



# 2024

Westchester Medical Center  
**Equity, Inclusion, & Diversity**  
(EID) Calendar



**Westchester  
Medical Center**

Westchester Medical Center Health Network



## 2024 EID CALENDAR

# ABOUT THE CALENDAR

The theme for this inaugural calendar is **“Embracing Intersectionality, Leading with Inclusion”** to raise awareness about the importance of honoring the various identities each staff member brings to the workplace.

Intersectionality is the recognition that humans comprise of multiple identities and social categories that we bring to work with us every day. We benefit from drawing from the deep well of experiences that our diverse backgrounds and perspectives bring to the workplace. However, we cannot expect to realize the benefits of a diverse workforce unless every person feels welcomed and included and feels they can bring their authentic self to work.

To help us along our collective journey, this calendar highlights a selection of key diversity and inclusion concepts. These concepts are essential in your understanding to be an inclusive colleague. In addition, the calendar provides action steps and recommended resources to help you put these concepts into practice.

It is our hope that this calendar will serve as a reference guide, a document you can use to become an informed colleague and ally. We recognize this inclusion journey will be long but every step forward will bring us closer to fulfilling WMCHealth’s mission of advancing equity and fostering an inclusive workplace for all.

*From the Equity, Inclusion and Diversity Steering Committee*



**Advancing Equity,  
Inclusion & Diversity Here,  
TAKES ALL OF US.**

### **About WMCHealth’s Office of Equity, Inclusion and Diversity**

The Office serves as a resource to guide and direct the integration of equity, inclusion and diversity best practices to create a welcoming environment for our patients, visitors and staff.



2024 EID CALENDAR  
**JANUARY**

**DIVERSITY | INCLUSION**

“Diversity is being asked to the party; inclusion is being asked to dance.”

– Vernā Myers

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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**DIVERSITY IS A FACT, WHEREAS INCLUSION IS A CHOICE**

**Diversity** refers to the range of human identities, that includes all the readily visible characteristics like race, gender, age, and characteristics not so readily visible like thinking or communication style.

**Diversity in Practice** encompasses acceptance and respect for the full range of human identities in socioecological, historical and cultural contexts.

**Inclusion** is the result or outcome of an organization or workplace where people feel welcomed, respected, supported and valued. In an inclusive workplace, people with different identities from different social categories all feel they belong, and their respective contributions are valued by their peers and leadership.

**Action Steps:**

Here are some things you can do to promote an inclusive workplace:

**Practice Inclusion.** Inclusion in practice is an active, intentional and ongoing engagement with diversity. An example is to invite everyone to participate in the conversation.

**Listen to others.** Listen to a co-worker’s cultural and historical stories of pain and hope. What is their point of view? How do these stories shape their work and work life? Listen to understand and help, not to respond with your opinions about their experiences.

**Commit to Learning.** Find opportunities to learn how to be an inclusive colleague. A suggested recommended resource: *Inclusion: Diversity, The New Workplace & The Will To Change* by Jennifer Brown

**A diverse workplace offers benefits, but those benefits cannot be fully realized until all staff feel respected and heard. Inclusive work environments of diverse people boost employee morale, raise job satisfaction, and increase creativity and innovation.**



# JANUARY HOLIDAYS

## 1: New Year’s Day

The first day of the year in the modern Gregorian Calendar.

## 1: Haiti’s Independence Day

Commemorates the country’s declaration of independence from France in 1804.

## 1: Emancipation Proclamation

On January 1, 1863, the Proclamation changed the legal status under federal law of more than 3.5 million enslaved African Americans in the secessionist Confederate states from enslaved to free.

## 4: World Braille Day

A day to honor Louis Braille, the inventor of braille. It is observed to raise awareness of the importance of braille as a means of communication in the full realization of the human rights for people with low vision.

## 6: Epiphany (Three King’s Day)

A holiday observed by Eastern and Western Christians recognizing the visit of the three wise men to the baby Jesus twelve days after his birth.

## 15: Martin Luther King Jr. Day

A federal holiday that commemorates the birth and legacy of Martin Luther King Jr., an activist who fought for civil rights for African Americans and human rights for all people.

*“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”*

- Dr. Martin Luther King, JR.

JANUARY 2024						
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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
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## 25: Mahayana New Year – BUDDHISM

A holiday celebrated by the Mahayana Buddhist branch on the first full moon day in January.

It is a time of renewal and reflection for Buddhists around the world, and celebrated with meditation, offerings, and acts of kindness.

## 27: International Holocaust Remembrance Day – JUDAISM

Remembers the six million Jewish victims and millions of other victims during the Holocaust. January 27 is the anniversary of the liberation of the Auschwitz concentration camp.



## 2024 EID CALENDAR FEBRUARY

### INTERSECTIONALITY

“There is no such thing as a single-issue struggle because we do not live single-issue lives.”

– Audre Lorde

**Intersectionality** is a framework that shows how a person’s multiple identities intersect to create various forms of power, disadvantage, and/or discrimination. Some of these identity categories include race, gender, place of birth, language proficiency, ethnicity, culture, education level, etc.

Intersectionality is a foundational concept and is essential to everyone’s journey to create and experience an inclusive workplace. Without it, we do not see the rich, intersecting identities that make up an individual’s life.

