 21*	<a href="#">Ramadan</a>	Islamic	Involves fasting, work restrictions
April 2	<a href="#">World Autism Awareness Day</a>		
April 2	<a href="#">Palm Sunday</a>	Christian / Orthodox	
April 2 – 8	<a href="#">Holy Week</a>	Christian	Work restrictions
April 5 – 13*	<a href="#">Passover</a>	Jewish	Involves fasting, work restrictions
April 6	<a href="#">National Tartan Day</a>	Scottish American	
April 6	<a href="#">Holy Thursday</a>	Christian	
April 7	<a href="#">Good Friday</a>	Christian	Work restrictions
April 9	<a href="#">Easter Sunday</a>	Christian	Work restrictions
April 14	<a href="#">Vaisakhi</a>	Sikh	
April 14	<a href="#">Orthodox Good Friday</a>	Christian Orthodox	Work restrictions
April 14	<a href="#">Day of Silence</a>	LBGTQ+ and Allies	
April 14 – 16	<a href="#">Bun Pi Mai (Lao New Year)</a>	Laotian	
April 14 – 17*	<a href="#">Cambodian New Year</a>	Cambodian	
April 17 – 18	<a href="#">Yom HaShoah (Holocaust Remembrance Day)</a>	Jewish	
April 18	<a href="#">Laylat al-Qadr (Night of Power)</a>	Islamic	
April 20 – 21	<a href="#">First Day of Ridván</a>	Bahá'i	Work restrictions
April 21 – 22	<a href="#">Eid al-Fitr (End of Ramadan)</a>	Islamic	Work restrictions
April 24	<a href="#">Armenian Genocide Remembrance Day</a>		
April 24	<a href="#">Orthodox Easter</a>	Christian Orthodox	Work restrictions
April 29	<a href="#">Ninth Day of Ridván</a>	Bahá'i	Work restrictions
April 30	<a href="#">Día de los Niños</a>	Mexican	

### Notes:

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- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
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## May 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Asian Pacific American Heritage Month</a>		
All Month	<a href="#">Mental Health Month</a>		
May 1	<a href="#">Beltane</a>	Neo-Pagan	
May 1	<a href="#">May Day (International Workers' Day)</a>	International	
May 2	<a href="#">Twelfth Day of Ridván</a>	Bahá'i	Work restrictions
May 4	<a href="#">Dharma Day</a>	Buddist	
May 5	<a href="#">Cinco de Mayo</a>	United States / Mexican	
May 10	<a href="#">Día de las Madres (Mother's Day)</a>	Mexico/ Latin America	Not celebrated May 14 <sup>th</sup>
May 14	<a href="#">Mother's Day</a>	United States	
May 17	<a href="#">International Day Against Homophobia, Transphobia, Biphobia</a>	LGBTQIA+	
May 24	<a href="#">Declaration of the Báb</a>	Bahá'i	
May 25 – 27	<a href="#">Shavuot</a>	Jewish	
May 26	<a href="#">Buddha Day / Visakha Puja / Vesek</a>	Buddhist	
May 28	<a href="#">Pentecost</a>	Christian	
May 29	<a href="#">Ascension of Bahá'u'lláh</a>	Bahá'i	
May 29	<a href="#">Memorial Day</a>	United States	University observed holiday

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## June 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Pride Month</a>		
All Month	<a href="#">Caribbean-American Heritage Month</a>		
June 2	<a href="#">Indian Citizenship Act of 1924</a>	Native American	
June 5	<a href="#">World Environment Day</a>	International	
June 11	<a href="#">Race Unity Day</a>		
June 12	<a href="#">Loving Day</a>	International/ LGBTQ+ & Allies	
June 12	<a href="#">Philippine Independence Day</a>	Filipino	
June 18	<a href="#">Father's Day</a>	United States	
June 19	<a href="#">Juneteenth</a>	United States	Observed holiday on June 20
June 20 - 22	<a href="#">Summer Solstice/ Litha</a>	Neo-Pagan	
June 26 – July 1	<a href="#">Haji</a>	Islamic	
June 28 – 29	<a href="#">Eid-ul-Adha (Festival of Sacrifice)</a>	Islamic	Work restrictions

