



DAYS OF SIGNIFICANCE

2023-2024

A GUIDE

Led by Tamarack's director of
Equity, Diversity & Inclusion, [Rochelle Ignacio](#)



ABOUT THIS GUIDE

Being an inclusive organization means **recognizing and embracing** the rich diversity of our world. Employees across the globe, along with Tamarack staff and learners, observe diverse ethnocultural, religious, faith and spiritual dates celebrated by various cultures and populations. These dates often fall outside of federally and provincially regulated statutory holidays, which for some align specifically to the Christian faith (e.g., Christmas) or are a byproduct of colonization (e.g., Thanksgiving)..

Applying an anti-racist lens to this document allows for a reflection on the power differential that exists within organizations. Examples of this power differential include putting accountability on organizations, supervisors and event hosts to recognize, respect and plan for ethnocultural, religious, faith and spiritual accommodations for staff time off requests, and when planning events, meetings, and deadlines for the Tamarack learner community. If events and meetings cannot be avoided, special consideration should be made to create an inclusive environment which may include centering the observance by including the voices of the community being honoured.

We can all create **inclusive environments** by planning for items such as dietary considerations, private multi-faith and prayer rooms, and scheduling breaks in alignment with any religious, faith or spiritual practices. We can also learn about days of significance that we don't yet know about. Finally, we can ask people who share information about their observances – how and if they would like them to be recognized.

Assumptions should not be made about someone's ethnocultural, religious, faith and spiritual practices and therefore we must be aware and respect their choice to not disclose their background. Folks will often celebrate observances in diverse ways. Some observances are based on an interpretation of the lunar calendar, and thus may vary by one or two days depending upon the interpretation relevant to one's faith tradition.

Staff may require time away from work for ethnocultural, religious, faith and spiritual observance. In such circumstances, staff should reach out to their supervisor with as much notice as possible, and reasonable efforts will be made to recognize, respect and accommodate such requests.

Employers can consider a flexible vacation day policy. For example, the Tamarack Institute is closed on the statutory holidays which is noted in our internal Public Holiday Policy. To give flexibility to other faiths and cultures, staff may change the dates of up to three (3) statutory holidays. Staff who wish to take advantage of this policy must inform their direct supervisor and the Director of Operations by January 31st.

This is meant to be a living document and is by no means exhaustive. Statistics Canada 2021 census was used to guide this selection of ethnocultural, religious, faith and spiritual observances including large demographics, growing populations and migration patterns. Additional dates of religious observances may be found in the [InterfaithCalendar](#). It is important to note that there are many holy days associated with various faiths and that the absence of such dates on this list does not indicate that an accommodation for staff who observe those holy days is required. We welcome feedback on the content provided below, if you would like to make corrections or additions, please contact [Rochelle Ignacio](#) or [Jana Harris](#).

For additional cause awareness and giving days, you may wish to observe please refer to the [Non-profit Tech for Good Calendar](#).

* HOLY DAYS USUALLY BEGIN AT SUNDOWN THE DAY BEFORE THIS DATE

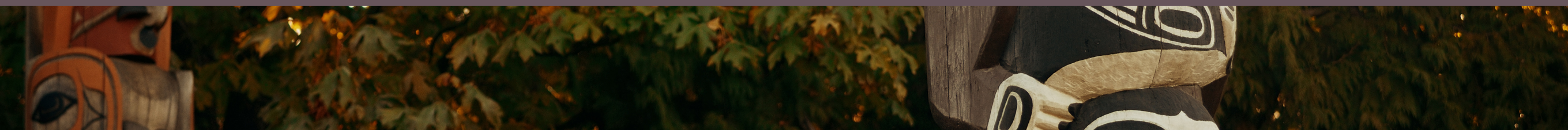
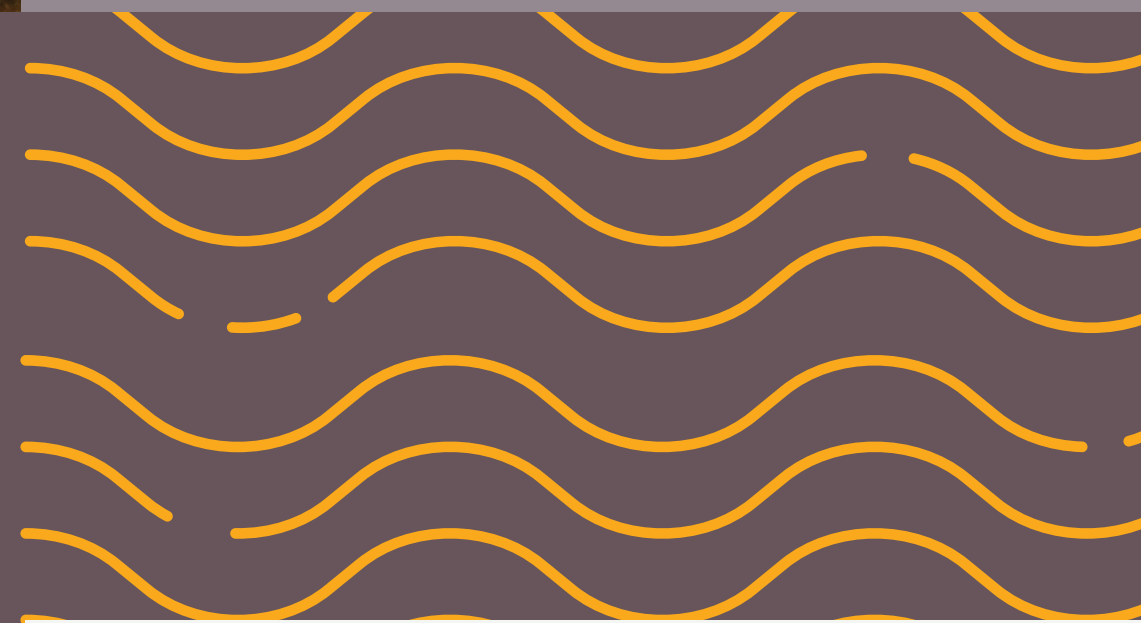
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 DATES VARY BASED ON CORRESPONDING CALENDARS



