

Diversity, Equity, & Inclusion Corner

This Month's Happenings: January 2023

World Braille Day 1/4

[World Braille Day](#), created in 2019 by the United Nations General Assembly, is celebrated in recognition of the birth of Louis Braille, the inventor of braille born in 1809. This day serves as the commencement event for Braille Literacy Month, celebrated throughout the month of January to raise awareness about the importance of braille and braille literacy. Braille is used by blind and partially sighted people to read the same books/media as those printed in a visual font. In fact, braille is used in nearly every country of the world and there is a braille code for almost every language!



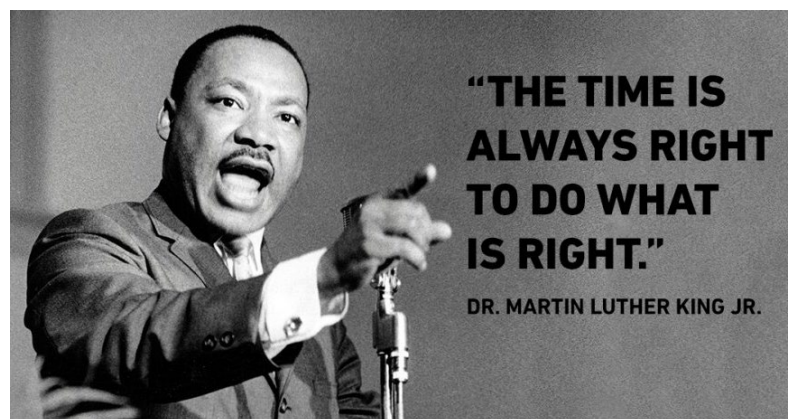
Three Kings Day 1/6

Celebrated in Europe, Spain, and Latin America, '[El Dia de los Reyes](#)' commemorates the glorification of baby Jesus by the Three Wise Men (or Three Kings), twelve days after Christmas. The holiday is celebrated with a feast, gift-giving, and symbolic holiday dessert, Rosca de Reyes (King's Cake). Shaped in a circle and studded with candied fruit and nuts to resemble a king's crown, this sweet bread holds a surprise: a tiny hidden baby Jesus doll. Whoever receives the piece of cake with the baby Jesus is obligated to host an upcoming party for Dia de la Condellaria (Candlemas Day), which occurs on February 2.



Martin Luther King Jr. Day 1/16

[Martin Luther King Jr. Day](#), celebrated since 1986 on the third Monday of January, honors the achievements of Martin Luther King Jr., a Baptist minister who advocated for the use of nonviolent means to end racial segregation. As the most influential civil rights leader of the 1960s, King led the 1963 [March on Washington](#), was instrumental in the passage of the [Civil Rights Act](#), and was awarded the [Nobel Peace Prize](#) in 1964. He was assassinated on April 4, 1968. To meaningfully celebrate Martin Luther King Jr. Day, consider dedicating time to do something, such as giving back to



your community or supporting organizations that fight for racial justice, that honors King's values and his revolutionary place in American history.

Lunar New Year 1/22

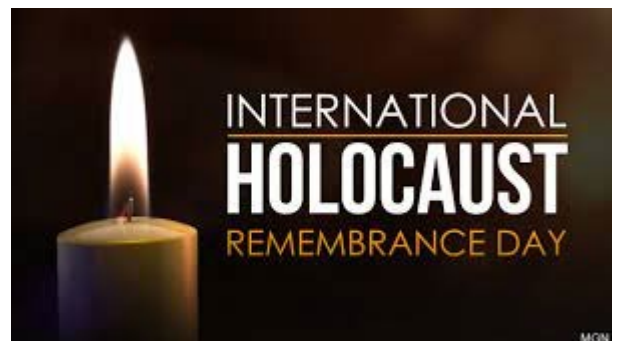
The Lunar New Year is a multi-day celebration beginning on the first new moon of the Chinese lunisolar calendar lasting the 15 days following. The celebration is known by many different names in East Asia, a few examples being the Spring Festival, Chinese New Year, and Tibetan Losar. The earliest recorded observance of the Lunar New Year being celebrated was in the 14th Century B.C. under the Chinese Shang Dynasty. It originated as a day to ask the gods for a good harvest in the coming year. The holiday has since evolved into being a time for families to come together to celebrate life, abundance, gods, ancestors, and the welcoming of a new year.