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## July 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Disability Pride Month</a>	LGBTG+ and ADA	
July 4	<a href="#">Independence Day</a>	United States	University observed holiday
July 6	<a href="#">17<sup>th</sup> of Tammuz</a>	Jewish	
July 9*	<a href="#">Martyrdom of the Báb</a>	Bahá'i	
July 14	<a href="#">International Non-Binary People's Day</a>	International	
July 18 – 19	<a href="#">Hijri New Year (Islamic New Year)</a>	Islamic	
July 19	<a href="#">Muharram</a>	Islamic	
July 19 – August 16	<a href="#">Al Hijra / Muharram</a>	Islamic	
July 23	<a href="#">Birthday of Haile Selassie</a>	Rastafarian	
July 26	<a href="#">Disability Independence Day</a>	United States	
July 26*	<a href="#">Tisha B'Av</a>	Jewish	Fasting
July 27*	<a href="#">Ashura</a>	Islamic	Work restrictions

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## August 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
August 1	<a href="#">Lughnasadh</a>	Neo-Pagan	
August 1	<a href="#">Asalha Puja</a>	Buddhist	Work restrictions
August 1 – 6	<a href="#">International Youth Day</a>	International	
August 9	<a href="#">International Day of World's Indigenous People</a>	Indigenous People	United Nations Holiday
August 13 – 16	<a href="#">Obon</a>	Japanese Buddhist	Work restrictions
August 26	<a href="#">Women's Equality Day</a>	United States	
August 30	<a href="#">Raksha Bandhan</a>	Hindu	

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## September 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
September 4	<a href="#">Labor Day</a>	United States	University observed holiday
September 6 – 7	<a href="#">Krishna Janmashtami</a>	Hindu	Work restrictions
September 11 – 18	<a href="#">Paryushana</a>	Jain	
September 12	<a href="#">Enkutatash (Ethiopian New Year)</a>	Ethiopian	
September 15 – 17*	<a href="#">Rosh Hashanah</a>	Jewish	Work restrictions
September 15 – October 15	<a href="#">Hispanic Heritage Month</a>		Also referred to as Latino/x Heritage Month
September 16	<a href="#">Mexican Independence Day</a>	Mexican	
September 18	<a href="#">Tzom Gedaliah</a>	Jewish	Involves fasting
September 19	<a href="#">Ganesh Chaturthi</a>	Hindu	Work restrictions
September 19 – 25	<a href="#">International Week of the Deaf</a>	International	
September 21 - 29	<a href="#">Mabon</a>	Neo-Pagan	
September 23	<a href="#">International Day of Sign Languages</a>	International	
September 24 – 25*	<a href="#">Yom Kippur</a>	Judaism	Fasting, work restrictions
September 26 – 27*	<a href="#">Mawlid al-Nabi</a>	Islamic	Work restrictions
September 28	<a href="#">Meskel</a>	Ethiopian & Eritrean Orthodox	
September 28 – 30	<a href="#">Chuseok</a>	Korea	
September 29	<a href="#">Mid-Autumn Festival (Moon Festival)</a>	China, Hong Kong, Macau, Taiwan, and Vietnam	
September 29 – 6*	<a href="#">Sukkot</a>	Jewish	Work restrictions

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## October 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Disability Employment Awareness Month</a>		
All Month	<a href="#">LGBT History Month</a>		
All Month	<a href="#">Filipino American History Month</a>		
October 6 – 8*	<a href="#">Shemini Atzeret</a>	Jewish	Work restrictions
October 7 – 8*	<a href="#">Simchat Torah</a>	Jewish	Work restrictions
October 9	<a href="#">Indigenous People's Day</a>	United States	
October 10	<a href="#">World Mental Health Day</a>	International	
October 11	<a href="#">National Coming Out Day</a>	United States	
October 15 – 24	<a href="#">Navartri</a>	Hindu	
October 16	<a href="#">Birth of the Báb</a>	Bahá'i	Work restrictions
October 16 – 17*	<a href="#">Birth of Bahá'u'lláh</a>	Bahá'i	Work restrictions
October 17	<a href="#">Spirit Day</a>	LGBTQ+ and Allies	
October 24	<a href="#">Dussehra (Dassera)</a>	Hindu	Work restrictions
October 31	<a href="#">Reformation Day</a>	Christian	
October 31	<a href="#">Halloween</a>	United States	
October 31 – Nov 1	<a href="#">Samhain/ Beltane</a>	Wicca/ Paganism	

