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# October 2024 Diversity Messaging

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## Global Diversity Awareness Month



Global Diversity Awareness Month pays tribute to the diverse minds and beliefs held by cultures around the world. Living in a multicultural society and embracing the values of various cultures only strengthens the understanding and appreciation of the world.

As Global Diversity Awareness Month approaches, the opportunity to celebrate and promote the richness of human differences takes center stage. This is a time when both individuals and businesses can come together to embrace diversity, challenge biases, and foster a more inclusive world.

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## National Disability Employment Awareness Month



The 2024 theme for National Disability Employment Awareness Month (NDEAM) focuses on the “Access to Good Jobs for All.” The theme emphasizes the ongoing efforts to ensure that people with disabilities have equal opportunities in the workforce.

NDEAM is about recognizing the contributions of workers with disabilities and promoting inclusive workplace policies.

### Ways Recognize NDEAM in 2024:

- Review company policies
- Promote training for supervisors
- Educate employees
- Establish an employee resource group

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## Filipino American History Month



Filipino-American History Month or FAHM, is celebrated annually in October, commemorating the arrival of the first Filipinos in modern-day Morro Bay, California in the United States on October 18, 1587. In 2009, Congress recognized the month of October officially as Filipino-American History Month in the U.S.

### Facts about Filipino Americans You May Not Know

- 2nd largest of group of the Asian-American population in the U.S.
- Filipinos were the first documented Asian people to arrive in the United States
- A quarter of a million Filipino Americans are veterans of World War II

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## German American Heritage History Month



German American Heritage History Month is observed annually in October. Since October 1683, German Americans have contributed greatly to the American Society. Some contributions include the decorated Christmas trees, the Easter Bunny, and Santa Claus.

### Other Significant Contributions

- Car Manufacturing
- Building of Churches
- The Hamburger (from Hamburg Germany)
- Entrepreneurs such as Heinz, Chrysler, and Rockefeller

## Italian American Heritage History Month



October marks Italian-American Heritage Month by recognizing the contributions and achievements of Italian-Americans. Over 26 million Americans of Italian descent currently reside in the U.S. — making up America’s seventh largest ethnic group. The heritage month is in October to coincide with Columbus Day — the national holiday celebrated on the second Monday of the month. Italian-American Heritage Month celebrates the distinguished cultural contributions of Americans with Italian lineage.

### Did You Know?

- Stars such as Frank Sinatra & Dean Martin are Italian-Americans
- Bolognese is recognized as the national dish of Italy
- Spaghetti & Meatballs, baked Ziti, & Chicken Parmigiana are not common dishes in Italy

## Polish American Heritage History Month



Polish American Heritage Month is observed in October each year. Congress first deemed August as Polish American Heritage Month in 1981. Later, it moved to October to commemorate the first Polish settlers — as well as the deaths of General Kazimierz Pułaski and Tadeusz Kościuszko (military leaders who fought in the American Revolution). The switch also enabled schools to participate in celebrations.

### Pierogi, the Staple Dish in Poland:

- A noodle dough filled with meat, potatoes, veggies or fruit, chocolate, or whipped cream
- Served at Christmas, Easter, Weddings, and/or Funerals

## Learning Disabilities Awareness Month



During this month, emphasis is laid on the importance of inclusivity, acceptance, and recognition of the unique talents and capabilities of individuals with these disabilities. The goal is to ensure society becomes more compassionate, understanding, and equipped to offer the necessary support.

### Why is Learning Disabilities Awareness Important?

- Nurture a culture of understanding and acceptance
  - Educate on the realities of learning disabilities
  - Emphasize the achievements and potential of those affected
  - Advocate for the appropriate resources, policies, conducive environments
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## Rosh Hashanah – Jewish (Sundown-Sundown) October 2<sup>nd</sup> – 4<sup>th</sup>



Rosh Hashanah is the beginning of the Jewish New Year. It is an important two-day holiday that focuses on long prayer services in synagogue, spending time with family, and praying for repentance as God judges you for the year and writes his judgment in the Book of Life.

the Rosh Hashanah holiday, also known as Yom Teruah, is associated with a number of different religious symbols, obligations, customs, and traditions formed over thousands of years.

### Rosh Hashanah Holiday Greetings:

- Shana Tova, *meaning Happy New Year*
- Shana Tova Umetuka, *meaning have a Happy & Sweet New Year*
- Ketiva Ve'hatima Tova, *meaning a good inscription and sealing in the Book of Life*

## Dussehra – Hindu October 12<sup>th</sup>



### The Celebration of Dussehra

#### Rama's victory over Ravana

Ramayana tells the story of Rama, the prince of Ayodhya, rescuing his wife Sita from the demon king Ravana. Dussehra celebrates Rama's victory over Ravana, symbolizing the triumph of good over evil.

#### Durga's victory over Mahishasura

The festival of Navratri, which ends with Dussehra, tells the story of Durga's victory over the buffalo demon Mahishasura. This victory represents the triumph of truth and righteousness over evil.

## Yom Kippur – Jewish (Sundown-Sundown) October 11<sup>th</sup> - 12<sup>th</sup>



### Yom Kippur – “Day of Atonement”

Yom Kippur, fast day, is the holiest day of the year. This is the time one is closest to God.

#### What happens during Yom Kippur?

- Time of forgiveness, purification, and cleansing from sins before God
  - For 26 hours, abstain from food and drink
  - Do not wash or anoint your body
  - Do not wear leather footwear
  - Abstain from marital relations
  - Time should be spent in prayer to God
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# October 2024 Diversity Messaging

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## Sukkot – Jewish

(Sundown – Sundown)

October 16<sup>th</sup> – 23<sup>rd</sup>



## Sukkot – Feast of Booths, Feast of Tabernacles

Sukkot is one of the three biblically mandated festivals Shalosh regalim on which Jews were commanded to make a pilgrimage to the Temple in Jerusalem. The end of Sukkot marks the beginning of Shemini Atzeret & Simchat Torah.

### Sukkot Customs:

- Build and dwell in a Sukkah (temporary hut) during the holiday
- Buy a lulav & etrog & shake them daily throughout the festival
- Time of a water drawing ceremony (a joyous & upbeat celebration)

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## Shemini Atzeret – Jewish

(Sundown – Sundown)

October 23<sup>rd</sup> – 24<sup>th</sup>



Shemini Atzeret marks the completion of the annual cycle of reading the Torah. Shemini Atzeret is one more day of closeness with God, and the people are not permitted to work.

The prayer for rain (tefilat geshem) is recited beginning on Shemini Atzeret since the day marks the start of the rainy season in Israel.

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## Simchat Torah – Jewish

(Sundown – Sundown)

October 24<sup>th</sup> – 25<sup>th</sup>



Simchat Torah is a Jewish holiday that celebrates the completion of the annual reading of the Torah and the restarting of the reading cycle. The name translates to "the joy of Torah" in Hebrew.

### What Happens on Simchat Torah?

#### Torah reading

*The final parashah from Deuteronomy and the first parashah from Genesis are read in the synagogue.*

#### Dancing and singing

*When the ark is opened, worshippers leave their seats to dance and sing with the Torah scrolls.*

#### Aliyah

*Each member of the congregation is called up for an aliyah, including a special aliyah for children.*

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