There are many [Lunar New Year traditions](#) practiced by different cultures, like exchanging envelopes, giving offerings to relatives who have passed, and decorating homes with a red theme. Based on an ancient [Chinese legend](#), each Lunar Year bears the name of one of the twelve zodiac animals and is associated with one of five Chinese elements: earth, water, fire, wood, and metal. 2023 is the year of the Rabbit and the element is wood. As togetherness is emphasized during this celebration, Lunar New Year marks the largest annual migration of people, with 3 billion trips expected to happen throughout the 2023 celebration.

Holocaust Remembrance Day 1/27

In 2005, the United Nations passed a resolution to mark January 27th as [International Holocaust Remembrance Day](#) to urge every member nation to honor the many lives lost in the Holocaust. That day was chosen to commemorate the liberation of the Auschwitz concentration camp on January 27th, 1945. 2023 will be the 78th anniversary of the end of the Holocaust and the liberation of concentration camps. The day serves to promote education about the Holocaust to prevent further genocide, and as such, each year has a theme. The 2023 theme will be "Home and Belonging", aiming to reflect what those concepts meant to persecuted individuals during the Holocaust and its aftermath.



Diversity, Equity, & Inclusion Corner

This Month's Happenings: February 2023

Black History Month

Celebrated nationally since 1976, [Black History Month](#) honors the achievements of African Americans throughout U.S. history. The month itself dates back to 1915, half a century after the [Thirteenth Amendment](#) abolished slavery in America. That September, historian Carter G. Woodson and minister Jeeze E. Moorland founded the Association for the Study of Negro Life and History (ASNLH) in response to the lack of information on the accomplishments of African Americans available to the public. Known today as the [Association for the Study of African American Life and History \(ASALH\)](#), in 1926 the group declared the second week of February as Negro History Week, with February being chosen as it coincided with the birthdays of Abraham Lincoln and Frederick Douglass. That event inspired schools and communities nationwide to organize local celebrations, gaining traction on a national scale in the 1960s due to the civil rights movement, with U.S. president Gerald Ford officially recognizing Black History Month in 1976.



St. Valentine's Day 2/14

[Valentine's Day](#) as we know it today, a holiday of love, has been celebrated since the 14th century. However, the origins of this day are a bit unclear. Given Valentine was a popular name in ancient Rome, with at least 50 stories of saints by the same name, it is hazy how the holiday got its name. It might have been from St. Valentine who was martyred in the third century. According to this legend, the priest signed a letter "from your Valentine" to his jailer's daughter, who he had befriended. Or it could be from St. Valentine of Terni. This legend states that the bishop defied the emperor's orders and secretly married couples to spare the husbands from war. To add another element to these theories, it is also possible these saints were the same person.

Fast forward to 1370, the first historical reference to Valentine's Day. English poet [Geoffrey Chaucer](#) wrote a poem with the line "for this was on Saint Valentine's Day, when every bird comes there to choose his mate." Chaucer's poem, the first point in time that stories began to appear linking St. Valentine to romance, inspired others to write their own "valentines" to their love interests and thus Valentine's Day was born.



Valentine card from 1909

Mardi Gras 2/21

[Mardi Gras](#), also known as Carnival, is a Christian holiday and cultural celebration on the Tuesday ("Fat Tuesday") before Ash Wednesday and the start of [Lent](#). When Christianity arrived in Rome, religious leaders decided to incorporate popular local traditions into the new faith, resulting in the Mardi Gras

season as we know it today. Given Mardi Gras is a prelude to Lent, the 40 days of fasting and penance before Easter Sunday, traditional Mardi Gras celebrations included enjoying all the rich, fatty foods that remained in individual's homes in anticipation of several weeks of eating only fish and fasting. Brazil, Venice, and New Orleans host some of the largest and most famous celebrations, with the first American Mardi Gras celebrated on March 3, 1699.



Ash Wednesday 2/22

[Ash Wednesday](#), the first day of Lent, is celebrated by many Christian denominations as a reminder of human mortality and the need for reconciliation with God. The use of ashes dates back to ancient Rome, where those who had sinned were sprinkled with ashes, dressed in sackcloth, and obliged to remain apart until they were reunited with the community on [Maundy Thursday](#), the Thursday before Easter. While these practices fell into disuse in the 8th-10th century, Ash Wednesday is still celebrated by the modern Roman Catholic Church with the placing of ashes on the heads of worshippers in the shape of a cross. Today, Ash Wednesday is one of the most heavily attended non-Sunday masses, with many fasting during the day.