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**How it Started:** Kimberlé Crenshaw, a lawyer and Columbia University law professor, first used this term in 1989 to talk about black women’s experiences with discrimination in the United States. Historically, their status as black and as women meant they would face either racism or gender discrimination. Kimberlé argued that being black and woman subjected them to discrimination on both fronts, complicating their lives and limiting their access to resources and work opportunities.

### Action Steps:

The best way to practice intersectionality is by looking for intersectional context in your everyday experiences.

When you experience an issue around race, gender, or another social identity ask yourself:

- What other social identities are intersecting with this issue besides the one I see or am aware of?
- How do all these social identities provide context for what I am experiencing?
- How can I use these intersections to learn more about the issue and the people attached to the issue?

### An Intersectional Moment:

#### Audre Lorde

Born Feb 18, 1934, Audre Lorde was a world-renowned poet, activist, feminist, author, and Civil Rights Activist. Lorde was a black woman who was a member of the LGBTQ community, and many of her writings and social critiques address the various intersections of her identity with social prejudice and systemic oppression. Many praise Lorde for her insightful criticism of the structures of racism and discrimination that existed during her time, and credit her with highlighting intersectionality before it was a popular term.



## FEBRUARY HOLIDAYS



### Black History Month

Since 1976, this month has been designated to honor the contributions of people of the African diaspora.

### 1: National Freedom Day

A day to celebrate the signing of the Thirteenth Amendment, which abolished slavery in the United States in 1865.

### 1: World Hijab Day – ISLAM

Created in 2013, this day celebrates people who wear hijabs worldwide.



### 10: Lunar New Year

The first day of the lunar calendar; celebrated in China, Korea, Japan, Vietnam, and other Asian countries with music, dance, costumes, and firecrackers.

Lunar New year is Saturday, February 10th, 2024, starting the year of the Dragon.

### 14: Lent – CHRISTIANITY

Ash Wednesday marks the first day of Lent; churches hold special services at which worshippers are marked with ashes as a symbol of death and sorrow for sin. Lent is forty days of fasting and prayer before Easter.

FEBRUARY 2024						
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### 15: Parinirvana or Nirvana Day – BUDDHISM

An annual festival, observed in some Mahayana countries, that remembers the death of the Buddha when he reached the age of 80. Buddhism teaches that when the Buddha died, he entered a state called Parinirvana which means

Nirvana without end.

### 20: World Social Justice Day

A day to promote social justice across the world addressing issues like poverty, gender inequality, human rights and social protections.

### 27: Dominican Republic's Independence Day

Commemorates the country's declaration of independence from Haiti in 1844.



2024 EID CALENDAR  
**MARCH**

**EQUALITY | EQUITY**

“Equality is giving everyone a shoe. Equity is giving everyone a shoe that fits.”

– Dr. Naheed Dosani

**While often used interchangeably, equality and equity are two different approaches to achieving equal outcomes.**

**Equality** means each individual or group of people receives the same resource or opportunities.

**Equity** recognizes that each person has different circumstances and allocates the exact resources and opportunities to reach an equal outcome.

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**Equity considers intersectionality.**

Any equitable solution must consider the identities, social categories or unique experiences any person or group of people face when distributing resources or providing opportunities.

**Action Steps:**

The fight for equity can be specific to a particular cause or category. Racial, social, and gender equity exists to provide targeted strategies to address equity issues in these respective areas.

Pick a cause that you know needs more attention and get involved. Here are some ideas: food insecurity, voter disenfranchisement, affordable housing, health care, addiction, mental health and education. Then, you can search for organizations working with those causes.

**Recommended Resource:** (Book)  
*Strong Women: 15 Biographies of Influential Women History Overlooked* by Kari Koeppel

**An Intersectional Moment:**

The fight for women’s rights and the fight to end slavery in the U.S. were closely tied. Sarah and Angelina Grimke, white women who were abolitionists, fought to end slavery in the 1800s. When they spoke out against the evils of slavery, they were criticized for speaking out in public as society considered it inappropriate for women to be strong public figures. Sarah and Angelina saw the connection between slavery and their own experience, and started to make the argument that both men and women were created equal and were entitled to equal rights.



## MARCH HOLIDAYS

### National Developmental Disabilities Awareness Month

Established to increase awareness of the barriers that people with disabilities still face in education, employment and community living.

### Women’s History Month

Established in 1987, celebrates women’s contributions to history and society.

### 8: Maha Shivaratri - HINDUISM

An annual Hindu festival to honor the god Shiva.

### 8: International Women’s Day

A day celebrating the social, economic, cultural and political achievements of women around the world.

### March 10 – April 8: Ramadan – ISLAM

The first day of Ramadan, which ends in May. It is the ninth month of the Islamic calendar, marked by fasting, praise, prayer and devotion to Islam. During Ramadan, Muslims participate in fasting, refraining from any food or drink (including water) from dawn to sunset. Pregnant women, the ill, and children are exempt from fasting; however, this may vary by personal practice.

### 17: St. Patrick’s Day

A holiday started to recognize St. Patrick, the patron saint of Ireland.

### 21: International Day for the Elimination of Racial Discrimination

Since 1966, the United Nations observes this day to commemorate the 1960 demonstrations against apartheid in South Africa and calls upon the international community to redouble its efforts to eliminate racial discrimination.