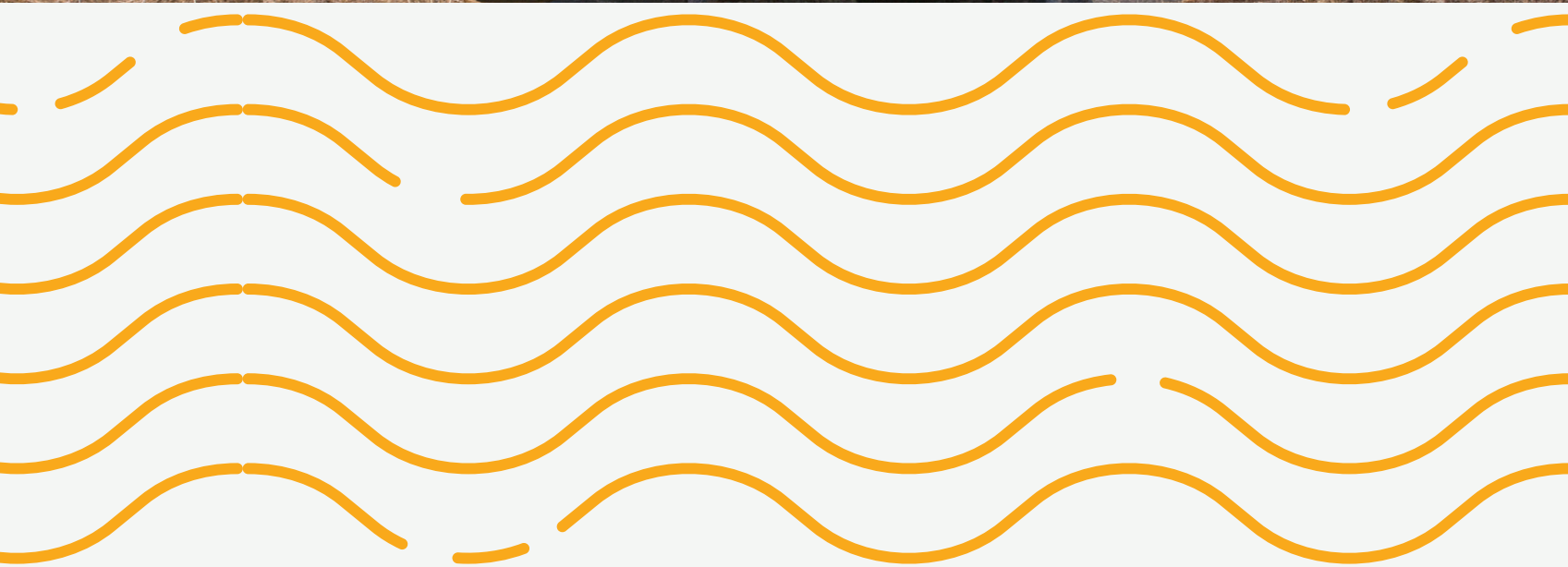
2023

June

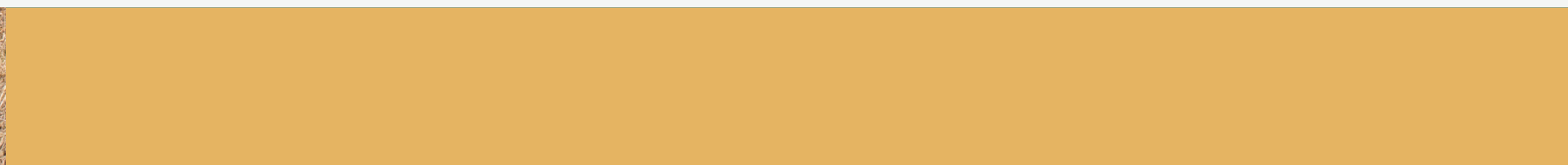
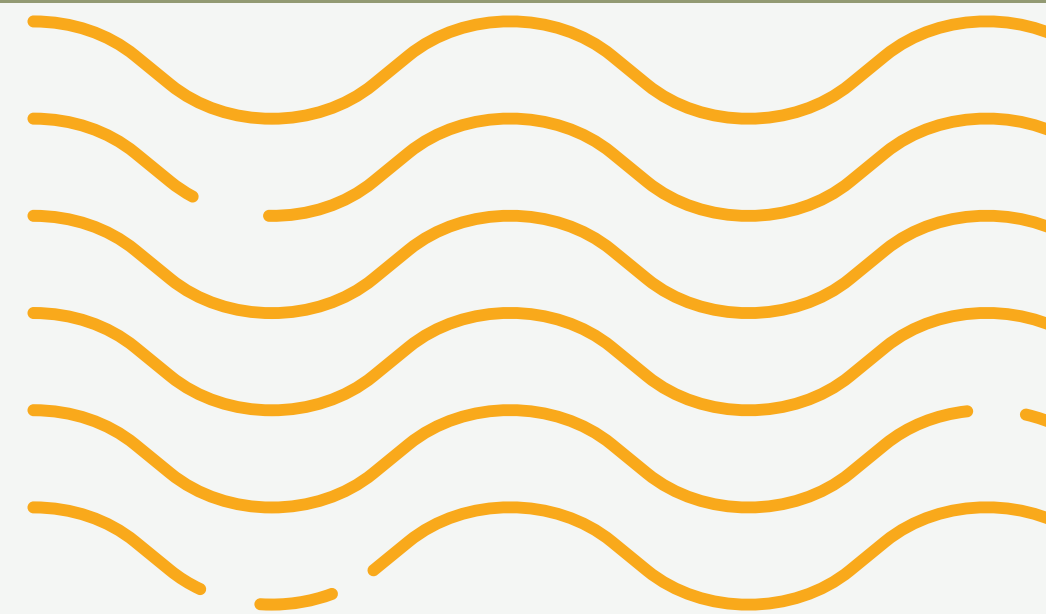