Diversity, Equity, & Inclusion Corner

This Month's Happenings: March 2023

Women's History Month

[Women's History Month](#) is celebrated throughout the month of March to honor women's contributions to American history. Beginning in 1978 as a local celebration in Santa Rosa, California, the festivities spread across the country as other communities started their own celebrations. In 1980, various women's groups and historians, led by the [National Women's History Project](#), successfully lobbied for recognition on a national scale with President Jimmy Carter issuing the first Presidential Proclamation declaring National Women's History Week. In 1987, Congress passed a law expanding the week into a month, designating March as Women's History Month.



Purim 3/7

[Purim](#), or the Feast of Lots, is a Jewish festival commemorating the survival of the Jewish people who were marked for death by their Persian rulers in the 5th century BCE, as portrayed in the biblical [Book of Esther](#). This holiday is regarded as one of the most beloved Jewish communal celebrations, with participants partaking by reading from the Book of Esther, sharing a festive meal, distributing packages of food and other small treats offered to friends and family, and giving gifts to the poor.

Holi 3/8

[Holi](#) is a [Hindu](#) spring festival celebrated throughout India on the full-moon day of Phalguna, the twelfth month of India's national civil calendar. This joyous holiday is celebrated with participants throwing colored water and powder on one another, with no consideration of caste, gender, status, or age. The day is sometimes referred to as the "festival of love," as on this day people get to unite and forget all resentments. The ritual starts by lighting a bonfire one day before Holi, symbolizing the triumph of good over bad. Once the colorful celebrating is complete, participants show love and respect to those closest to them: friends, family, and teachers.





St. Patrick's Day 3/17

[St. Patrick's Day](#) is the feast day of [St. Patrick](#), the patron saint of Ireland. Born in Roman Britain in the late 4th century, he was kidnapped and taken to Ireland as a slave when he was 16. Once escaped, he returned in 432 to convert Ireland to Christianity. For the next thirty years until his death on March 17, 461, he worked establishing monasteries, churches, and schools. The celebration of St. Patrick's Day didn't start until 1631, when the Catholic Church established a Feast Day honoring St. Patrick. Traditions as we know them today started even later in the 18th century, with emigrants transforming the day of religious service and feast into a secular holiday of partying and celebration of all things Irish.

Ramadan 3/22 - 4/21

Celebrated during the ninth month of the Muslim lunar year, [Ramadan](#) is a holy month of fasting, introspection, and prayer for followers of [Islam](#). Beyond daily fasting from dawn to sunset, the month also encourages Muslims to question the basis and foundations of Islamic spiritual practice, using the time for solidarity and sharing. The end of Ramadan is celebrated with [Eid al-Fitr](#), the "Feast of Fast-Breaking." This is one of the two major religious holidays on the Muslim calendar; it is celebrated in some communities with new clothes, special pastries, gifts, and gathering of family and friends to pray together in the mosque.



Diversity, Equity, & Inclusion Corner

This Month's Happenings: April 2023

HSO Diversity, Equity, & Inclusion Week 4/17 - 4/21

HSO's 2nd annual Diversity, Equity, & Inclusion Week is almost here! Check out the schedule to see how you can participate every day and have a chance to win some awesome prizes!

Diversity, Equity, & Inclusion Week

"What Makes Us Unique?"

April 17-21, 2023



What is Diversity, Equity, and Inclusion (DEI)?

Team Flower Activity: Ask your Brand Ambassador for flower templates & instructions. Once complete, answer the team question & submit along with a photo of your team's flowers to Yammer by Friday for a chance win!



Why is Diversity, Equity, & Inclusion important?

Fostering DEI initiatives increases knowledge sharing, productivity, problem-solving, & work culture.

Provide feedback on HSO's DEI Program anytime this week by completing the email survey for a chance to win!



Lunch & Learn: 12pm Zoom

Join April Callis, PhD (Associate Director, LGBTQ+ Initiatives, Miami University) for a discussion on LGBTQ+ language, disparities, and strategies for allyship.

Email Logan Graham for Zoom link (or check daily email).



Upcoming Trainings

Keep an eye out for HealthStream trainings: "Diversity in the Workplace" and "Cultural Competence: Providing Culturally Competent Care" to complete later this year.

Stay tuned for additional learning opportunities!



Holiday Spotlight: Eid al-Fitr

Ramadan, the holy month of fasting for followers of Islam, is predicted to end the night of April 20-21 this year. **Check your email to learn how the holiday Eid al-Fitr, or "Breaking of the Fast," is celebrated.**



World Autism Awareness Day 4/2

Passed by the United Nations in 2007, [World Autism Day](#) aims to raise awareness of autism and autistic individual's contributions in the world. To learn more, join us by tuning into this virtual webinar, [Transformation: Toward a Neuro-Inclusive World for All](#), on Sunday, April 2 from 10am-1pm. This event will discuss contributions autistic people make to society and how to overcome barriers and improve the lives of autistic people, featuring speakers from across the globe. Additionally, check out this list of FREE resources and weekly inclusion meetings Dr. Cara Killgore put together to help adults of children with special needs. Thank you Dr. Killgore for sharing! If you know of any additional resources to add to the list, please send to Dr. Killgore and Logan Graham.