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## November 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Native American Heritage Month</a>		
November 1	<a href="#">All Saint's Day</a>	Anglican & Roman Catholic	
November 1 – 2	<a href="#">Día de los Muertos</a>	Mexican	
November 8	<a href="#">Birth of Guru Nanak Dev Ji Gurpurab</a>	Sikh	Work restrictions
November 11	<a href="#">Veteran's Day</a>	United States	University observed holiday
November 12	<a href="#">Diwali</a>	Hindu, Jain, Sikh, Buddhist	Work restrictions
November 20	<a href="#">Transgender Day of Remembrance</a>	LGBTQ+	
November 23	<a href="#">Thanksgiving Day</a>	United States	University observed holiday
November 24	<a href="#">Native American Heritage Day</a>	United States	University observed holiday
November 27 – 28*	<a href="#">Ascension of 'Abdu'l-Bahá</a>	Bahá'i	

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## December 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
December 1	<a href="#">World AIDS Day</a>		
December 7 – 15*	<a href="#">Chanukah (Hanukkah)</a>	Jewish	
December 8	<a href="#">Feast of the Immaculate Conception</a>	Catholic	
December 8	<a href="#">Bodhi Day</a>	Buddhist	
December 12	<a href="#">Day of Our Lady of Guadalupe</a>	Mexican Catholic	
December 16 – 24	<a href="#">Las Posadas</a>	Mexican	
December 16 – 24	<a href="#">Simbang Gabi</a>	Filipino Catholic	
December 21 – January 1	<a href="#">Yule (Winter Solstice)</a>	Neo-Pagan	
December 25	<a href="#">Christmas Day</a>	Christian	University observed holiday
December 26 – January 1	<a href="#">Kwanzaa</a>	African American	

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## January 2024

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
January 1	<a href="#">New Year's Day</a>	International	Observed on January 2
January 1 – 3	<a href="#">Shōgatsu</a>	Japanese	
January 6	<a href="#">Epiphany (Three Kings Day)</a>	Latin America & Caribbean	
January 15	<a href="#">Martin Luther King Jr. Day</a>	United States	University observed holiday
January 15	<a href="#">Makar Sankranti</a>	Hindu	
January 20	<a href="#">Birthday of Guru Gobind Singh</a>	Sikh	
January 27	<a href="#">International Holocaust Remembrance Day</a>	International	

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## February 2024

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Black History Month</a>		
February 1	<a href="#">National Freedom Day</a>	Black American	
February 1 – 2 *	<a href="#">Imbolc</a>	Neo-Pagan	
February 3	<a href="#">Setsubun</a>	Japanese	
February 6 – 7*	<a href="#">Lailat al Miraj</a>	Muslim	
February 10	<a href="#">Tết</a>	Vietnamese	
February 10	<a href="#">Lunar New Year</a>	East & Southeast Asian	
February 14	<a href="#">Valentine's Day</a>	International	
February 14	<a href="#">Ash Wednesday</a>	Christian	
February 14 – March 28	<a href="#">Lent</a>	Christian	
February 15	<a href="#">Nirvana Day</a>	Buddhist	
February 19	<a href="#">Day of Remembrance</a>	United States/ Japanese Amer.	
February 19	<a href="#">Presidents' Day</a>	United States	University observed holiday
February 24	<a href="#">Magha Puja Day</a>	Buddhist	

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## March 2024

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Women's History Month</a>		
All Month	<a href="#">Developmental Disabilities Awareness Month</a>		
March 1 – 19	<a href="#">Nineteen-Day Fast</a>	Bahá'í	Involves fasting
March 8	<a href="#">Maha Shivaratri</a>	Hindu	Work restrictions
March 8	<a href="#">International Women's Day</a>		
March 10 – April 9	<a href="#">Ramadan</a>	Islam	Involves fasting
March 17	<a href="#">St. Patrick's Day</a>	Irish	
March 19 - 20*	<a href="#">Naw Rúz</a>	Bahá'í / Persian / Kurdish / Zoroastrianism	Work restrictions
March 20 – 21	<a href="#">Persian New Year (Nowruz)</a>	Iranian	Work restrictions
March 21	<a href="#">International Day for the Elimination of Racial Discrimination</a>	International	
March 23 – 24*	<a href="#">Purim</a>	Jewish	
March 24 – 25*	<a href="#">Holi</a>	Hindu	
March 24	<a href="#">Palm Sunday</a>	Christian/ Orthodox	
March 24 – 30	<a href="#">Holy Week</a>	Christian/ Orthodox	
March 28	<a href="#">Holy Thursday</a>	Christian/ Orthodox	
March 29	<a href="#">Good Friday</a>	Christian/ Orthodox	
March 31	<a href="#">César Chávez Day</a>	United States	
March 31	<a href="#">International Transgender Day of Visibility</a>	International	
March 31	<a href="#">Easter Sunday</a>	Christian	

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