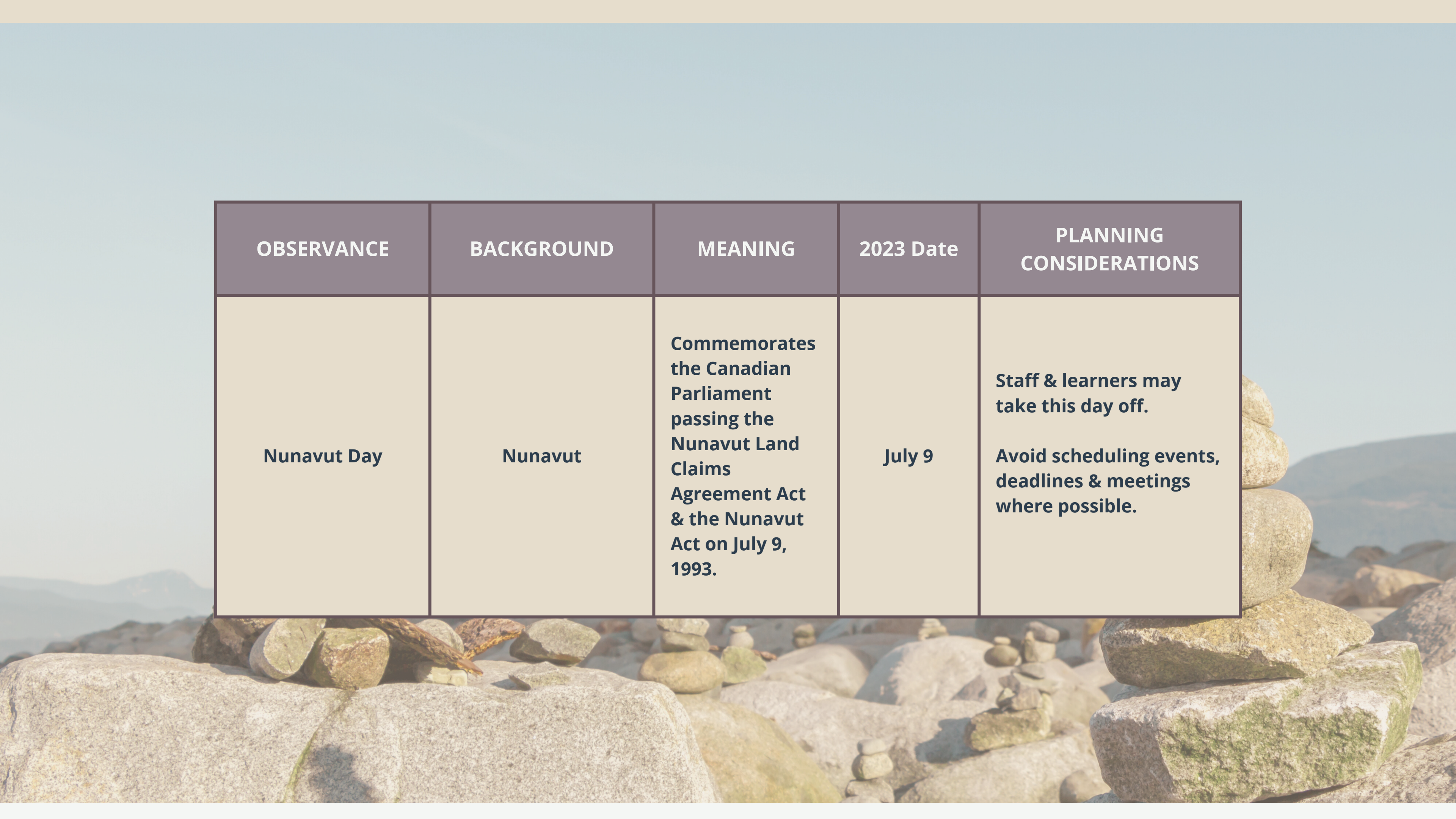
| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|----------------------------------|--|--|---|--|---|
| Eid al-Adha * | Islam | A holiday that marks the end of the Hajj pilgrimage. |  June 28 - July 2 | <p>If planning an evening event, provide food accommodations (Islamic dietary restrictions apply).</p> <p>Date varies according to the Islamic calendar.</p> <p>Avoid scheduling event, deadlines & meetings where possible.</p> | <p><i>Eid al-Adha Mubarak!</i></p> <p>A very blissful Eid al-Adha to you & your family.</p> |
| National Indigenous Peoples Day | Indigenous Peoples | A day for all people in Canada to recognize & celebrating the culture & contributions of the First Nations, Inuit & Métis Indigenous Peoples of Canada. |  June 21 | <p>Staff may request this day off.</p> <p>Avoid scheduling events, deadlines & meetings unless they are focused on the celebration and amplification of Indigenous voices and peoples.</p> | Happy Indigenous Peoples Day. |
| Summer Solstice (also Litha*) | Indigenous Peoples, Pagans, Wiccans & New Agers | Solstice holds spiritual significance for Indigenous Peoples & is celebrated as a time to honour nature's patterns. It is also a Pagan & Wiccan holiday & begins at sundown. | June 21 | Observe this date with a greeting. | <p>Happy Solstice</p> <p>Happy Summer Solstice Day</p> <p>Happy Litha</p> |

| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|--|---------------------|---|----------------|---|----------------------|
| <p>June Day</p> | <p>Newfoundland</p> | <p>June Day is a civic holiday that is currently undergoing consultation between the government & Indigenous Peoples.</p> | <p>June 24</p> | <p>Staff & learners may take this day off.</p> | |
| <p>Fête Nationale /St-Jean Baptiste Day</p> | <p>Québec</p> | <p>The National Day celebrating French-Quebec. Observed in Quebec</p> | <p>June 24</p> | <p>Staff & learners may take this day off.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | |



July²⁰²³





| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS |
|-------------|------------|---|-----------|--|
| Nunavut Day | Nunavut | Commemorates the Canadian Parliament passing the Nunavut Land Claims Agreement Act & the Nunavut Act on July 9, 1993. | July 9 | Staff & learners may take this day off. Avoid scheduling events, deadlines & meetings where possible. |



ETAMARACK
INSTITUTE

August 2023



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|--|--|--|-------------------------------------|---|---|
| <p align="center">Emancipation Day</p> | <p align="center">Pan-African</p> | <p>Marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire.</p> | <p align="center">Aug. 1</p> | <p>Staff may spend the day in reflection, education & engaging in the ongoing fight against anti-Black racism & discrimination.</p> <p>Observe this date with a greeting.</p> | <p align="center">Happy Emancipation Day</p> |
| <p align="center">International Day of the World's Indigenous Peoples</p> | <p align="center">Indigenous Peoples worldwide (varies)</p> | <p>To raise awareness & protect the rights of the world's Indigenous population. This events also recognizes the achievements & contributions that Indigenous people make to improve world issues such as environmental protection.</p> | <p align="center">Aug. 9</p> | <p>Acknowledge this date.</p> | |



2023

September

| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---------------------|---|---|--|--|---|
| Krishna Janmashtami | Hinduism | A festival that marks the birth of Lord Krishna. |  Sept. 6 | <p>Staff will be operating on little sleep. Some may fast during the first day.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Happy <i>Krishna Janmashtami!</i></p> <p>May Lord Krishna be with you & your family, always!</p> |
| Rosh Hashanah* | Judaism | The New Year |  Sept. 15-17 | <p>Staff & learners may take this day off. Kosher food accommodations.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Happy New Year.</p> <p><i>Shana tova</i> (Have a good year)</p> |
| Fall Equinox* | Indigenous Peoples, Pagans, Wiccans & New Agers | Indigenous Peoples honor Equinox & Solstice as spiritual foundations rooted in nature. Pagan & Wiccan holidays start at sundown during these four celestial events. |  Sept. 23 | | |

| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---|---|--|---------------|---|---|
| Yom Kippur* | Judaism | Day of Atonement to reflect on sins & seek forgiveness. | Sept. 24 - 25 | <p>Staff & learners may be fasting & request this day off.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Have a meaningful Yom Kippur</p> <p><i>Gmar tov</i> (A good final sealing — shortened version)</p> |
| National Day for Truth and Reconciliation | Indigenous Peoples within Canada (varies) | A Canadian statutory holiday for all to recognize the legacy of the Canadian Indian residential school system. | Sept. 30 | <p>All staff may request the day off to spend time in community in reflection, learning and mourning.</p> <p>Avoid scheduling events, deadlines & meetings unless the focus is on uncovering truth as a way to move into reconciliation & includes Indigenous voices.</p> | |

