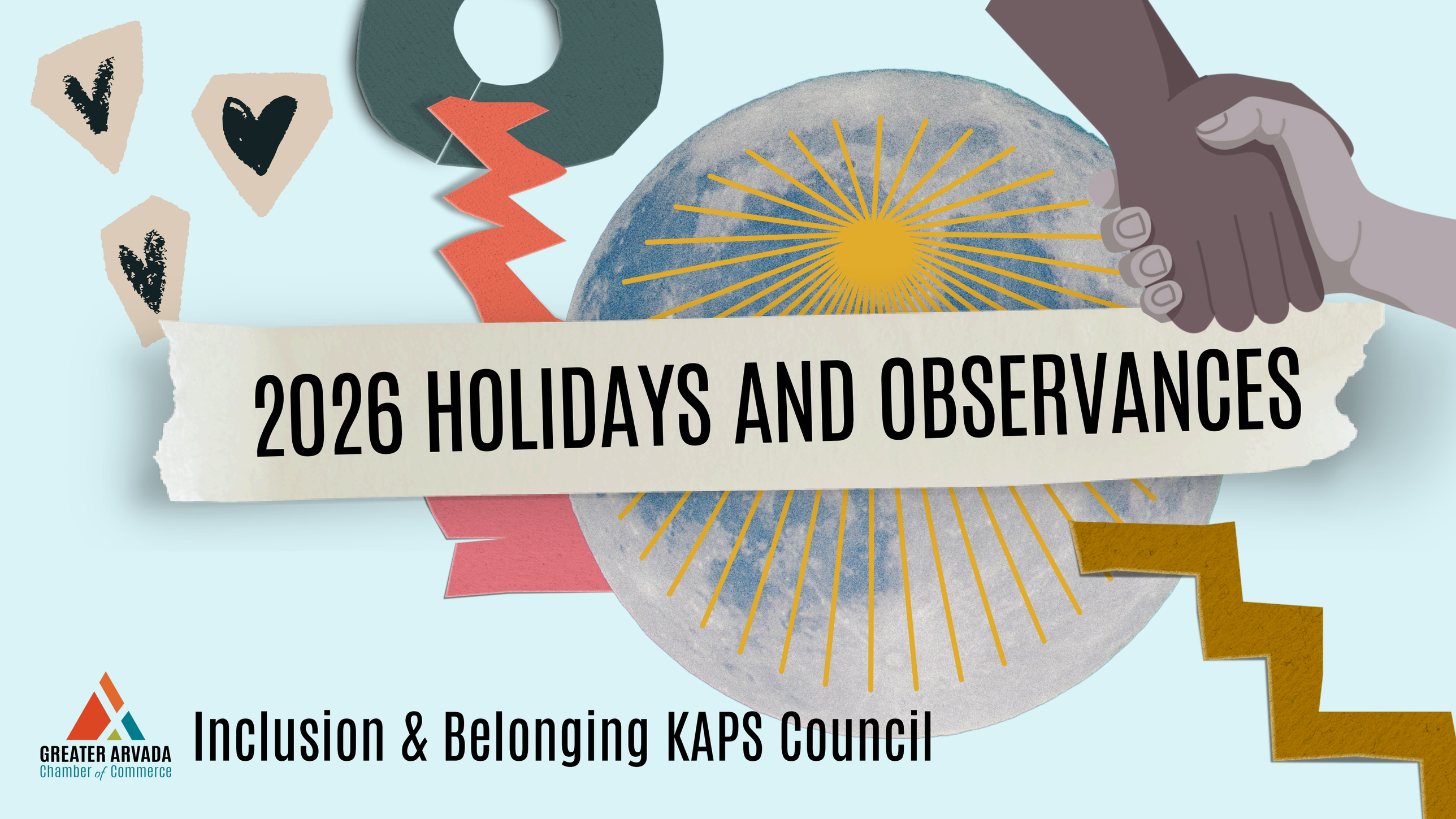


GREATER ARVADA
Chamber of Commerce

Inclusion & Belonging KAPS Council

JANUARY

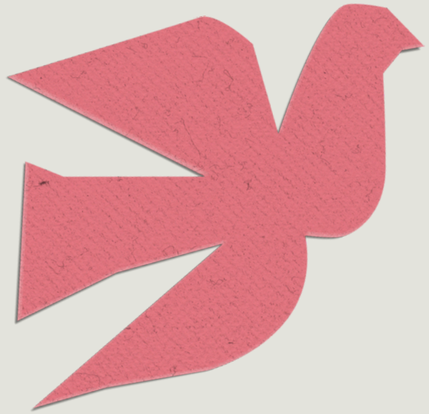
1 THUR - NEW YEAR'S DAY

Avoid scheduling major events.

19 MON - MARTIN LUTHER KING DAY

Celebrates one of the best-known civil rights activists, Martin Luther King Jr.

Try to avoid scheduling major events.



FEBRUARY

BLACK HISTORY MONTH

February was chosen to celebrate African American History because it holds the birthdays of two men who helped eliminate slavery: Frederick Douglass and President Abraham Lincoln.