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### 23 – 24: Purim - JUDAISM

Holiday to commemorate Jewish people being rescued from death at the hands of the Persian Empire. Purim is celebrated among Jews by exchanging gifts of food and drink, known as mishloach manot.

### 24: Palm Sunday – CHRISTIANITY

Commemorating the entry of Jesus into Jerusalem. This day takes place the last Sunday of Lent, at the beginning of Holy Week.

### 25: Holi – HINDUISM, SIKHISM, JAINISM, and BUDDHISM

Also known as the festival of colors, it is a multi-day festival that celebrates the beginning of spring. Holi is celebrated by people performing rituals in front of a bonfire, visiting family and friends, eating delicacies and playing with colors.

### 28: Holy Thursday – CHRISTIANITY

The day Jesus celebrated the Last Supper with His disciples.

### 29: Good Friday – CHRISTIANITY

The day Christians commemorate the death of Jesus.

### 31: Easter – CHRISTIANITY

The day Christians commemorate the resurrection of Jesus.

### 31: International Transgender Day of Visibility

Celebrated to bring awareness to transgender people and their identities as well as recognize those who have helped fight for rights for transgender people.





2024 EID CALENDAR  
**APRIL**

**RACISM | ANTI-RACISM**

“To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do.”

– **Ibram X. Kendi**

**Racism** is the practice of systematically preventing people, either through social practices, institutional policy or societal structures, access to resources and human rights because of their race or the racial group they were assigned.

**Anti-Racism** is the policy or practice of opposing racism and promoting racial tolerance. Anti-racist activities could involve individual action or larger group action that address racism at the social, political and institutional level.

Understanding the legacy of racism in the United States especially around healthcare helps identify and combat the structures and practices that keep families and communities sick. WMCHealth is committed to building community programs and centralizing equity in our strategic approach to address inequitable access to care and effectively promote wellness and healing across communities.

APRIL 2024						
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**Action Steps:**

Three steps you can take to increase your knowledge about anti-racism and promote inclusive practice at WMCHealth: (1) Explore resources to gain a deeper understanding; (2) Be proactive in identifying racial inequities and disparities for we cannot address what we are unable or unwilling to see; and (3) Act to address inequities and disparities when you see it.

**Recommended Resources:** (Books)

*Stamped from the Beginning: The Definitive History of Racist Ideas in America* by Ibram X. Kendi.

*Caste: The Origins of Our Discontents* by Isabel Wilkerson

**An Intersectional Moment:**

In 1946, physicist and Nobel laureate Albert Einstein, who was also a member of the NAACP, spoke at Lincoln University, a historically Black college. As Isabel Wilkerson chronicles in her book “Caste: The Origins of our Discontents,” he said, “The separation of the races is not a disease of the colored people, but a disease of the white people.”



## APRIL HOLIDAYS

### National Arab American Heritage Month

A month to celebrate Arab American culture and honors the contributions of Arab Americans to American history and life.

### (Tartan) Scottish American Heritage Month

Many members of the Scottish diaspora come together on Tartan day on April 6 to celebrate their Scottish heritage. Tartan days usually feature pipe bands, highland dancing and other Scottish themed events.

APRIL 2024						
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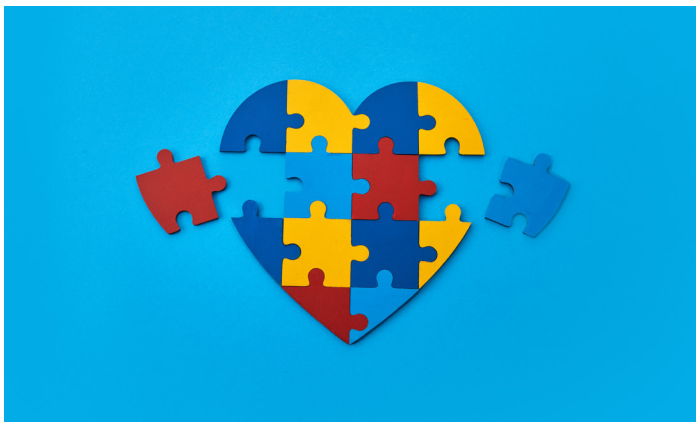


### 22: Earth Day

A day promoting world peace and sustainability of the planet. Events are held globally in support of environmental protection of the Earth.

### 22 – 30: Passover – JUDAISM

An eight-day Jewish holiday in commemoration of the emancipation of Israelites from slavery in ancient Egypt.



### 2: World Autism Day

An internationally recognized day that encourages Member States and the United Nation to take measures to raise awareness about autistic individuals throughout the world.

### 9 – 10: Eid-ul-Fitr – ISLAM

The festival of 'breaking of the fast,' and marks the end of the fast of Ramadan. The holiday is celebrated with particular communal prayers and a celebratory feast.



2024 EID CALENDAR  
**MAY**

**PRIVILEGE | ALLYSHIP**

“I can’t imagine what you’ve been through, but I want to understand you, okay? I want to help you get through this. If you want to talk, I’m here. If you don’t . . . well, I’m still here. Always.”