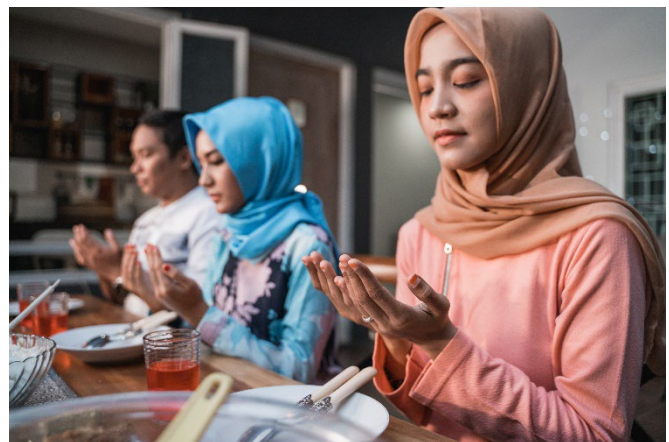
Easter 4/9

[Easter](#) is a Christian holiday celebrating the [Resurrection](#) of Jesus Christ on the third day after his [Crucifixion](#). The earliest recorded observance of an Easter celebration dates back to the 2nd century. Easter is traditionally celebrated with a feast to mark the end of the Lenten fast, with foods such as eggs, ham, cheese, bread, and sweets consumed. Easter egg hunts are also popular among children. The first recorded painted Easter eggs date back to the 13th century. During this time, the Christian church prohibited eating of eggs during the Holy Week (week between Palm Sunday and Easter). However,

chickens continued to lay eggs and thus the notion of identifying these Holy Week eggs from other eggs resulted in their colorful decoration.

Eid al-Fitr 4/21

[Eid al-Fitr](#) celebrates the end of the holy month of [Ramadan](#) for followers of [Islam](#). This "holiday of fast breaking" is one of two major holidays of the Muslim calendar. Eid al-Fitr is an elaborate celebration where many gather with their local community for joint prayer, new clothes are worn, gifts are exchanged, and family and friends gather to share meals. Eid al-Fitr is as important to Muslims as Christmas and Yom Kippur are to Christians and Jews.





Earth Day 4/22

[Earth Day](#), created by Senator Gaylord Nelson in 1970, marks the anniversary of the birth of the modern environmental movement. Senator Nelson had long been concerned with the environment in the United States, particularly after the massive Santa Barbara oil spill in 1969. Inspired by the student anti-war movement, Nelson organized a teach-in on college campuses on April 22. Following its small-scale success, the name of the day was changed to Earth Day and sparked immediate national attention. Since then, Earth Day has grown to

be the largest secular observance in the world. This Earth Day, consider going on a walk to clean up trash and plastics in your neighborhood. You can also join an organized walk, such as through [Clean-Up Wilmington](#) or other county organizations!

Diversity, Equity, & Inclusion Corner

This Month's Happenings: May 2023

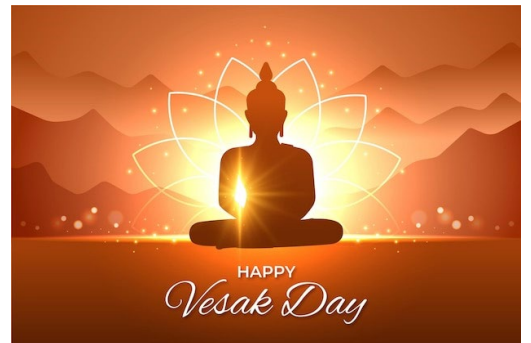
Mental Health Awareness Month

Created in 1949 by [Mental Health America](#), this month aims to raise awareness, educate the public, and reduce stigma associated with mental illness. This Mental Health Month, ask yourself how the world around you affects your overall health. From the zip code you live in to the people you work with, many factors influence our mental health. Explore [Mental Health America's Toolkit](#) for information, tips, and how to seek help for mental health challenges.



