OSFM DEI November 2021

OSFM DEI efforts continued throughout the month of November as we gave thanks and recognized the following special calendar events:

November 1: All Saints' Day, a Christian holiday commemorating all known and unknown Christian saints. (In Eastern Christianity, the day is observed on the first Sunday after Pentecost.)
November 2: All Souls' Day, a Christian holiday commemorating all faithful Christians who are now dead. In the Mexican tradition, the holiday is celebrated as Dia de los Muertos (October 31- November 2), which is a time of remembrance for dead ancestors and a celebration of the continuity of life.
November 3: Qudrat (Baha'I Feast Day)
November 4: Diwali, the Hindu, Jain and Sikh five-day festival of lights celebrates new beginnings and the triumph of good over evil and lightness over darkness.
November 5-6 (sundown to sundown): Birth of Báb, a Bahá'í holiday celebrating the birth of the prophet Báb.
November 6-7 (sundown to sundown): The birth of Bahá'u'lláh, the founder of the Bahá'í religion.
November 11: Veterans Day, a U.S. federal holiday honoring military veterans. The date is also celebrated as Armistice Day, or Remembrance Day, in other parts of the world and commemorates the ending of World War I in 1918.
November 19: International Men's Day emphasizes the important issues affecting males, including health issues that affect males, improving the relations between genders, highlighting the importance of male role models and promoting gender equality. This holiday is celebrated in over 70 countries.
November 20: Transgender Day of Remembrance, established in 1998 to memorialize those who have been killed as a result of transphobia and to raise awareness of the continued violence endured by the transgender community.
November 21: Feast of Christ the King, a Catholic holiday established in thanking God for the gift of time and a rededication to the Christian faith.
November 22: Qawl (Baha'i Feast Day)
November 25: Thanksgiving in the United States. It began as a day of giving thanks for the blessing of the harvest and of the preceding year.
November 25: Day of the Covenant (Baha'i Holy Day)
November 26: Native American Heritage Day, held annually the Friday after Thanksgiving, encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities. The day was signed into law by George W. Bush in 2008.
November 27: Ascension of Abdu'l-Baha' (Baha'i Holy Day)
November 28-December 6: Hanukkah, a Jewish holiday that is celebrated around the world for eight days and nights. Hanukkah celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.
November 28-January 6: Nativity Fast, a period of abstinence and penance practiced by the Eastern Orthodox, Oriental Orthodox and Eastern Catholic churches in preparation for the Nativity of Jesus.
November 28- December 24 Advent, a Christian season of celebration leading up to the birth of Christ.
November 30: St. Andrew's Day, the feast day for St. Andrew within various Christian denominations.

Our agency DEI "Peer to Peer" Working Group met on November 15th. Among the topics and issues discussed during the meeting were our agency DEI mission statement; the delivery of DEI orientation training to agency staff; our internal DEI messaging; and an update regarding our DEI glossary. Deputy

Director Armstead briefed the group about our external outreach efforts, including an article that he authored about DEI within the fire service that was published in the *November 2021 edition* of the Illinois Association of Fire Protection District's *Fire Call* magazine. We also had an informative and lively discussion relating to the pros and cons of returning to work, noting the impact that it might have on some employees.

The December group meeting is scheduled for December 2, 2021. We truly appreciate the commitment and dedication that our DEI "Peer to Peer" Working Group volunteers have shown throughout the year with respect to this important subject matter.

We are equally proud of the efforts of our external fire service partners who are making great strides in advancing DEI centric goals and objectives based upon their unique situations. Please reach out to us if you are one of our fire service partners and need assistance with starting your own DEI initiative.

Diversity = Acceptance of all

Equity = Access for all

Inclusion = Meaningful participation by all