– Kate McLaughlin

**Privilege** is unearned social power given by formal and informal institutions to all members of a dominant group.

Privilege does not mean you have an easy life, and never had to work hard, everything was given to you, and you never suffered. It means you have parts of your life that you do not hide because that part of you belongs to a dominant group. What makes you privileged is the dominant group’s acceptance, which is based on characteristics you inherited, not characteristics you worked hard for.

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**Allyship** refers to the practice of intentionally creating and promoting a culture of inclusion by supporting another person or group’s social and political progress.

Allyship and privilege are tied together because privilege is intersectional. Certain aspects of who you are receive privilege while other aspects of who you are may be shunned or harshly judged by society. For example, a person from a racially dominant group, may also be disadvantaged based on their socioeconomic status.

**Action Steps:**

- Listen.** Listen to what marginalized people are saying face-to-face, on social media, or in the articles you read. Be open to hear other perspectives. It's not about your feelings or opinions but about hearing theirs.
- Get involved.** Join local groups involved in social justice causes, subscribe to their email lists, follow on social media and show up to support their work.
- Show up.** When someone from a marginalized community invites you to an event. Be there to listen, learn and show support.

**An Intersectional Moment:**

Allyship brings together many different people from various backgrounds. Here are some examples of allyship in action to advance civil rights.

**Civil Rights Movement (1960s):**

American Jews played a significant role in the founding and funding of some of the most important civil rights organizations, including the NAACP, the Leadership Conference on Civil and Human Rights, the Southern Christian Leadership Conference (SCLC) and the Student Nonviolent Coordinating Committee (SNCC). In 1909, Henry Moscowitz joined W.E.B. DuBois and other civil rights leaders to found the NAACP.

Asian American activists like Grace Lee Boggs, Yuri Kochiyama, Richard Aoki forged partnerships and developed community level initiatives to support civil rights for all.



## MAY HOLIDAYS



### Asian/Pacific American Heritage Month

Observed in the month of May to recognize the contributions and influences of Asian Americans and Pacific Islander Americans to the history, culture and achievements of the United States.

### Mental Health Awareness Month

A month-long observance that aims to raise awareness and educate the public about mental illnesses and reduce the stigma that surrounds mental illnesses.

### Jewish-American Heritage Month

A month-long celebration to recognize more than 350-year history of Jewish contribution to America and American culture.

### 5: Cinco De Mayo

A holiday commemorating the Mexican army's victory at the Battle of Puebla during the Franco-Mexican War (1861-1867). This day celebrates Mexican culture and heritage, including festive dress, parades and mariachi music performances.

### 5 – 6: Yom HaShoah – JUDAISM

A day many communities throughout the Jewish Diaspora honor the Holocaust victims who died during World War II.

MAY 2024						
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### 15: International Day for Families

A day created by the United Nations to highlight the social and demographic issues affecting families around the globe.

### 21: World Day for Cultural Diversity for Dialogue and Development

A day set aside by the United Nations as an opportunity to deepen our understanding of the values of cultural diversity.

### 23: Vesak (Buddha Day) – BUDDHISM

The day that Buddhists celebrate the birth, enlightenment and death of Gautama Buddha. Buddhists believe that performing good deeds on Vesak Day will multiply merit.



2024 EID CALENDAR  
**JUNE**

**AFFIRMING**

“The most radical thing that any of us can do is to stop projecting our beliefs about gender onto other people’s behaviors and bodies.”

– **Julia Serano**

JUNE 2024						
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3	4	5	6	7	8	9
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24	25	26	27	28	29	30

**Affirming** refers to the process of creating environments and services that advance access, equity, and inclusion for LGBTQ people.

**Action Steps:**

Being affirming in practice:

- Not making assumptions about a person based on what they look or sound like.
- Using the correct name and pronouns for a person.
- Recognizing the impact of stigma and discrimination on LGBTQ people’s health.
- Being knowledgeable about the unique health needs of LGBTQ people without assuming that every problem is related to a patient’s sexual orientation or gender identity.
- Asking open-ended, respectful questions but not expecting patients to educate you about their identities.
- Understanding that every LGBTQ person’s experience is different and shaped by their other intersecting identities.
- Being committed to ongoing learning and actively seeking out training, community feedback, and resources.

**An Intersectional Moment:**

From the Stonewall Riots to the White House, LGBTQ people of color have blazed trails for freedom, equality, and equity. Notable people of color include Marsha P. Johnson and Sylvia Rivera, pioneers in the LGBTQ civil rights movement; Bayard Rustin, architect of the Civil Rights Movement, a proponent of non-violence, and close advisor to Dr. Martin Luther King Jr.; Audre Lorde, award-winning writer, and activist; James Baldwin, noted writer and social critic; Andrea Jenkins, the first openly transgender black woman elected to public office in the U.S.



## JUNE HOLIDAYS

### Caribbean American Heritage Month

Acknowledging the contributions and work Caribbean Americans have made to American life and society.

### Lesbian, Gay, Bisexual and Transgender Pride Month

A month dedicated to raising awareness and standing up against discrimination and violence toward lesbian, gay, bisexual, and transgender (LGBT) people. Pride events, including parades, marches, rallies and festivals, are typically held during this month.

### Immigrant Heritage Month

Established in June 2014, Immigrant Heritage Month gives people across the United States the opportunity to explore their heritages and celebrate the shared diversity that forms the unique story of the United States.