October 2023

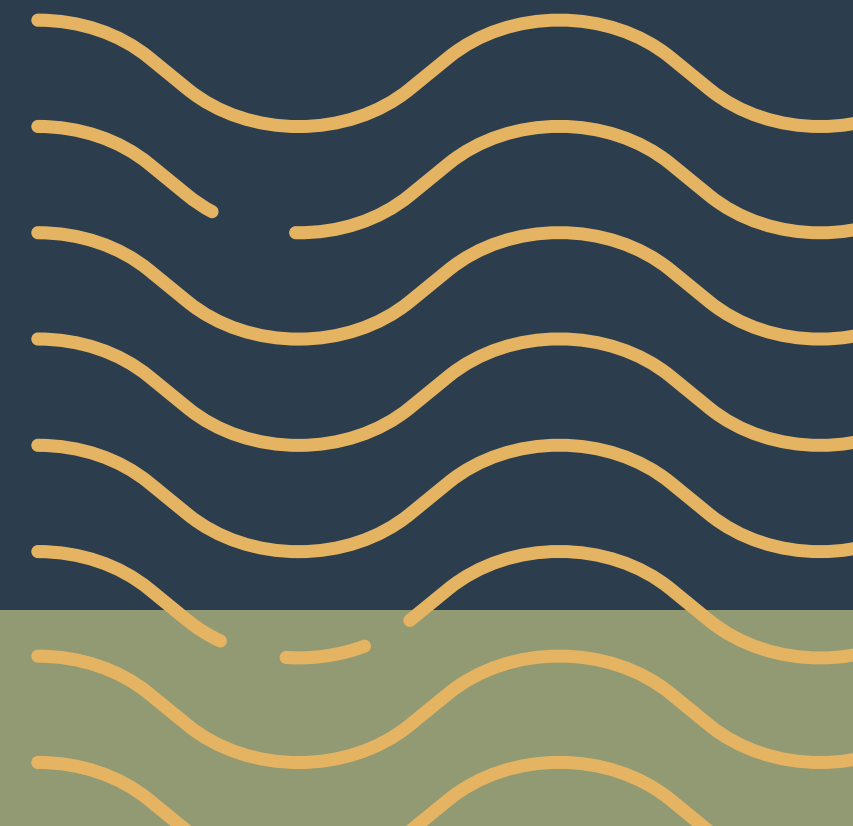
While this guide does not currently include ethnocultural, spiritual, or religious days in October 2023 that impact someone's ability to participate meaningfully at work we, recognize that there are many other days and events to celebrate, such as Islamic History Month, Women's History Month, and World Mental Health Day.

We encourage you to celebrate what is meaningful to you and your staff.

If you have suggestions on Days of Significance to include please contact [Rochelle Ignacio](#) or [Jana Harris](#).



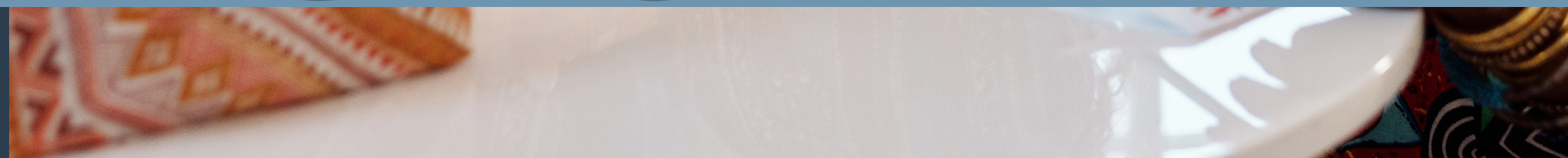
November ²⁰²³




| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---|---------------------------------|--|--|--|---|
| The Day of the Dead (el Día de los Muertos)** | Mexican People | A Mexican holiday where families welcome back the souls of their deceased relatives for a brief reunion that includes food, drink & celebration. | Nov. 2 | Staff may request the day off on this date. Avoid scheduling events, deadlines & meetings where possible. | |
| Indigenous Veterans Day | | Honours the important contributions made by First Nations, Inuit & Métis Veterans in service to Canada. | Nov. 8 | Staff may request this day off to honour those who served. Avoid scheduling events, deadlines & meetings where possible. | |
| Remembrance Day | | A memorial day observed in Commonwealth member states since the end of the First World War to honour armed forces members who have died in the line of duty. | Nov. 11 | Staff may request this day off to honour those who served. Some provinces observe this day as a holiday. Avoid scheduling events, deadlines & meetings where possible. | |
| Diwali** | Hinduism, Sikhism, Jainism | Festival of the victory of light over darkness. Marks the Hindu beginning of the New Year. |  Nov. 12 | Staff may request the day off. Avoid scheduling events, deadlines & meetings where possible. | Happy Diwali Wishes for the New Year to bring light, abundance, happiness, love, health, wealth & prosperity |
| Louis Riel Day | Indigenous Peoples & Manitobans | A commemorative observance for all Manitobans which marks the anniversary of Louis Riel's execution in 1885 | Nov. 16 | Folks may request the day off. Some provinces observe this day as a holiday. Avoid scheduling events, deadlines & meetings. | |



December ²⁰²³



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---------------------------------|---|---|---|---|--|
| Chanukah (Hanukah) | Judaism | An eight-day Jewish holiday commemorating the rededication of the Holy Temple (the Second Temple) in Jerusalem at the time of the Maccabean Revolt of the Second Century BCE. |  Sundown Dec. 7- Nightfall Dec. 15 | Based on the Jewish calendar. Observe this date with a greeting. Staff & learners may light a Menorah, exchange gifts or chocolate coins, or sing Chanukah songs. | <i>Hanukkah Sameach!</i> (Happy Hanukkah!) <i>Chag Sameach!</i> (Happy Holiday!) <i>Chag Urim Sameach!</i> (Happy Festival of Lights!) |
| Winter Solstice (also Yule)* | Indigenous Peoples, Pagans, Wiccans & New Agers | Equinox is revered by Indigenous Peoples for its spiritual connection to the natural world, while Solstice is a time to honor universal patterns. Pagan & Wiccan holidays mark these events at sundown. | Dec. 21 | Observe this date with a greeting. | Happy Winter Solstice Wishing a very Happy Winter Solstice to you Sending you warm greetings on this special day May the spring come soon |
| Kwanzaa | Pan-African | An African American & Pan-African holiday that brings a cultural message of what it means to be African & human in the fullest sense. | Dec. 26 – Jan. 1 | Observe this date with a greeting. | <i>Heri za Kwanzaa</i> Happy Kwanzaa |



