



Religious Observances



It's the most wonderful time of the year!

8 – Feast of the Immaculate Conception

Catholics celebrate Mary, the Mother of Jesus, was herself conceived without original sin. Original sin is the brokenness that comes with being human. It's the fallen part of our nature that leads us into sin.



12 – Our Lady of Guadalupe

Mexican Catholics honor the belief that Virgin Mary miraculously appeared before a peasant man, Juan Diego, in Mexico City in 1531. The night prior, the Mexican community gathers for a vigil and recite prayers and recount this story.



18 – Hanukkah

The “Festival of Lights” that reaffirms the ideals of Judaism and commemorates the rededication of the Second Temple of Jerusalem by the lighting of candles on each day of the 8-day festival



25 – Christmas

The holiday that celebrates the birth of Jesus Christ. Traditionally a Christian festival, but in the early 20th century, it also became a secular family holiday, observed by Christians and non-Christians alike.



26 – Kwanzaa

Celebration of African American culture from December 26 to January 1, culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa





Tips for Creating an Inclusive Workplace & Respecting Differences

67% of companies provide space for private religious practices

Prayer and Meditation Rooms

- ❖ Provide a safe space for employees to gain respite from work for a few moments to pray, meditate, and decompress.
- ❖ This is a meaningful gesture to show respect for employee's need to be their whole self.

Interfaith ERGs

- ❖ Bring awareness to upcoming religious events and encourage others to learn about their significance.
- ❖ Be an active ally and attend interfaith events to gain firsthand experience.

32% of companies have interfaith ERGs

Practices for Consideration for Faith Inclusion

- ❖ Mindful of major religious holidays.
- ❖ Schedule around important events and provide different meal and drink options to support all types of dietary needs.
- ❖ Have open discussions with your team on how you can best respect various groups and garner an environment of inclusion.