### 2: Native Americans Citizenship Day

In 1924, The Indian Citizenship Act by Congress granted all Native Americans citizenship. A day to celebrate Native American history and heritage.

### 4: Eid al-Adha – ISLAM

Also known as the ‘festival of sacrifice’, is one of the two holiest Islamic celebrations, observed by Muslims around the world.

### 9: National Puerto Rican Day Parade

The parade honoring the 8.5 million Puerto Ricans (3.5 million living in Puerto Rico and 5 million people living in the U.S.).

JUNE 2024						
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24	25	26	27	28	29	30

### 11 – 13: Shavuot - JUDAISM

A festival holiday to celebrate the day God gave the Torah to the Israelite Nation at Mount Sinai.

### 14 – 19: Hajj – ISLAM

Annual pilgrimage to Mecca, Saudi Arabia—the holiest city in the Islamic faith. Hajj is one of the five pillars of Islam; it requires any Muslim who is physically and financially able to make the journey to Mecca at least once in their life.

### 19: Juneteenth

Also known as Freedom Day or Emancipation Day. This day honors the day in 1865 when slaves in Texas finally heard they were free, two months after the end of the Civil War.



## 2024 EID CALENDAR JULY

### UNCONSCIOUS (IMPLICIT) BIAS | EXPLICIT BIAS

“Implicit bias is not a new way of calling someone a racist. In fact, you don’t have to be a racist at all to be influenced by it. Implicit bias is a kind of distorting lens that’s a product of both the architecture of our brain and the disparities in our society.”

– Jennifer L. Eberhardt

**Unconscious (Implicit) Bias** are stereotypes or prejudices that we form outside of our conscious awareness. These attitudes and opinions are developed from our interactions with external influences like our homes, communities and media.

JULY 2024						
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22	23	24	25	26	27	28
29	30	31				

**Explicit Bias** refers to the biases we have and create on a conscious level. These biases are direct and occur due to implicit biases we hold or if there is a perceived threat toward insider group or community.

Examples of explicit bias in action include the use of slurs, hate speech or violence.

#### Action Steps:

Here are three ways to address Unconscious Bias:

- **Accept we have unconscious bias.** Unconscious Bias does not have to do with moral failure. We have unconscious biases because of the way our brains are. It is part of the human experience. Accepting it helps you become self-aware and more alert to how you could be treating others.
- **Monitor your behavior.** Take a moment to challenge your first impressions of people. Think about the rapid decisions you make to judge a person from your own social group vs. someone who doesn’t fit into your social groups.
- **Accept help.** If someone points out a bias you may have, take some time to think about what they said. We only grow if we help each other identify our blind spots and offer steps to change.

#### Recommended Resource: (Book)

*Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do* by Jennifer Eberhardt

#### An Intersectional Moment:

Our unconscious biases affect how we interact and treat others, especially people we have limited interactions with. It is common for the most open-minded, accepting people to reveal an unconscious bias or prejudice against a person or group.

A powerful way to learn more about yourself is to take the [Implicit Association Test \(IAT\) offered by Harvard University](#).



## JULY HOLIDAYS

### French American Heritage Month

Celebrating the influence of French Americans to the history and culture of the United States.



### 4: United States' Independence Day

Also known as the Fourth of July or July Fourth, this federal holiday celebrates the Declaration of Independence of the United States, on July 4, 1776.

### 6: Dali Lama – BUDDHISM

Birthdate of Tenzin Gyatso, the Dali Lama.

### 6: Hijri New Year – ISLAM

Marks the beginning of the new Islamic calendar year.

### 14: Bastille Day

A French federal holiday that commemorates the Storming of the Bastille, a fortress-prison in Paris that held political prisoners who had displeased the French nobility. The Storming of Bastille, which took place on July 14, 1789, was regarded as a turning point in the French revolution.

### 14: International Non-Binary People's Day

Started in 2012, this day promotes awareness about the issues people who have non-binary gender face around the world.

### JULY 2024

M	Tu	W	Th	F	Sa	Su
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

### 21: Asalha Puja – BUDDHISM

Also known as Dharma Day, this day celebrates Buddha's first teachings.

### 21: Guru Purnima – JAINISM, HINDUISM & BUDDHISM

Also known as Vyasa Purnima; marks the birthday of Ved Vyasa (one of the authors of Hindu scripture) and a day to pay respect to spiritual and academic teachers.

### 26: Disability Independence Day

The anniversary of the signing of the Americans with Disabilities Act in 1990, which protects people with disabilities from discrimination in the areas of employment, transportation and public accommodation.





# 2024 EID CALENDAR AUGUST

## COVERING

“To be yourself is truly a revolutionary act, and I think more and more people should try it, because it’s gotten me a pretty cool life.”

– Lena Waithe

**Covering** is the act of hiding or downplaying a part or all of your identities at work because you feel you will be judged or negatively labeled for who you are.

This issue affects everyone across all backgrounds and identities.

Covering creates problems for the individuals who cover and the organizations they work for. Covering prevents people from bringing their full self to work, impacting their ability to build strong networks to support their career; organizations lose employees at a higher rate compared to organizations that support employees. Creating an inclusive environment fosters employees’ talents and insights, helping teams and ultimately, the organization, develop more innovative ways to fulfill their mission.