Buddha Day 5/26

[Buddha day](#), or Vesak, celebrates [Gautama Buddha](#)'s birth, enlightenment, and death. Celebrated on the first full moon of the ancient Lunar month of Vesakha, this holiday is marked with religious ceremonies, meditation, and reflection. Typically, Buddhist temples observe a traditional Buddha Day ceremony, which involves hoisting a Buddhist flag and singing hymns. Followers also celebrate the day by recommitting to the [Five Precepts of Buddhism](#), which aim to help Buddhists live moral and ethical lives.



Memorial Day 5/29

[Memorial Day](#), formally known as Decoration Day, commemorates all those who have died while serving in the United States military. This federal holiday is celebrated on the last Monday of May, with the first Memorial Day dating back to 1868. The holiday began to honor soldiers who had fallen during the Civil War, inspired by traditions of the South. In the late 19th century, Decoration Day became known as Memorial Day and was expanded to include deceased veterans of all the wars fought by American forces.



Diversity, Equity, & Inclusion Corner

This Month's Happenings: June 2023

Pride Month

Originally established to honor the [1969 Stonewall Uprising](#) in Manhattan, Pride Month recognizes the impact that LGBTQ+ individuals have had on the world. Celebrated with parades, picnics, workshops, and memorials for those who have lost their lives, Pride Month has something for everyone. Check out all the festivals happening near you below. **HSO's Outreach & Enrollment team will be attending all festivals and distributing Pride buttons, stop by and say hi!**



- Pride Festivals:
 - o **June 3:** Hillsboro Pride
 - o **June 17:** New Richmond Pride
 - o **June 24:** Cincinnati Pride



Juneteenth 6/19

On June 19, 1865, about two months after Confederate general Robert E. Lee surrendered at Appomattox, Virginia, Union general Gordon Granger arrived in Galveston, Texas, to inform enslaved African Americans of their freedom and that the Civil War had ended. General Granger's announcement put into effect the [Emancipation Proclamation](#), which had been issued nearly two and a half years earlier, on January 1, 1863 by President

Lincoln. Since then, [Juneteenth](#), also known as Freedom Day, has been celebrated annually as a commemoration of the end of slavery in the United States. The holiday's growing popularity and recognition signifies a level of maturity and dignity in America long overdue. In fact, Juneteenth is now the 11th holiday recognized by the federal government, with President Biden signing the bill into law in 2021.

2023 will be Cincinnati's 36th Annual [Juneteenth Festival](#), check out this year's festivities below:

- **June 11:** Wade in the Water
- **June 13-16:** Raising the Juneteenth Flag
- **June 17:** Juneteenth Festival in Eden Park
- **June 18:** June Fest: A Father's Day Concert in Eden Park
- **June 19:** Juneteenth Parade

Eid al-Adha 6/28

In Arabic, "Eid" means festival or feast and there are two major "Eids" celebrated by Muslims. In April, we learned about and celebrated [Eid al-Fitr](#), the "festival of fast breaking" marking the end of the holy month of Ramadan. [Eid al-Adha](#), or the "feast of sacrifice," coincides with the annual Hajj pilgrimage to Mecca. Mecca is the holiest city in Islam located in western Saudi Arabia. All Muslims are asked to make the five-day Hajj journey at least once in their lifetime. At Mecca, Muslims visit the Ka'bah (pictured) and various other sites to perform Hajj. The Ka'bah is believed to have been constructed by Ibrahim and Ismail.



Eid al-Adha signifies the willingness of Prophet Ibrahim (Abraham in Christianity/Judaism) to sacrifice his son, Ismail (Ishmael), as ordered by Allah (God). As Ibrahim is about to sacrifice his son, Allah stops him by sending the Angel Jibreel (Gabriel), with a ram to sacrifice instead. Because Ibrahim was allowed to sacrifice a ram instead of his son, Eid al-Adha is traditionally celebrated on its first day with the symbolic sacrifice of a lamb, goat, or cow. The sacrifice is divided into three, to be shared amongst family, friends, and those in need. The holiday is also celebrated with a communal prayer, donations to charity, and time spent with family and friends.

Diversity, Equity, & Inclusion Corner

This Month's Happenings: July 2023

Disability Independence Day 7/26

The Americans with Disabilities Act (ADA) was signed into law on July 26th, 1999, a date now known as [Disability Independence Day](#). The ADA is a civil rights law that criminalizes discrimination against individuals with disabilities, spurred by the American disability movement of the 1960s. This movement advocated for individuals with disabilities to have full access to opportunities in education, public life, and employment. A large steppingstone to the ADA was the Rehabilitation Act of 1973, which prohibited federal funding recipients from discriminating against those with disabilities, as well as improving digital access to federal materials for disabled individuals.



