

DIVERSITY &  
INCLUSION

Monthly  
SnapShot

December 2023



# Appreciating Our Differences

As we welcome and appreciate our differences and uniqueness, we take the time to recognize historical events, holidays, or celebrations that have shaped our culture and communities each month.

**December 3<sup>rd</sup> International Day of Persons with Disabilities** aims to promote the rights and well-being of persons with disabilities in all spheres of society and development and increase awareness of the situation of persons with disabilities in every aspect of political, social, economic, and cultural life. Today, approximately 15% of the world's population lives with some form of disability.



International  
Day of  
Persons with  
Disabilities  
**3 DECEMBER**

**December 26th-January 1** Kwanzaa was created by activist Maulana Karenga based on African harvest festival traditions. The lighting of candles represents the seven principles of Kwanzaa: Unity, Self-determination, Collective work and responsibility, Cooperative Economics, Purpose, Creativity, and Faith. Families celebrating Kwanzaa decorate their households with African objects of art and clothing and play African music.



Notable dates that have shaped our Country toward a more inclusive culture.

- DEC 1 World AIDS Day
- DEC 2 **Int'l Day for Abolition** of Slavery
- DEC 3 **Int'l Day for People with Disabilities**
- DEC 7 Pearl Harbor Remembrance Day
- DEC 7 Hanukkah (sunset)
- DEC 8 Immaculate Conception Day
- DEC 8 Bodhi Da (Buddhist)
- DEC 10 **Int'l Human Rights Day**
- DEC 21 Winter Solstice
- DEC 24 Christmas Eve
- DEC 25 Christmas Day
- DEC 26 Kwanzaa (first day)
- DEC 26 Boxing Day
- DEC 31 **New Year's Eve**

Month long celebrations!



**Universal  
Human  
Rights  
Month**

**December 25th** Christmas is an annual festival commemorating the birth of Jesus Christ, observed on December 25th. Christmas Day is a public holiday in many countries. It is celebrated religiously by most Christians and culturally by many non-Christians and forms an integral part of the holiday season organized around it. Popular modern holiday customs include Christmas music and caroling, Christmas movies, Christmas cards, Christmas decorations, Christmas trees, lights, and garlands/wreaths/mistletoe/holly. In addition, Santa Claus is associated with bringing gifts to children during the Christmas season. Because gift-giving and many other aspects of the Christmas festival involve heightened economic activity, the holiday has become a significant event and a key sales period for retailers and businesses. Over the last several centuries, Christmas has had a steadily growing economic effect in many regions of the world.



**December 18th-26th** Hanukkah is a Jewish festival commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean Revolt against the Seleucid Empire in the 2nd century. Hanukkah is observed for eight nights and days. The festival is celebrated by lighting the candles of a menorah or hanukkiah. One branch is typically placed above or below the others, and its candle is used to light the other eight candles. This unique candle is called the shamash. Each night, one additional candle is lit until all eight candles are lit together on the festival's final night.



**December 26th** Boxing Day is on the 26th of December and is celebrated primarily by countries that formed part of the British Empire. In Canada, it is common to visit friends and family. For many Australians, it's a relaxing day to catch up with friends and family. Since it's summer in Australia at this time, the day is often spent with BBQs, on the beach, or watching sports. Boxing Day is also the equivalent of Black Friday, and many people spend the day shopping.

**Diversity & Inclusion Advisory Council**  
**Contact us at [CPNA.DiversityCouncil@bluescope.us](mailto:CPNA.DiversityCouncil@bluescope.us)**

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