2024



January



| OBSERVANCE | BACKGROUND | MEANING | 2024 DATE | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|--------------------|------------------------------|--|-----------|--|--|
| Orthodox Christmas | Orthodox & Coptic Christians | The Orthodox Church recognizes January 7 as the day that Jesus was born. | Jan. 7 | <p>Staff may request the day off on this date.</p> <p>Avoid scheduling events, deadlines & meetings as this is also a statutory holiday in many provinces.</p> | <p><i>Kala Hristouyienna</i> (Merry Christmas)</p> |
| Malanka | Ukrainians & Belarusians | Malanka is a Ukrainian & Belarusian folk holiday celebrated on January 13, which is New Year's Eve in accordance with the Julian calendar. | Jan. 13 | <p>Staff may request the day off on this date.</p> <p>Avoid scheduling events, deadlines & meetings as this is also a statutory holiday in many provinces.</p> | <p>I am pleased to extend my warmest greetings to everyone celebrating Malanka</p> |



February ²⁰²⁴

| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---------------------------------|-------------------------------------|---|--|--|--|
| Lunar New Year** | Celebrated by most Asian countries. | Lunar New Year is a celebration of the arrival of spring & the beginning of a new year on the lunisolar calendar |  February 10 | <p>Some staff may request the day off on this date.</p> <p>Formerly referred to as Chinese New Year, however is now recognized as Lunar New Year, which is more inclusive.</p> <p>Avoid scheduling events, deadlines & meetings as this is also a statutory holiday in many provinces.</p> | Happy Lunar New Year |
| Parinirvana Day (Nirvana Day)** | Buddhism | This date marks Buddha's death & attainment of final nirvana. | February 15 | Observe this date with a greeting. | No specific traditional greeting for Nirvana Day. Instead of handshakes, traditional Buddhists place palms together & bow slightly when greeting each other. |
| Louis Riel Day (MB) | Indigenous Peoples | A day that commemorates Louis Riel, the founding father of Manitoba who represented the Métis people's interests. |  February 19 | <p>This day falls on Family Day, Islander Day & Heritage Day which is observed in provinces outside of Manitoba.</p> <p>Avoid scheduling events, deadlines & meetings as this is also a statutory holiday in many provinces.</p> | |



 TAMARACK
INSTITUTE



 March 2024

| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|-----------------|------------|--|---|---|---|
| Maha Shivaratri | Hinduism | A festival called “Shiva’s night” that honors this significant deity. |  Mar. 8 | Date varies according to Hindu calendar. Observe this date with a greeting. Avoid scheduling events, deadlines & meetings where possible. Staff may request the following day off. | Wishing you a lifetime of good health, wealth, peace & prosperity on the occasion of Maha Shivratri <i>Om Namah Shivay!</i> <i>Har Har Mahadev!</i> May Shiva favor you with great wellbeing, joy & success; <i>Om Namah Shivay!</i> |
| Purim | Judaism | Commemorates the Jewish people liberating themselves from Haman in the ancient Persian Empire. |  Sundown, Mar. 23 - Nightfall, Mar. 24 | Staff & learners may be fasting from daybreak until sundown on the day before Purim. Staff may request time off for this joyous occasion. Avoid scheduling events, deadlines & meetings where possible. | <i>Chag Purim Sameach</i> (Happy Purim) |
| Holi** | Hinduism | A festival of colors that welcomes spring & a new harvest in India. |  Mar. 25 | Staff may request the day off. Avoid scheduling events, deadlines & meetings where possible. | Happy Holi Best wishes to you & your family for a Holi filled with sweet moments & memories to cherish for long. Happy Holi. |

| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|----------------|---|--|--|--|---|
| Spring Equinox | Indigenous Peoples, Pagans, Wiccans & New Agers | Equinox connects Indigenous People spiritually with nature, while Solstice honours natural patterns. It is a Pagan & Wiccan holiday beginning at sundown. |  Mar. 19 | Observe this date with a greeting. | May the happiness of spring brighten the whole year for you with lots of love. Best wishes on Spring Equinox Day to you. |
| Kurdish Newroz | Kurdish People | Newroz is the Kurdish celebration of the Persian new year holiday "Nowruz." Over the years, Newroz has come to represent new beginnings, as well as an opportunity to support the Kurdish cause. | Mar. 20 | Staff may request the day off on this date. Typically the festival is celebrated in the days running up to the Spring Equinox. Observe this date with a greeting. | <i>Nowruz Mobarak</i> (Happy New Year) <i>Nowruz Pirouz</i> (May it be a victorious new year) |
| Ramadan * | Islam | The holy month of fasting, introspection & prayer celebrated by Muslims. |  Mar. 10 - Apr. 8 | Be sensitive to the fact that staff & learners celebrating Ramadan will be fasting during the day (continuously for 30 days) & may have less stamina as a result. Avoid planning events that serve food. Date varies according to the Islamic calendar. Avoid scheduling major deadlines during this time. | <i>Ramadan Kareem</i> (Have a generous Ramadan) <i>Ramadan Mubarak</i> (Happy Ramadan) |



April 2024




| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|-------------|------------------|---|---|--|--|
| Ramadan * | Islam | The holy month of fasting, introspection & prayer celebrated by Muslims. |  Mar. 10 - Apr. 8 | Be sensitive to the fact that staff & learners celebrating Ramadan will be fasting during the day (continuously for 30 days) & may have less stamina as a result. Avoid planning events that serve food. Avoid scheduling major deadlines during this time. | Ramadan Kareem (Have a generous Ramadan) Ramadan Mubarak (Happy Ramadan) |
| Eid al-Fitr | Islam | A holiday that marks the end of Ramadan. |  Apr. 9 - Apr. 10 | Staff may request the day off on this date. If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply). Avoid scheduling events, deadlines & meetings where possible. | <i>Eid Mubarak.</i> May you be blessed with kindness, patience & love. <i>Eid Mubarak.</i> |
| Vaisakhi | Sikh Hinduism | A festival to celebrate the birth of the Khalsa. Solar New Year & spring harvest (Hindu). |  Apr. 13 | Staff may request the day off on this date. | Happy Vaisakhi! Wishing you & your family a fun-filled Vaisakhi & a prosperous new year ahead. Happy Vaisakhi! |
| Passover* | Judaism | An 8-day holiday that honors Jewish people freeing themselves from slavery in Egypt. |  Apr. 22- Apr. 30 | Provide food accommodation as requested (leavened bread products are not consumed, so people observing Passover will need kosher for Passover food). Avoid scheduling event, deadlines & meetings where possible on the first two & last two days of the holiday. | Happy Pesach (Happy Passover) <i>Chag sameach</i> (Happy holiday / Happy festival) <i>Chag Pesach samech; Pesach kasher vesame'ach</i> (Have a kosher & joyous Passover) |