International Day of Friendship 7/30

[International Day of Friendship](#), as designated by the United Nations General Assembly (U.N.), is a day to be grateful for our friendships worldwide, promoting peace, happiness and unity. To celebrate this day, the U.N. encourages organizations to participate in activities and events that celebrate friendship. The U.N. introduced International Day of Friendship in 2011 to help connect people and build bridges among cultures, countries, and more. This day celebrates friendship and promotes the idea that even through our differences, we all have more in common than we realize. To celebrate this day of friendship, meet a friend for coffee, attend a community event, or send a thoughtful note!



Diversity, Equity, & Inclusion Corner

This Month's Happenings: August 2023

Obon 8/13-15

[Obon](#) is a Japanese Buddhist holiday honoring the spirits of one's ancestors, whose spirits are believed to temporarily return to this world to visit their relatives. While customs vary from region to region, typically Obon is celebrated by hanging lanterns in front of houses to guide the ancestors' spirits, dancing (bon odori), visiting graves, and offering food at altars and temples. At the end of Obon, floating lanterns are placed back into rivers, lakes, and seas to guide the ancestors' spirits back to their world. Interested in learning more? Attend [Japan-America Society of Central Ohio's Obon Festival on 8/12](#).



Raksha Bandhan 8/30

[Raksha Bandhan](#) is a Hindu festival celebrating the relationship between brothers and sisters on the full moon of the Hindu month of Shravana. The term Raksha Bandhan means "bond of protection," from the Sanskrit word *rakhi*, a bracelet made of thread that sisters tie around their brother's wrists to symbolize the brother's oath to protect his sister throughout her life. Traditionally, the sister ties the *rakhi* on her brother's wrist while chanting a prayer and marking his forehead with Kumkum powder. Once the sister has tied the *rakhi*, she places something sweet in her brother's mouth. He, in return, presents her with a gift, signifying his acceptance of his duty.

Diversity, Equity, & Inclusion Corner

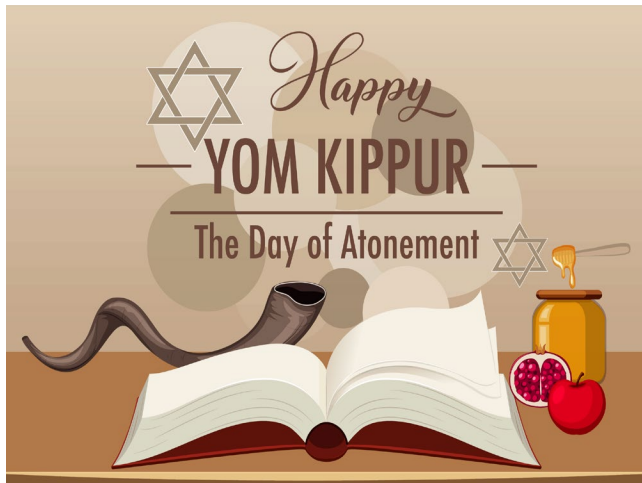
This Month's Happenings: September 2023

Hispanic Heritage Month 9/15 – 10/15

[Hispanic Heritage Month](#) is an annual celebration of the history and culture of the U.S. Latino and Hispanic communities. This joyous month begins on September 15, the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua, with Mexico and Chile celebrating their independence days on September 16 and 18, respectively. [Cincinnati Hispanic Heritage Month](#) is hosting many celebrations throughout the month, including Salsa on the Square, Hispanic Heritage Festival, LatinArte Festival, FCC Noche Latina, and more. Check out their page to learn more!



Yom Kippur 9/24-25



[Yom Kippur](#), or the Day of Atonement, is the holiest day of the Jewish year. Yom Kippur takes place every fall, ten days after [Rosh Hashanah](#). During the 25-hours of Yom Kippur, starting at sundown, individuals aim to reach reconciliation with God via prayer, meditation, and fasting. The day before Yom Kippur, a special meal is shared with family and friends, ending in candlelight to mark the fast to begin. Other traditions include wearing white to represent purity, avoiding leather shoes, and visiting cemeteries to remember those who have passed. Yom Kippur ends with a large meal to celebrate the beginning of the new year with friends and family.

Diversity, Equity, & Inclusion Corner

This Month's Happenings: October 2023

Hispanic Heritage Month 9/15 – 10/15

[Hispanic Heritage Month](#) is an annual celebration of the history and culture of the U.S. Latino and Hispanic communities. This joyous month began on September 15, the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua, with Mexico and Chile celebrating their independence days on September 16 and 18, respectively. [Cincinnati Hispanic Heritage Month](#) is hosting many celebrations throughout the month, including Salsa on the Square, Hispanic Heritage Festival, LatinArte Festival, FCC Noche Latina, and more. Check out their page to learn more!