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There are four ways people cover:

**Appearance-Based.** Individuals change how they dress, look and behave to be accepted.

**Affiliation-Based.** Individuals avoid behaviors associated with the identity group they identify with to protect themselves from stereotypes

**Advocacy-Based.** Individuals “stick up for” or “don’t stick up for” their group identity.

**Associate-Based.** Individuals avoid contact with members of their identity group.

### Action Steps:

To delve deeper into covering, read the article, [Helping Your Workplace Heal](#)” and [Deloitte’s report, “Uncovering Talent.](#)

### Recommended Resource: (Book)

*Covering: the Hidden Assault on Our Civil Rights* by Kenji Yoshino.

### An Intersectional Moment:

Kenji Yoshino is a legal scholar and author of *Covering: The Hidden Assault on Our Civil Rights*, the definitive book about covering and its impact on work and society. As a gay Asian American, Kenji addresses the difficulty of managing all of our identities and the pain that comes from this process. Kenji’s memoir reveals the hope of a more accepting society where people can be fully present and fully themselves at work and in their communities.



## AUGUST HOLIDAYS

### 6: Hiroshima Day

A day to promote awareness and peace in remembrance of the devastating effects of the atomic bomb attack on the Japanese city of Hiroshima in 1945.

### 17: Marcus Garvey Day

Celebrates the birthday of the Jamaican politician and activist who is revered by Rastafarians.

### 19: Raksha Bandhan – HINDUISM, JAINISM & SIKHISM

A festival that celebrates the love between a brother and a sister.

### 19: World Humanitarian Day

A day to recognize the importance of people helping and assisting others.

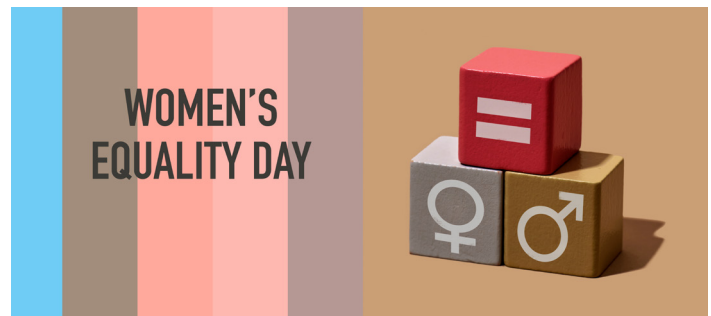
### 21: National Senior Citizens Day

Recognize the accomplishments of the mature citizens of the U.S.

### 23: International Day for the Remembrance of the Slave Trade and its Abolition

The anniversary of the uprising in Santo Domingo (today Haiti and the Dominican Republic) that initiated the abolition of slavery in the Caribbean. The day is intended to honor those who experienced the horrors of the transatlantic slave trade.

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### 26: Women's Equality Day

Commemorates the passage of the 19th Amendment to the U.S. Constitution that gave women the right to vote.

### 26: Krishna Janmashtami – HINDUISM

An annual festival that celebrates the birth of Krishna, the god of love and compassion.



# 2024 EID CALENDAR SEPTEMBER

## LANGUAGE EQUITY

“If you talk to a man in a language he understands, that goes to his head. If you talk to him in his language, that goes to his heart. ”

– Nelson Mandela

Limited English Proficiency (LEP) is a phrase used by the U.S. Census to describe people who are not fluent in the English language, usually because English is not their native language.

According to the American Community Survey data, 30.5% of New York State residents speak a language other than English at home, with 13.1% of the population considered Limited English Proficient.

All WMC employees and temporary workers are responsible for ensuring no cost access to language services provided by WMC to bridge communication with LEP patients, and/or the patients’ designated representative(s).

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Limited English Proficiency can be an issue to accessing care for patients. In Westchester County, 12.7% of the community speak English less than very well, with 20% of our residents speaking Spanish at home. Our mission is to ensure all patients receive meaningful access to healthcare services, including people with limited English proficiency.

Providing language services not only benefits our patients, it benefits our staff, by ensuring we can effectively understand and communicate with patients.

### Action Steps:

Review WMCHealth’s Language Access policy and stay current on how to access the services to ensure the ability to effectively communicate with LEP patients and their designated representative(s).

**Recommended Resource:** (Found in the WMC Policy Manager)

[Language Interpreter & Communication Services PC-9A \(PC-9A\)](#)

### An Intersectional Moment:

The Civil Rights Act of 1964 bans discrimination based on national origin, that includes protection for LEP people. Consequently, each LEP individual must receive meaningful access to programs and services.

Language and national origin status are statuses that intersect with other social categories such as race and ethnicity as a LEP individual does not have a distinct look or race.

Our LEP population consists of people from a variety of backgrounds, cultures, ethnicities and gender identities. It is our mission to ensure people with limited English proficiency, regardless of how they look or present themselves, can access the services and program they are entitled to.



## SEPTEMBER HOLIDAYS



### Hispanic Heritage Month

Observed from September 15 to October 15. Hispanic Heritage Month starts in the middle of the month to celebrate the anniversary of independence for several Latin American countries including Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Mexico and Chile. The month recognizes the contributions and cultures of Hispanic and Latino/a/x American communities, and celebrated through festivals, art shows, conferences and community gathering. It has been celebrated through festivals, art shows, conferences and community gathering.

