

# Fostering Inclusion

*A 2022-2023 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, observances, or events that meet the criteria above but were omitted, please contact the Office of Inclusive Excellence at [coeoie@uw.edu](mailto:coeoie@uw.edu)

## April 2022

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>		
April 2	<a href="#">World Autism Awareness Day</a>		
April 2 – May 2*	<a href="#">Ramadan</a>	Islamic	Involves fasting, work restrictions
April 6	<a href="#">National Tartan Day</a>	Scottish American	
April 10	<a href="#">Rama Navami</a>	Hindu	Work restrictions
April 10	<a href="#">Palm Sunday</a>	Christian / Orthodox	
April 14	<a href="#">Holy Thursday</a>	Christian	
April 14	<a href="#">Vaisakhi</a>	Sikh	
April 15 – 23*	<a href="#">Passover</a>	Jewish	Involves fasting, work restrictions
April 15	<a href="#">Good Friday</a>	Christian	Work restrictions
April 17	<a href="#">Easter Sunday</a>	Christian	Work restrictions
April 14 – 16	<a href="#">Pi Mai (Lao New Year)</a>	Laotian	
April 14 – 16*	<a href="#">Cambodian New Year</a>	Cambodian	
April 21	<a href="#">First Day of Ridván</a>	Bahá'i	Work restrictions
April 22	<a href="#">Orthodox Good Friday</a>	Christian Orthodox	Work restrictions
April 22	<a href="#">Day of Silence</a>	LBGTQ+ and Allies	
April 24	<a href="#">Orthodox Easter</a>	Christian Orthodox	Work restrictions
April 24	<a href="#">Armenian Genocide Remembrance Day</a>		
April 27 – 28	<a href="#">Yom HaShoah (Holocaust Remembrance Day)</a>	Jewish	
April 29	<a href="#">Laylat al-Qadr (Night of Power)</a>	Islamic	
April 29	<a href="#">Ninth Day of Ridván</a>	Bahá'i	Work restrictions

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy](#) [here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## May 2022

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Asian Pacific American Heritage 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 2 – 3*	<a href="#">Eid al-Fitr (End of Ramadan)</a>	Islamic	Work restrictions
May 5	<a href="#">Cinco de Mayo</a>	United States / Mexican	
May 8	<a href="#">Buddha Day / Visakha Puja / Vesek</a>	Buddhist	
May 24	<a href="#">Declaration of the Báb</a>	Bahá'i	
May 29	<a href="#">Ascension of Bahá'u'lláh</a>	Bahá'i	
May 30	<a href="#">Memorial Day</a>	United States	University observed holiday

## June 2022

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 4 – 6*	<a href="#">Shavuot</a>	Jewish	Work restrictions
June 5	<a href="#">Pentecost</a>	Christian	
June 5	<a href="#">World Environment Day</a>	International	
June 12	<a href="#">Loving Day</a>	United States	
June 19	<a href="#">Juneteenth</a>	United States	Observed holiday on June 20

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## July 2022

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
July 4	<a href="#">Independence Day</a>	United States	University observed holiday
July 7 – 12	<a href="#">Hajj</a>	Islamic	
July 9 – 10	<a href="#">Eid-ul-Adha (Festival of Sacrifice)</a>	Islamic	Work restrictions
July 10	<a href="#">Martyrdom of the Báb</a>	Bahá'i	
July 13	<a href="#">Dharma Day</a>	Buddhist	
July 14	<a href="#">International Non-Binary People's Day</a>	International	
July 17	<a href="#">Seventeenth of Tammuz</a>	Jewish	
July 26	<a href="#">Disability Independence Day</a>	United States	
July 29 – 30	<a href="#">Hijri New Year (Islamic New Year)</a>	Islamic	

## August 2022

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
August 1	<a href="#">Lughnasadh</a>	Neo-Pagan	
August 6 – 7	<a href="#">Tisha B'Av</a>	Jewish	
August 9	<a href="#">Ashura</a>	Islamic	Work restrictions
August 11	<a href="#">Raksha Bandhan</a>	Hindu	
August 12	<a href="#">International Youth Day</a>	International	
August 13 – 15	<a href="#">Obon</a>	Japanese Buddhist	
August 18 – 19	<a href="#">Krishna Janmashtami</a>	Hindu	Work restrictions
August 26	<a href="#">Women's Equality Day</a>	United States	
August 30	<a href="#">Ganesh Chaturthi</a>	Hindu	Work restrictions