Indigenous People's Day 10/9

Please join us for our annual Indigenous Peoples' Day Convergence 2023

- **Friday October 6th:** Indigenous Artist gallery opening and performance from Copper Face United Pow Wow Dancers and Leilani Clark at the 21c Museum Hotel 6-9pm. Second floor.
- **Saturday October 7th:** Speaker Series and performance from Copper Face United Pow Wow Dancers 11am-8pm. Second floor.
- **Monday October 9th:** Indigenous Peoples' Day Feast at Jacob Hoffner Park 5-9pm.



The second Monday in October is [Indigenous People's Day](#). The day, marked a federal holiday in [2021](#), was first proposed in 1977 during a United Nations conference to correct the [inaccurate narrative](#) that Christopher Columbus discovered the Americas, which had been inhabited for millennia by over 600 Indigenous nations. The holiday intends to honor the sovereignty, resilience, and immense contributions Indigenous people have made to the world. The day also brings attention to the major issues Indigenous people face, including discrimination, gender violence, and mining and drilling on public and private land. Check out Cincinnati's Urban Native Collective's Indigenous Peoples' Day Convergence event [here](#) to learn more.

National Coming Out Day 10/11

The first [National Coming Out Day](#) was observed in 1988, the first anniversary of the National March on Washington for Lesbian and Gay Rights. "Coming Out" is the common term for someone who acknowledges being LGBTQ+. National Coming Out Day is intended to celebrate the beauty of being true to yourself. Coming out is not always safe or easy, and it is not a one-day event, but when possible, it can be a powerful key



to breaking down the barriers the LGBTQ+ community faces. Check out [these resources](#) on coming out for more information.

Diversity, Equity, & Inclusion Corner

This Month's Happenings: November 2023

National Family Caregivers Month

Each November we celebrate [National Family Caregivers Month](#) to recognize and honor family caregivers. There are over 65 million adults in the U.S. that serve as family caregivers, providing personal care, medical care, and other life management tasks. You can show appreciation to family caregivers by providing respite care, checking in regularly, helping with chores, or offering encouragement.

This year's theme is #CaregiversConnect which highlights the importance of connections. Caregiver connections are crucial as they help caregivers learn about their loved one's disease or condition, share experiences or get support.



All Souls' Day 11/2

[All Souls' Day](#) has been observed by the Catholic Church on November 2 since the 11th century. Established by Odilo, the 5th Abbot of Cluny (head of the monastery of the Abbey of Cluny in France), this day commemorates the departed. While All Saints' Day, celebrated on November 1, focuses on martyrs and saints, All Souls' Day focuses on the members of your family tree. The day is celebrated by being with family, visiting and decorating the graves of loved ones, sharing memories, and honoring traditions. In some

areas, like Mexico celebrating [Día de los Muertos](#), local traditions and beliefs are incorporated into this day.

Diwali 11/12

Also known as the festival of lights, [Diwali](#) is considered as one of India's most celebrated holidays and consists of a five-day festival celebrated by Hindus, Jains and Sikhs, as well as some Muslims and Buddhists. Diwali honors the triumph of light over dark as well as bringing good prosperity into the home. Diwali celebrations typically include fireworks, rangoli patterns (designs made on the floor with bright colored sand), lighting clay lamps both inside and outside the home and extravagant meals made up of traditional favorites like jalebi, barfi, samosas and more.



Diversity, Equity, & Inclusion Corner

HSO Celebrates the Holiday Season: December 2023

"Every year I get a Penguin Calendar for my mom. She loves penguins so I have been doing this for over 30 years now."

"My favorite tradition is going to downtown Cleveland for their outdoor ice rink in the Cleveland Public Square."

"My family and I make homemade pizza for Christmas Eve and have every year since my son was born! It has been 11 years now and we look forward to "competing" to see which team can make the best."

"Favorite holiday tradition is making crafts with my nieces and nephew for Christmas rather than buying gifts for them."

"On Christmas Eve we all sit in a big circle at my in-law's home. My mother-in-law reads the Night Before Christmas, and we do a gift exchange. Every time she reads the word "and" or "the", we pass our gift to the left. At the end of the story, you keep the gift in your hand."

