

DIVERSITY & INCLUSION

Monthly SnapShot

March 2023

Appreciating Our Differences

As we embrace and appreciate all our colleagues' differences and uniqueness, our D&I journey is enriched by learning about the historical moments and special celebrations that have shaped us.

March 3rd Employee Appreciation Day is an event observed on the first Friday in March, meant for employers to give thanks or recognition to their employees. Created by Dr. Bob Nelson, a founding member of Recognition Professionals International in 1995, to celebrate his book's publication and remind employers to thank their employees when they do good work. Though the holiday is still gaining adoption in the US and abroad, Employee Appreciation Day has become an opportunity for managers, company leadership, and HR to remember the importance of appreciating employees. Companies often celebrate by letting employees leave early and offering workers gifts, events, or special recognition. Studies show that recognition and appreciation are growing in importance as drivers of employee happiness and engagement. Showing employees appreciation can result in a company's higher retention rate and productivity of employees and the company as a whole. This day of recognition has resulted in more and more companies and organizations using the day to thank their employees.

Historical dates and celebrations recognized in the U.S. which has shaped or fostered a culture of inclusion in our country.

- Mar 3 Employee Appreciation Day
- Mar 6 Purim (Jewish)
- Mar 8 International Women's Day
- Mar 8 Holi (Hindu)
- Mar 14 Pi Day π
- Mar 15 Equal Pay Day
- Mar 17 St. Patrick's Day
- Mar 21 World Down Syndrome Day
- Mar 21 Persian New Year (Nowruz)
- Mar 23 Ramadan Begins (Islam)
- Mar 23 Intl. Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- Mar 31 Intl. Transgender Day of Visibility





March 8th International Women's Day is a global holiday celebrated annually on March 8th as a focal point in the women's rights movement, bringing attention to issues such as gender equality, reproductive rights, and violence and abuse against women. International Women's Day is commemorated in various ways worldwide; it is a public holiday in several countries and is observed socially or locally to celebrate and promote the achievements of women.

St. Patrick's Day is celebrated annually on **March 17**, the anniversary of his death in the fifth century. The Irish have observed this day as a religious holiday for over 1,000 years. On St. Patrick's Day, which falls during the Christian season of Lent, Irish families would traditionally attend church in the morning and celebrate in the afternoon. The church waived Lenten prohibitions against meat consumption, and people would dance, drink, and feast on the traditional Irish bacon and cabbage meal. Saint Patrick, who lived during the fifth century, is the patron saint of Ireland and its national apostle. Born in Roman Britain, he was kidnapped and brought to Ireland as a slave at 16. He later escaped but returned to Ireland and was credited with bringing Christianity to its people. In the centuries following Patrick's death (believed to have been on March 17, 461), the mythology surrounding his life became ever more ingrained in the Irish culture. Perhaps the most well-known legend of St. Patrick is that he explained the Holy Trinity (Father, Son, and Holy Spirit) using the three leaves of a native Irish clover, the shamrock.

The first St. Patrick's Day parade took place not in Ireland but in America. Records show that a St. Patrick's Day parade was held on March 17, 1601, in a Spanish colony in what is now St. Augustine, Florida, under the direction of Irish vicar Ricardo Artur. More than a century later, homesick Irish soldiers serving in the English military marched in New York City on March 17, 1762, to honor the Irish patron saint. Enthusiasm for the St. Patrick's Day parades in New York City, Boston and other early American cities only grew from there.



March 23rd Ramadan begins (Islam) on the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of fasting, prayer, reflection, and community. A commemoration of Muhammad's first revelation, the annual observance of Ramadan is regarded as one of the Five Pillars of Islam. It lasts twenty-nine to thirty days, from one sighting of the crescent moon to the next. The spiritual rewards of fasting are believed to be multiplied during Ramadan. Accordingly, during fasting hours, Muslims refrain from food and drink, tobacco products, and other sinful behavior, devoting themselves to prayer and study of the Quran.

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