4 WEDS - WORLD CANCER DAY

Started in 2008, the aim is to inform and encourage people on cancer's prevention, early detection, and treatment.

14 SAT- VALENTINE'S DAY

Try to avoid scheduling major evening events.

16 MON - PRESIDENTS' DAY

Presidents' Day, or Washington's Birthday at the federal governmental level, is a holiday in the United States celebrated on the third Monday of February to honor all persons who served as presidents.

Avoid scheduling major events.

17 TUE - RAMADAN (THROUGH 3/19)

The first day of the 12th month of the Islamic Calendar. Muslims abstain from eating and drinking from dawn until dusk.

Try to avoid scheduling major events. Employees celebrating will be fasting during the day (for 30 days). Provide food accommodations for events.

18 WED - ASH WEDNESDAY

A day of prayer and fasting that begins the Christian season of Lent.

Provide food accommodation as requested. Meat (fish not considered meat) is prohibited during meals for many.

26 THURS- BLACK LIVES MATTER DAY

Celebrated annually in remembrance of Trayvon Martin's death on 2/26/2012. His killer's acquittal in 2013 and two additional killings in 2014 led to the nationwide recognition of the Black Lives Matter campaign.

MARCH

NATIONAL DEVELOPMENTAL DISABILITIES AWARENESS MONTH

Proclaimed by President Reagan to raise awareness on the potential of people with developmental disabilities to work, contribute, and enjoy typical lives.

WOMEN'S HISTORY MONTH

Honors the role of women in American history, highlighted by International Women's Day on Friday, March 8..

4 WEDS - HOLI

This Hindu Festival celebrates spring, love, and new life.

17 TUE - SAINT PATRICK´S DAY

19 THUR - EID AL-FITR (ENDS AT SUNSET 3/20)

The Festival of Breaking Fast celebrates the end of the holy month of Ramadan. Muslims in the U.S.A. usually celebrate with prayer, giving to charity, giving gifts to the children, and enjoying a festive meal.

Avoid scheduling important events, or activities after the evening on this date. If planning an event, provide food accommodations if requested.

29 SUN - PALM SUNDAY

This Christian moveable feast marks the first day of Holy Week.

31 TUE - TRANSGENDER DAY OF VISIBILITY

Dedicated to recognizing the transgender community's contributions, successes, and relentless resilience.

APRIL

CELEBRATE DIVERSITY MONTH

Highlights unique backgrounds, cultures, and traditions

NATIONAL DEAF HISTORY MONTH

A time to raise awareness about the deaf community and their challenges.

1 WEDS - PASSOVER (ENDS 4/9)

Major Jewish festival that celebrates the freeing of Israeli slaves.

Avoid scheduling important events and activities on the first two and last two days of the holiday.

2 THUR - WORLD AUTISM ACCEPTANCE DAY

Raises awareness and promotes acceptance of people on the autism spectrum. Adopted in 2007.

3 FRI - GOOD FRIDAY

Many Christians will spend Good Friday in fasting, prayer, repentance, and meditation.

Provide food accommodation as requested. Meat (fish not considered meat) is prohibited during meals for many.

5 SUN - EASTER SUNDAY

The most important Christian holiday, which celebrates Jesus' resurrection.

Avoid scheduling important events and activities. Christian employees that work on Sundays may ask for this day off.

10 FRI - DAY OF SILENCE

Campaign created in 1996 that seeks to shed light on the silencing of LGBTQ youth in schools, now recognized as an annual day of action.

22 WEDS - EARTH DAY

MAY

MENTAL HEALTH AWARENESS MONTH

Raises awareness for those living with mental and behavioral issues. This month also seeks to support families or communities who are impacted by mental illness.

OLDER AMERICANS MONTH

Celebrates how older Americans contribute to the United States

ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

Commemorates people with Asian and Pacific Island ancestry and their contribution to the United States

JEWISH AMERICAN HERITAGE MONTH

Honors American Jews and their contributions to the United States throughout history

5 TUE - CINCO DE MAYO

10 SUN - MOTHER'S DAY

Avoid scheduling major events during this time.

25 MON - MEMORIAL DAY

A federal holiday for mourning those who have died while serving in the United States armed forces.

Avoid scheduling major events during this time.

26 TUE - EID AL-ADHA (STARTS AT SUNSET AND ENDS AT SUNSET 5/27)

Eid al-Adha (Feast of the Sacrifice) is a Muslim holiday that revolves around the concept of sacrifice. Muslims in the U.S.A. usually celebrate with prayer, giving to charity, and enjoying a festive meal..

Avoid scheduling important events, or activities after the evening on this date. Employees will likely ask to take a vacation day on this day, and that request should be granted if at all possible.

JUNE

PRIDE MONTH

Pride Month recognizes LGBTQ+ people and the effect they've had on the world. June was selected to commemorate the Stonewall Riots.

MEN'S HEALTH MONTH

Empowers men to make their health a priority and equips them with the knowledge to improve their health.

7 SUN - NATIONAL CANCER SURVIVORS DAY

A celebration of life for cancer survivors, founded in 1988

21 SUN - FATHER'S DAY

Avoid scheduling major events during this time.