"My favorite tradition is making homemade salt dough ornaments with my kids, nieces, and nephews. We make all kinds of funny ones like silly mustaches. To make the dough you need one cup flour, salt, and water and bake for 2 hours at 250 degrees. Then we go to the Coney Night of Lights and come back and paint our ornaments. The kids get to be messy and creative and it's a lot of fun."

"We are starting a new tradition this year making hard candy and popcorn balls. Everyone is also going to bring one new recipe to the table for us to make! Love baking days!"

"My favorite Holiday tradition is Christmas Eve with my 2 young boys. I give them a gift of Christmas PJ's, a Christmas movie, hot chocolate, candy, and popcorn and spend the evening together watching movies and waiting for Santa."

"One of my favorite traditions is decorating our tree. My wife and kids bake cookies and treats, then we put on Christmas music while we decorate. Then we have dinner and watch a Christmas movie."

"I love sharing at least one movie night with my parents."

"My grandma has made it a tradition to send her children and grandchildren an Advent Calendar every year. Specifically, this one, which also includes bits of the poem "A Visit from St. Nicholas" or "The Night Before Christmas." Christmas has always been my favorite holiday and this Advent Calendar works to make the countdown to Christmas that much more exciting."



BBQ Water Chestnuts

1. Wrap 2 cans of drained water chestnuts (whole or sliced, I prefer the whole) with a half of strip of bacon (1 lb. bacon total) and secure with a toothpick.
2. Bake 1 hour at 350 degrees. Drain off the grease.
3. Mix sauce together by combining 1/2 cup chili sauce, 1/2 cup mayonnaise, and 1 cup brown sugar.
4. Pour sauce over the Bacon Water Chestnuts and marinate overnight or at least 1 hour.
5. Change pan and bake at 350 degrees for 30-45 minutes before serving.

"Every December I get together with my mother, 4 younger sisters, my daughter, and my niece to make sugar cookies. We start at 7/8AM and do not finish until dinner time. We listen to Christmas music including all our favorite Dolly Parton's Hard Candy Christmas. These cookies have become famous because everyone says they can't make them the same as us even though we are happy to share the recipe. When we get together, we make 500-700 cookies to share with family and friends!"

Grandma's Old Fashioned Sugar Cookies

1. Sift together 3 cups flour, 1 1/2 tsp baking powder, 1/2 tsp salt, 1 tsp baking soda, 1 cup sugar
2. Cut in 1 cup softened butter
3. Add 1 slightly beaten egg and 3 Tbsp evaporated milk
4. Blend thoroughly and chill dough
5. Roll out on floured surface to 1/8 inch thick and cut
6. Bake 400 degrees 5-8 min



"As with every Puerto Rican family, we love preparing a Christmas drink called "Coquito", similar to Eggnog. We enjoy making it together as a family with our daughters. Coquito is a delicious and creamy coconut beverage, prepared with coconut milk, coconut cream, cinnamon, and rum, although it can be made without alcohol for those who prefer it that way."

Puerto Rican Coquito

1. Mix the following liquid ingredients in a blender: 2 cups coconut milk, 1 (8.5 oz) can coconut cream, 1 (12 oz) can evaporated milk, 1 (14 oz) can condensed milk, 1 Tbsp vanilla, and 2 cups White rum (optional).
2. Add 2 cinnamon sticks, divide into bottles, or pour into a glass pitcher with a lid. Chill in the refrigerator for more than 2 hours and serve very cold.
3. Tip: If desired, sprinkle cinnamon or grated chocolate on top.

Raspberry Meltaway Cookies

1. Mix 1 cup softened butter and 3/4 cup cornstarch until well combined.
2. Add 3/4 cup powdered sugar and 1 1/2 tsp almond extract and mix until smooth.
3. Add 1 to 1 1/2 cups all-purpose flour and mix until flour is incorporated.
4. Cover and refrigerate for 10-15 minutes.
5. Preheat oven to 350 degrees. Scoop 1/2 Tbsp of dough, roll into a ball, and place on a parchment lined cookie sheet.
6. Bake for 9 minutes. Remove from oven and flatten the tops of each cookie by gently pressing down with the bottom of a glass. Let sit for 2 minutes before transferring cookies to a cooling rack.
7. To make the glaze, melt 3 Tbsp butter. Stir in 1/2 tsp vanilla and 3 Tbsp milk. Whisk in 1 1/2 cups powdered sugar. Stir until smooth, let cool slightly before spooning onto cookies.
8. Spoon glaze on cookies. Transfer 2-3 Tbsp seedless red raspberry jam to a small bag and cut the corner to pipe 4-5 small drops of jam on top of the glaze on each cookie. Use a toothpick to swirl the jam with the glaze.