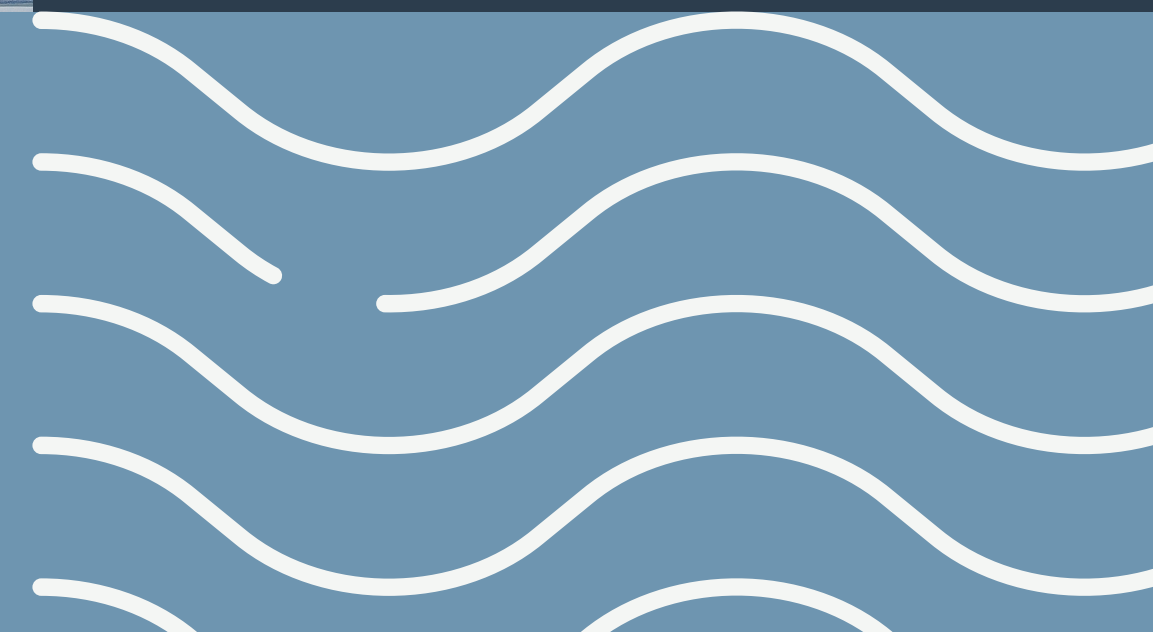
May



2024


| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|--|------------------------|---|--|---|---|
| <p>Velykden – Orthodox Easter</p> | | <p>Ukrainian Easter</p> | <p>May 5-6</p> | <p>Staff may request the day off on this date.</p> <p>Avoid scheduling event, deadlines & meetings where possible.</p> | <p>Christ has risen</p> |
| <p>Wesak (Vesak) or Buddha Day</p> | <p>Buddhism</p> | <p>The most important Theravada Buddhist festival that signifies the birth, enlightenment & death of the Buddha.</p> | <p> May 23</p> | <p>Staff & learners may have had little sleep.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Happy Wesak Day</p> <p>May you be blessed by Buddha, Dharma & Sangha.</p> <p>We sincerely wish you a fruitful & spiritually refreshing Vesak Day.</p> |