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## September 2022

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
September 5	<a href="#">Labor Day</a>	United States	University observed holiday
September 9 – 11	<a href="#">Chuseok</a>	Korea	
September 10	<a href="#">Mid-Autumn Festival (Moon Festival)</a>	China, Hong Kong, Macau, Taiwan, and Vietnam	
September 11	<a href="#">Enkutatash (Ethiopian New Year)</a>	Ethiopian	
September 15 – October 15	<a href="#">Hispanic Heritage Month</a>		
September 16	<a href="#">Mexican Independence Day</a>	Mexican	
September 22	<a href="#">Mabon</a>	Neo-Pagan	
September 23	<a href="#">International Day of Sign Languages</a>	International	
September 25 – 27*	<a href="#">Rosh Hashanah</a>	Jewish	Work restrictions
September 26 – 30	<a href="#">International Week of the Deaf</a>	International	
September 26 – October 5	<a href="#">Navartri</a>	Hindu	
September 27	<a href="#">Meskel</a>	Ethiopian & Eritrean Orthodox	
September 28	<a href="#">Tzom Gedaliah</a>	Jewish	Involves fasting

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## October 2022

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 4 – 5*	<a href="#">Yom Kippur</a>	Jewish	Involves fasting, work restrictions
October 5	<a href="#">Dussehra (Dassera)</a>	Hindu	Work restrictions
October 7 – 8*	<a href="#">Mawlid al-Nabi</a>	Islamic	Work restrictions
October 9 – 16*	<a href="#">Sukkot</a>	Jewish	Work restrictions
October 10	<a href="#">Indigenous People’s Day</a>	United States	
October 11	<a href="#">National Coming Out Day</a>	United States	
October 11	<a href="#">World Mental Health Day</a>	International	
October 16 – 17*	<a href="#">Shemini Àtzeret</a>	Jewish	Work restrictions
October 17 – 18*	<a href="#">Simchat Torah</a>	Jewish	Work restrictions
October 24	<a href="#">Diwali</a>	Hindu, Jain, Sikh, Buddhist	Work restrictions
October 26	<a href="#">Birth of the Báb</a>	Bahá’i	Work restrictions
October 27	<a href="#">Birth of Bahá’u’lláh</a>	Bahá’i	Work restrictions
October 31	<a href="#">Reformation Day</a>	Christian	
October 31	<a href="#">Halloween</a>	United States	

Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW’s Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## November 2022

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 24	<a href="#">Thanksgiving Day</a>	United States	University observed holiday
November 25	<a href="#">Native American Heritage Day</a>	United States	University observed holiday
November 28	<a href="#">Ascension of 'Abdu'l-Bahá</a>	Bahá'i	

## December 2022

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
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 18 – 26*	<a href="#">Chanukah (Hanukkah)</a>	Jewish	
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	

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.

## January 2023

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 9	<a href="#">Birthday of Guru Gobind Singh</a>	Sikh	
January 16	<a href="#">Martin Luther King Jr. Day</a>	United States	University observed holiday
January 22	<a href="#">Tết</a>	Vietnamese	
January 22	<a href="#">Lunar New Year</a>	East & Southeast Asian	
January 27	<a href="#">International Holocaust Remembrance Day</a>	International	

## February 2023

Date(s):	Holiday / Observance:	Cultural Group / Observed By:	Notes:
All Month	<a href="#">Black History Month</a>		
February 1 – 2	<a href="#">Imbolc</a>	Neo-Pagan	
February 3	<a href="#">Setsubun</a>	Japanese	
February 14	<a href="#">Valentine's Day</a>	International	
February 18	<a href="#">Maha Shivaratri</a>	Hindu	Work restrictions
February 19	<a href="#">Day of Remembrance</a>	United States	
February 20	<a href="#">Presidents' Day</a>	United States	University observed holiday
February 22	<a href="#">Ash Wednesday</a>	Christian	
February 22 – April 6	<a href="#">Lent</a>	Christian	

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.



## March 2023

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 2 – 20	<a href="#">Nineteen-Day Fast</a>	Bahá'í	Involves fasting
March 6	<a href="#">Māgha Pūjā (Makha Bucha Day)</a>	Buddhist	
March 6 – 7*	<a href="#">Purim</a>	Jewish	
March 7 – 8*	<a href="#">Holi</a>	Hindu	
March 17	<a href="#">St. Patrick's Day</a>	Irish	
March 21*	<a href="#">Naw Rúz</a>	Bahá'í / Persian / Kurdish / Zoroastrianism	Work restrictions
March 21	<a href="#">International Day for the Elimination of Racial Discrimination</a>	International	
March 21 – 22	<a href="#">Persian New Year (Nowruz)</a>	Iranian	Work restrictions
March 31	<a href="#">César Chávez Day</a>	United States	
March 31	<a href="#">International Transgender Day of Visibility</a>	International	

### Notes:

- Please take notice of days that involve fasting and/or work restrictions. We encourage avoiding scheduling major meetings, exams, and other events and work to accommodate these observances. Information about [UW's Religious Accommodations Policy here](#).
- Starred (\*) holidays/observances begin at sunset of the date listed and go to sunset of the following day.
- Due to regional and cultural differences, the holidays listed may be celebrated on different dates by individuals of the same faith.
- Some holidays are based on the actual sighting of the moon and therefore dates may vary.
- For more information, click the event title to view its hyperlink.