### 6: Ganesh Chaturthi – HINDUISM

A festival that celebrates the birth of the Hindu God Ganesha.

### 10: Mid-Autumn Festival

Also called the Moon or Mooncake festival, this traditional festival welcomes the bountiful harvest which is connected to honoring the Moon which is responsible for the bounty. This festival is celebrated by many East and Southeast Asian people.

### 17: Eid-Milad-ul-Nabi – ISLAM

Anniversary of the birth of Prophet Muhammad.

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### 21: International Day of Peace

Recognized around the world, this day is designated for all nations to commit to peace and to creating a global culture of peace.

### 30: International Translation Day

A United Nations' day of recognition for language translation professionals.



# 2024 EID CALENDAR OCTOBER

## ACCESSIBILITY | ABLEISM

“Ableism is connected to all our struggles because it undergirds notions of whose bodies are considered valuable, desirable and disposable.”

– Mia Mingus

**Accessibility** is the process of making a product, a facility or service usable for people with abilities. Examples include assisted listening devices for people with low hearing, audio libraries or raised lettering on signs for people with low vision.

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**Ableism** is the practice of assigning low value or worth to people who have different types of disabilities, which include, but not limited to, physical, emotional, developmental and psychiatric disabilities. Ableist attitudes place a limit on the abilities of disabled people, and ignore the social, political and environmental policies to provide equity to people with disabilities.

### Action Steps:

Here are some steps to be a disabilities ally in the workplace:

- **Believe.** Believe people when they disclose a disability.
- **Support.** Ensure people with disabilities have access to services at their facility or program area.
- **Listen.** Respect and support people’s request for accommodations.

### Recommended Resource: (Book)

*Disability Visibility: First Person Stories from the Twenty-First Century* edited by Alice Wong

### An Intersectional Moment:

There are many people living with disabilities at the forefront of fighting for inclusion and equity for all. Conchita Hernandez Legorreta is a disability rights activist who co-founded National Coalition of Latinx with Disabilities to advocate for Latinx people with disabilities; Haben Girma, a black disabilities advocate and the first deafblind graduate of Harvard Law School is a lawyer who is advancing disability justice; Spencer West is a disabled and queer activist who advocates for queer people living with disabilities; Alice Wong is a disability rights activities and co-founder of the Disability Visibility Project who is pushing the conversation about inclusion for Asian Americans in the disability space.



## OCTOBER HOLIDAYS

### National Disability Employment Awareness Month

Established in 1988 to raise awareness of the employment needs and contributions of individuals with disabilities.

### Italian American Heritage Month

Recognizes the accomplishments of Italian Americans to American society.

### Filipino American Heritage Month

Celebrates Filipino Americans heritage and history.



### 2 – 4: Rosh Hashanah – JUDAISM

The Jewish new year, marking the creation of the world. It is the first of the Jewish High Holy Days. Observances include lighting candles, eating sweet delicacies and attending prayer services.

### 11: National Coming Out Day

Celebrates “coming out” for LGBTQ people, and the recognition of the 1987 march on Washington for gay and lesbian equality.

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### 11 – 12: Yom Kippur – JUDAISM

The holiest day on the Jewish calendar; a day of atonement. During this time, one is prohibited from eating, drinking, working or driving—these prohibitions symbolically represent a return to the pristine state.

### 14: National Indigenous Peoples Day

Alternative celebration to Columbus Day; it commemorates Native Americans’ histories and cultures.

### 14: Columbus Day

A federal U.S. holiday commemorating the voyage and landing of Italian explorer Christopher Columbus in the “New World” on October 12, 1492.

### 19: International Pronouns Day

A day to support human dignity by supporting conversations and the practice of using people’s pronouns.

### 26: Intersex Awareness Day

Dedicated to raising awareness and advocating for intersex people’s rights. (“Intersex” is a term used for people whose anatomy doesn’t fit the typical definitions of female or male.) October 26, 1996 marks the anniversary of the first public demonstration by intersex people in the U.S. where demonstrators denounced non-consensual intersex surgeries.



2024 EID CALENDAR  
**NOVEMBER**

**SOCIAL CLASS**

“Some people have impressive job titles and social status. As distracting as it may be, I’ll never let that blind me from how they treat others. That’s where character is revealed.”

– Steve Maraboli

**Social class** or class is a term used to categorize people who share the same socioeconomic status in a group. The factors that impact socioeconomic status vary. They usually include income, education, wealth and occupation. Other factors to consider are age, geography, family heritage, and immigration status.

The most important part of social class is that it is a way human beings label and categorize people unconsciously. This type of bias is often referred to as classism, which is defined as the discrimination against, or oppression of others based on their class status.

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While we do not ask people for proof of their social class like their W-2s, or pictures of their house, we, unconsciously, create associations about class based on how a person looks or presents themselves. A person’s choice of clothing, their grammar and word choices, their grooming habits, their writing, their school, and the places they frequent are just a few examples of how we assess where people are in the American class hierarchy. This assessment impacts how we treat them. Both colleagues and patients feel the effects of our assessment.

**Action Steps:**

Of all the “isms”, classism can be hard to talk about because so many other identities intersect with social class. Nevertheless, it is an essential conversation to have to promote inclusion in the workplace.