2024
June

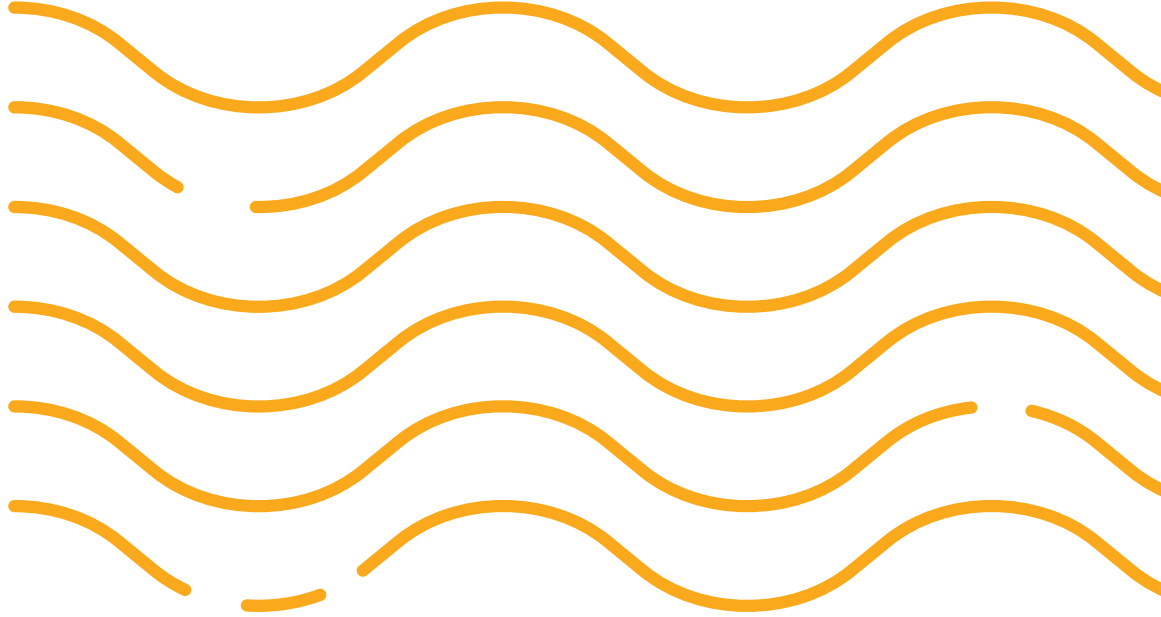


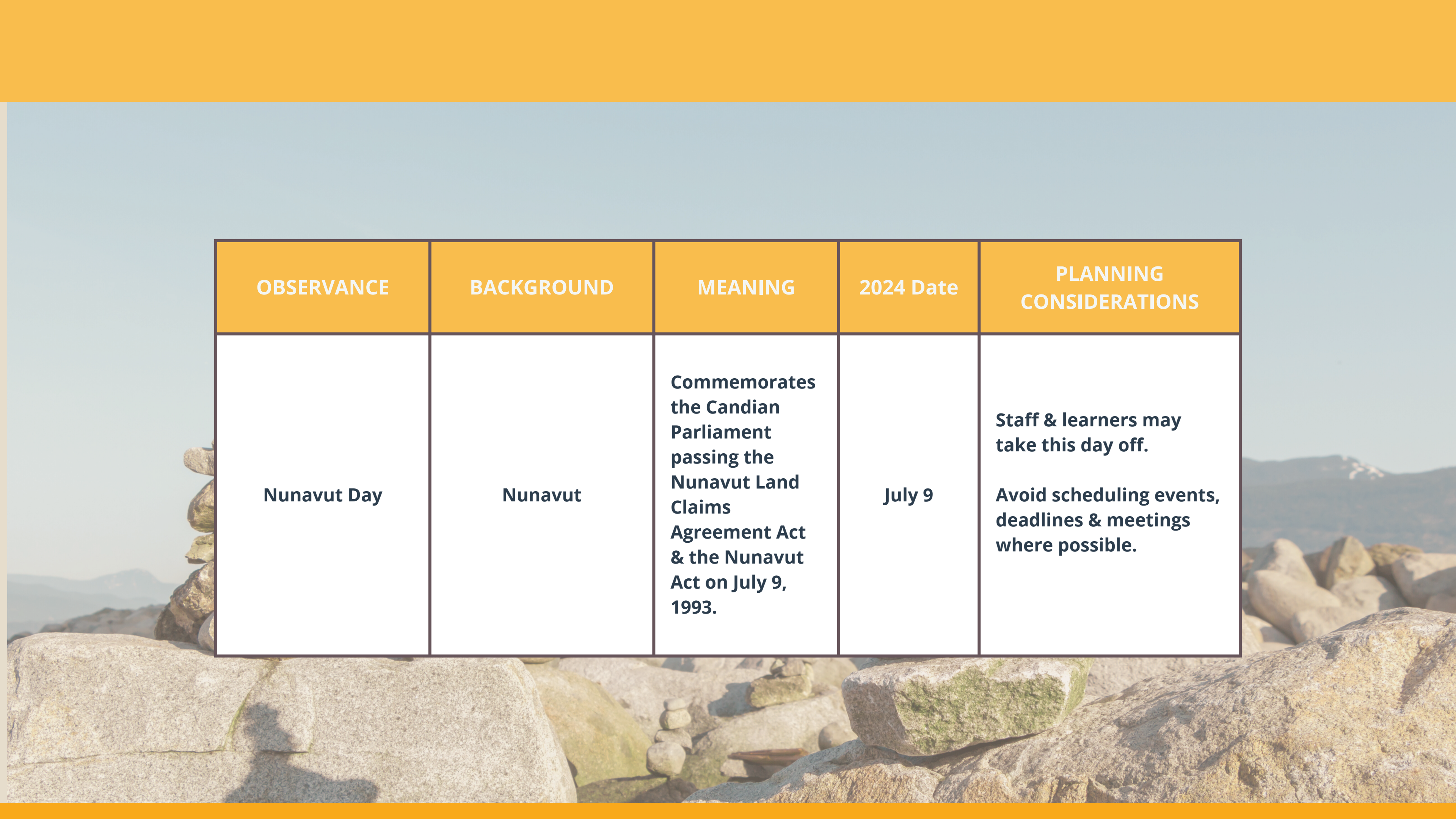
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|---------------------------------|--------------------|---|---|--|---|
| Shavuot* | Judaism | A Jewish holiday that combines a grain harvest & the giving of the Torah on Mount Sinai. |  June 11-June 13 | <p>Provide food accommodation as requested. (Kosher restrictions apply — although it is customary to eat dairy).</p> <p>Dates vary based on the Jewish calendar.</p> <p>Avoid scheduling important deadlines, events & activities on the first two & last two days of the holiday.</p> | <p>Happy Shavuot</p> <p><i>Chag sameach</i> (Happy holiday / Happy festival)</p> <p><i>Chag Shavuot sameach</i> (Happy Shavuot)</p> |
| Eid al-Adha* | Islam | A holiday that marks the end of the Hajj pilgrimage. |  June 16-June 20 | <p>If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply).</p> <p>Date varies according to the Islamic calendar.</p> <p>Avoid scheduling event, deadlines & meetings where possible.</p> | <p><i>Eid al-Adha Mubarak!</i></p> <p>A very blissful Eid al-Adha to you & your family.</p> |
| National Indigenous Peoples Day | Indigenous Peoples | A day for all Canadians to recognize & celebrating the culture & contributions of the First Nations, Inuit & Metis Peoples of Canada. | June 21 | <p>Staff may request this day off.</p> <p>Avoid scheduling events, deadlines & meetings unless they are focused on the celebration and amplification of Indigenous voices and peoples.</p> | Happy Indigenous Peoples Day |

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|--|---|--|--|---|---|
| <p>Summer Solstice (also Litha*)</p> | <p>Indigenous Peoples, Pagans, Wiccans & New Agers</p> | <p>Indigenous Peoples observe Solstice because their spiritual foundation lies in the natural world of connection & Solstice is a time to honor & acknowledge the natural patterns of our universe & existence.</p> <p>A Pagan & Wiccan holiday that begins at sundown at the spring equinox, summer solstice, fall equinox & winter solstice.</p> | <p> June 21</p> | <p>Observe this date with a greeting.</p> | <p>Happy Solstice</p> <p>Happy Summer Solstice Day</p> <p>Happy Litha</p> |
| <p>June Day</p> | <p>Newfoundland</p> | <p>June Day is a civic holiday which is currently undergoing consultation between the government & Indigenous People</p> | <p>June 24</p> | <p>Staff & learners may take this day off.</p> | |
| <p>Fête Nationale /St-Jean Baptiste Day</p> | <p>Québec</p> | <p>The Fête Nationale /St-Jean Baptiste Day observed in Quebec, celebrating French Quebec culture.</p> | <p>June 24</p> | <p>Staff & learners may take this day off.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | |



July 2024






| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS |
|-------------|------------|---|-----------|--|
| Nunavut Day | Nunavut | Commemorates the Canadian Parliament passing the Nunavut Land Claims Agreement Act & the Nunavut Act on July 9, 1993. | July 9 | Staff & learners may take this day off. Avoid scheduling events, deadlines & meetings where possible. |



August 2024



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---|---------------------------------------|--|--|--|---|
| Emancipation Day | Pan-African | Marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire. | Aug. 1 | Staff may spend the day in reflection, education & engaging in the ongoing fight against anti-Black racism & discrimination. Observe this date with a greeting. | Happy Emancipation Day |
| International Day of the World's Indigenous Peoples | Indigenous Peoples worldwide (varies) | To raise awareness & protect the rights of the world's indigenous population. This events also recognizes the achievements & contributions that indigenous people make to improve world issues such as environmental protection. | Aug. 9 | Acknowledge this date. | |
| Krishna Janmashtami | Hinduism | A festival which marks the birth anniversary of Lord Krishna. |  Aug. 26 | Staff will be operating on little sleep. Some may fast during the first day. Date varies according to Hindu calendar. Avoid scheduling event, deadlines & meetings where possible. | Happy Krishna <i>Janmashtami!</i> May Lord Krishna be with you & your family, always! Blessings of Health, Wealth, Love & Happiness. |