19 FRI - JUNETEENTH

Commemorates when the last African Americans learned of the Emancipation Proclamation (over two years after originally issued)

Avoid scheduling major events during this time.

JULY

4 SAT - INDEPENDENCE DAY

Avoid scheduling major events.

14 TUE - INTERNATIONAL NON-BINARY PEOPLES DAY

Raises awareness of the difficulties that non-binary people face around the world, founded in 2012. Date was selected because it falls between International Men's Day and International Women's Day.

DISABILITY PRIDE MONTH

Disability Pride Month honors the history, achievements, experiences, and contributions of people with disabilities. The month encourages individuals to embrace disability as a natural part of human diversity and to take pride in their identity.

AUGUST



26 WEDS - WOMEN'S EQUALITY DAY

Commemorates the certification of the 19th Amendment in 1920, which granted women in the United States the right to vote.

BLACK BUSINESS MONTH

Celebrates, highlights, and empowers Black business owners across the USA, while recognizing and acknowledging the unique challenges faced by them. Established in 2004.

NATIONAL CIVILITY MONTH

It's a month dedicated to encouraging kindness, respect, and courtesy in everyday interactions: at work, in public spaces, online, and within communities.



SEPTEMBER

7 MON - LABOR DAY

Avoid scheduling major events.

11 FRI - ROSH HASHANAH (TO 9/13)

This holiday is the Jewish New Year when Jews reflect on their faith.

Avoid scheduling important events on the evenings. If planning an event, provide food accommodation as requested (kosher restrictions apply).

20 SUN - YOM KIPPUR (ENDS 9/21)

Jewish holiday observed with a 25-hour fast and a special religious service.

Avoid scheduling events. Jewish employees may be fasting all day.

25 FRI - SUKKOT (ENDS 10/2)

One of the three major festivals in Judaism and is an agricultural festival of thanksgiving.

Avoid scheduling events on the first two days.

NATIONAL HISPANIC HERITAGE MONTH (SEPT 15 - OCT 15)

This month honors Hispanic Americans for their contributions to U.S. culture.

SUICIDE PREVENTION MONTH

Focused on reducing stigma, encouraging open conversations about mental health, and educating communities on warning signs, risk factors, and how to support someone in crisis.

27 SUN - WORLD DAY OF MIGRANTS & REFUGEES

Designated by the UN to recognize the courage and fortitude of immigrants/refugees and heighten our level of empathy and understanding for their plight and the difficult decisions many have had to make.

OCTOBER

BREAST CANCER AWARENESS MONTH

An annual international health campaign organized to increase awareness of the disease and raise funds for research into its cause, prevention, diagnosis, treatment, and cure.

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

This awareness month aims to advocate for individuals with disabilities and their inclusion in the workforce.

10 SAT - WORLD MENTAL HEALTH DAY

11 SUN - NATIONAL COMING OUT DAY

Raises awareness for individuals within the LGBTQ+ community.

12 MON - INDIGENOUS PEOPLE'S DAY

The renaming of Columbus Day began in 1992 to call attention to the losses suffered by the Native American peoples and their cultures.

28 WEDS - NATIONAL IMMIGRANTS DAY

Celebrates the determination, ingenuity, and spirit immigrants continue to add to the melting pot of cultures in the USA.

31 SAT - HALLOWEEN

NOVEMBER

NATIONAL AMERICAN HERITAGE MONTH

This month celebrates the contributions — cultures, traditions, histories — of Native people to the United States

1 SUN /2 MON - ALL SAINTS' DAY, ALL SOULS DAY, DÍA DE LOS MUERTOS

These days are dedicated to all those who have passed away in the Christian faith as well as the Mexican and Aztec communities.

Avoid scheduling major events during this time.

8 SUN - DIWALI

An important celebration in the Hindu faith in which a variety of deities are praised.

11 WEDS - VETERANS DAY

Avoid scheduling major events during this time.

19 THUR - INTERNATIONAL MEN'S DAY

Focuses on men's health, improving gender relations, highlighting male role models, and promoting positive expressions of masculinity.

26 THUR - THANKSGIVING DAY

Avoid scheduling major events during this time.

28 SAT - SMALL BUSINESS SATURDAY

DECEMBER

3 THUR - INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Helps people become more compassionate and understanding of the challenges faced by people with disabilities.

4 FRI - HANUKKAH (ENDS 12/12)

A Jewish holiday celebrating Jew rising up against their Greek-Syrian oppressors in the Maccabean Revolt.

Provide food accommodation as requested (kosher restrictions apply).

24 THUR - CHRISTMAS EVE

Avoid scheduling major events.

25 FRI - CHRISTMAS DAY

One of the most festive Christian holidays in many countries around the world, celebrating Jesus' birth.

Avoid scheduling major events.

26 SAT - KWANZAA (ENDS 1/1)

A 7-day holiday, with each of the days dedicated to one of the Seven Principles of Kwanzaa, celebrated by African Americans and Pan-Africans worldwide.

Avoid scheduling major events.

31 THUR - NEW YEAR'S EVE

Avoid scheduling major events.