**What can I personally do about classism?**

The first step is developing more awareness, and open yourself to learning more. The more we learn, the more we find out we have more to learn.

**Recommended Resource:** (Book)

*Crucial Conversations: Tools for Talking When Stakes Are High* by Kerry Patterson, Joseph Grenny, Ron McMillan

**An Intersectional Moment:**

Research shows that a person’s social class is a determining factor in people accessing quality healthcare. While race and gender do play a significant role in determining health outcomes, social class is the greatest factor in an individual’s health outcomes. People with low socioeconomic status or lower in the social class hierarchy, have negative health outcomes. Social class is tied to environmental hazards that increase one’s risk of contracting a disease or sustaining an injury.



## NOVEMBER HOLIDAYS

### Native American Heritage Month

Celebrates the history, culture and contributions of Native Americans, the first inhabitants of the U.S.



### 1: Diwali – SIKHISM, HINDUISM

This five-day festival of lights celebrating new beginnings.

### 1: Dia de Muertos

During this holiday originated in Mexico, also known as Day of the Dead, families build altars in their homes surrounded with flowers, food, and burning candles to honor their ancestors.

### 2: Birth of Bahá'u'lláh – BAHÁ'Í

A day to celebrate the birth of Bahá'u'lláh, the founder of the Bahá'í Faith.



### 11: Veterans' Day

A United States federal holiday that honors military veterans.

## NOVEMBER 2024

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### 15: Guru Nanak's Birthday (Bikaram) – SIKHISM

The birth of Guru Nanak in 1469, the first of the Ten Gurus of the Sikh faith and founded Sikhism.

### 19: International Men's Day

Emphasizes the important issues affecting males, including male health issues, improving the relationships between genders and promoting gender equity.

### 20: Transgender Day of Resilience and Awareness

Honors the memory of the transgender people whose lives were lost due to anti-transgender violence.





## 2024 EID CALENDAR DECEMBER

### CULTURAL HUMILITY

“To be culturally humble means that I am willing to learn.”

– Joe Gallagher

**Cultural humility** is the process of reflecting on one’s personal and cultural biases to build an awareness and sensitivity to the important cultural issues of other people.

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Cultural humility is foundational to the process of creating inclusive environments that incorporate the intersectional identities people share. It guides people into a bold practice of considering and recognizing others for who they are and who they want to be in their work community.

#### Action Steps:

There are three ways to practice cultural humility in the workplace.

**Self-reflect.** Take time out of your day to think about cross cultural interactions to identify what you have learned and what you think you need to address to create a more inclusive workplace.

**Build Bridges.** Cultural humility includes building bridges with people in social groups different from your own. Researchers call this type of building, “bridging capital”, forming bonds across backgrounds and cultures. These relationships foster greater dialogue and connection among teams and across organizations.

**Learn from others.** Reach out to other people in your life for guidance and feedback about your intercultural questions. The best way to do this is to create a safe space for discussion where you and the other person can just share your thoughts and learn from one another.

#### Recommended Resource: (Book)

*Leading with Cultural Humility* by Lyna Nyamwaya

#### An Intersectional Moment:

Many of the world’s religions promote the social principles of equality and inclusion. Hinduism, Buddhism, Judaism, Christianity, Islam, Jainism, and others call for unity among humanity and outline basic tenets of inclusion. Many of our staff are adherents of these religious groups, and those who are not, stand for humanistic principles. At the cornerstone of all these faiths is cultural humility – the encouragement to be self-aware and aware of the lives and feelings of others.

As we continue to attract religiously diverse staff and serve a religiously diverse patient population, it is essential to elevate cultural humility as one of the common bonds that can unite and pave the way for a more inclusive workplace.



## DECEMBER HOLIDAYS

### 1: First Day of Advent – CHRISTIANITY

The first day of advent, a time of waiting and expectation for the birth of Jesus.

### 3: International Day of People with Disabilities

Designated to raise awareness regarding persons with disabilities.

### 10: International Human Rights Day

Established by the United Nations in 1948 to commemorate the anniversary of the Universal Declaration of Human Rights, a historic document that outlines the rights everyone is entitled to (such as the right to be educated and to express opinions).

### 20: International Human Solidarity Day

A day to raise awareness and celebrate our unity in diversity and the importance of solidarity.

### 21: Yule Winter Solstice

The shortest day of the year represents a celebration focusing on rebirth, renewal and new beginnings as the sun makes its way back to the Earth. A solstice is an astronomical event that happens twice each year when the sun reaches its highest position in the sky.

### 25: Christmas Day – CHRISTIANITY

Celebrates the birth of Jesus Christ; customs include attending special services and prayers, lighting candles and exchanging gifts.

### 25 – January 2: Hanukkah/Chanukah – JUDAISM

Begins the Festival of Lights that lasts for eight days, and celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian rule, approximately 2,200 years ago. The menorah is lighted for the eight days of the holiday.

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### 26 – January 1: Kwanzaa

Created by Dr. Maulana Karenga in 1966, Kwanzaa is a seven-day celebration around African-American heritage, community and culture. and is based around seven major principles which are, according to Karenga, a communitarian African philosophy: unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity and faith. On each of the seven nights of the week-long celebration, families gather together and light one of the seven candles of the Kinara. Usually a discussion about one specific principle takes place each day.



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