2024
September

 TAMARACK
INSTITUTE

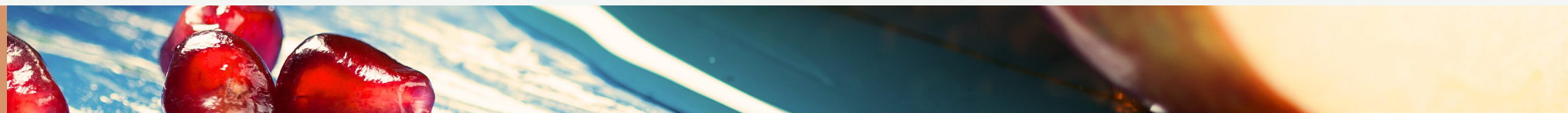


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|---------------------|---|---|-------------|--|---|
| Krishna Janmashtami | Hinduism | A festival which marks the birth anniversary of Lord Krishna. | Sept. 6 | Staff will be operating on little sleep. Some may fast during the first day. Avoid scheduling events, deadlines & meetings where possible. | <p><i>Happy Krishna Janmashtami!</i></p> <p>May Lord Krishna be with you & your family, always!</p> |
| Rosh Hashanah* | Judaism | The New Year | Sept. 15-17 | Staff & learners may take this day off. Kosher food accommodations. Avoid scheduling events, deadlines & meetings where possible. | Happy new year. <i>Shana tova</i> (Have a good year) |
| Fall Equinox* | Indigenous peoples, Pagans, Wiccans & New Agers | Indigenous People honor Equinox & Solstice as spiritual foundations rooted in nature. Pagan & Wiccan holidays start at sundown during these four celestial eventss. | Sept. 23 | | |

| OBSERVANCE | BACKGROUND | MEANING | 2024 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---|---|--|-------------|--|--|
| Yom Kippur* | Judaism | Day of Atonement to reflect on sins & seek forgiveness. | Sept. 24-25 | <p>Staff & learners may be fasting all day & may take this day off.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Have a meaningful Yom Kippur</p> <p>-<i>Gmar tov</i> (A good final sealing — shortened version)</p> |
| National Day for Truth and Reconciliation | Indigenous Peoples within Canada (varies) | A Canadian statutory holiday for all to recognize the legacy of the Canadian Indian residential school system. | Sept.30 | <p>All staff may request the day off to spend time in community in reflection, learning and mourning.</p> <p>Avoid scheduling event, deadlines and meetings unless the focus is on uncovering truth as a way to move into reconciliation and includes Indigenous voices.</p> | |



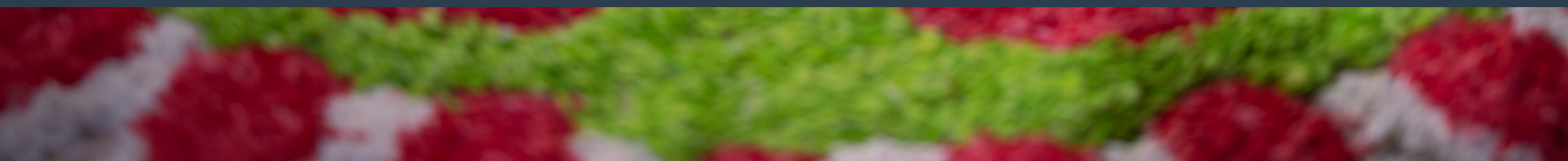
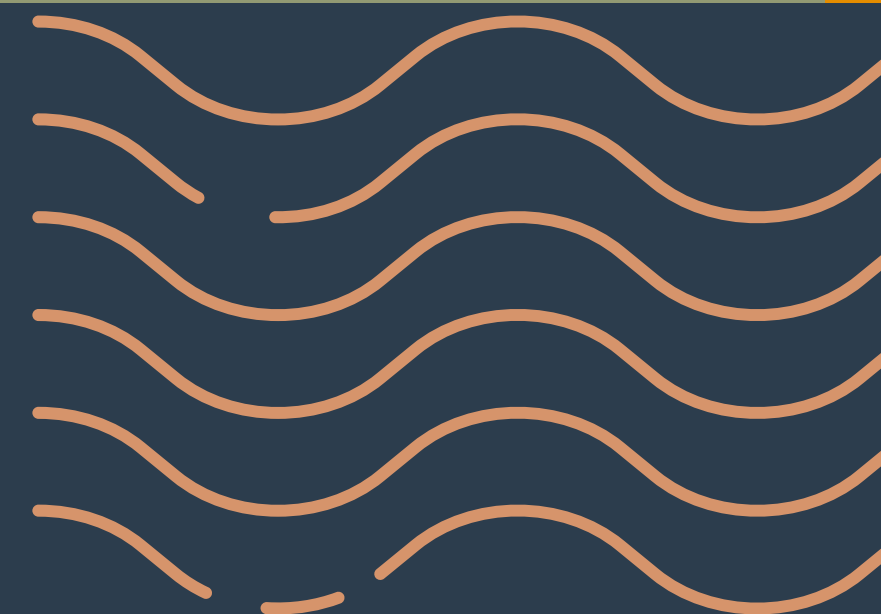
October 2024



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|----------------|------------|--------------|-----------------|---|--|
| Rosh Hashanah* | Judaism | The New Year | Oct. 2 - Oct. 4 | <p>Staff & learners may take this day off. Some Jewish people keep kosher & may need food accommodation (this day & all days).</p> <p>Dates vary based on the Jewish calendar.</p> <p>Avoid scheduling events, deadlines & meetings where possible.</p> | <p>Happy new year.</p> <p>Happy holiday.</p> <p><i>Shana tova</i> (Have a good year)</p> |



November 2024



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---|---------------------------------|--|--|--|--|
| Diwali** | Hinduism, Sikhism, Jainism | Festival of victory of light over darkness. |  Nov. 12 | Staff may request the day off. Avoid scheduling events, deadlines & meetings where possible. | Happy Diwali. Wishes for the New Year to bring light, abundance, happiness, love, health, wealth & prosperity. |
| The Day of the Dead (el Día de los Muertos)** | Mexican People | A Mexican holiday where families welcome back the souls of their deceased relatives for a brief reunion that includes food, drink & celebration. | Nov. 2 | Staff may request the day off on this date. Avoid scheduling events, deadlines & meetings where possible. | |
| Indigenous Veterans Day | | Honours the important contributions made by First Nations, Inuit & Métis Veterans in service to Canada. | Nov. 8 | Staff may request this day off to honour those who served. Avoid scheduling events, deadlines & meetings where possible. | |
| Remembrance Day | | A memorial day observed in Commonwealth member states since the end of the First World War to honour armed forces members who have died in the line of duty. | Nov. 11 | Staff may request this day off to honour those who served. Some provinces observe this day as a holiday. Avoid scheduling events, deadlines & meetings where possible. | |
| Louis Riel Day | Indigenous Peoples & Manitobans | A commemorative observance for all Manitobans which marks the anniversary of Louis Riel's execution in 1885 | Nov. 16 | Folks may request the day off on this date. Some provinces observe this day as a holiday. Avoid scheduling events, deadlines & meetings. | |



December²⁰²⁴



| OBSERVANCE | BACKGROUND | MEANING | 2023 Date | PLANNING CONSIDERATIONS | OBSERVANCE GREETINGS |
|---------------------------------|---|--|--|--|--|
| Chanukah (Hanukah) | Judaism | An 8-day Jewish holiday commemorating the rededication of the Holy Temple (the Second Temple) in Jerusalem at the time of the Maccabean Revolt of the 2nd century BCE. | Sundown Dec. 7- Nightfall Dec. 15 | Dates vary based on the Jewish calendar. