

DIVERSITY &
INCLUSION

Monthly
SnapShot

January 2024



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.



January 1st The history of *New Year's Day* dates to 46 B.C. when Roman dictator Julius Caesar developed the Julian calendar. The new year signifies the start of a fresh chapter filled with opportunities and the potential for positive beginnings.

The first of January symbolizes a fresh start and a sense of hope, encouraging people to set goals and seize new opportunities.



January 4th *National Spaghetti Day's* origin is not well-documented, but it likely emerged from a general appreciation for spaghetti as a beloved pasta dish. This holiday serves as a reminder of the enduring popularity of this Italian staple and the joy it brings to people's palates.

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

- Jan 1 **New Year's Day**
- Jan 4 National Spaghetti Day
- Jan 6th National Play Outside Day
- Jan 7th I am a Mentor Day
- Jan 8th National Clean your Desk Day
- Jan 9th National English Toffee Day
- Jan 9th National Law Enforcement Appreciation Day
- Jan 11th National Human Trafficking Awareness Day
- Jan 15th Martin Luther King Jr Day
- Jan 18th Get to know Your Customers Day
- Jan 23 Speak Up and Succeed Day
- Jan 24th National Compliment Day
- Jan 27th Holocaust Memorial Day
- Jan 29th Seeing Eye Guide Dog Anniversary

Month Long Observance





January 9th is *National Law Enforcement Appreciation Day*, a day dedicated to showing our support for law enforcement on the local, state, and federal levels. Created in 2015, this day allows us to voice our appreciation to law enforcement officers for their service to us all.

It's a special time to say "thank you" if you see a police or other law enforcement officer. This heartfelt acknowledgment can make their day extra special.

January 15th is *Martin Luther King Jr. Day*, a federal holiday in the United States marking the birthday of Martin Luther King Jr. It is observed on the third Monday of January each year. Born in 1929, King was the chief spokesperson for nonviolent activism in the Civil Rights Movement, which protested racial discrimination in federal and state law.



January 18th is *Get to Know Your Customers Day*. It was first celebrated in 2011 when marketing consultant Lynn B. Johnson created it as part of her "Customer Appreciation Month" campaign. It was created as a way for businesses to show appreciation for their customers and build relationships with them. It's observed annually on the third Thursday of each quarter (January, April, July, October).

Here are some ways to get to know our Customers:

- Talking to customers in person
- Encourage honest opinions
- Create detailed customer profiles
- Thank your best customers personally
- Finding out what services and products they need
- Connecting with customers to learn valuable information that can be used to improve the business



January 27th is *Holocaust Memorial Day*, an annual observance to commemorate the victims of the Holocaust, the genocide of six million Jews, and millions of other Holocaust victims by Nazi Germany and its collaborators. It also often includes efforts to combat hatred and antisemitism.

Diversity & Inclusion Advisory Council
Contact us at CPNA.DiversityCouncil@bluescope.us

Council Sponsors

Sarah Deukmejian – President, CPNA; West Sacramento
Scott Cooley – General Manager, Steelscape; Kalama

Council Co-Chairs:

Brian Eyer – Account Manager, Steelscape; Kalama
Marie Ortega – Int Comms Manager CPNA; West Sacramento

Council Members:

Amber Gould – Estimator, ASC Steel Deck; Spokane
Crystal Sullivan – Material Control, Steelscape; Kalama
David Gutierrez, Plant Manager, Steelscape; Rancho
Judson Heller – Manufacturing Manager, ASC Profiles; Kalama
Kayla Woody – HR Generalist, CPNA; Tacoma
Norman Ross – Manufacturing Training Manager; Kalama
Richard King – Marketing Manager, CPNA; West Sacramento
Sarah Johnson – Customer Service Rep, AEP Span; Tacoma
Steve Perry – AS Area Manager, Steelscape; Rancho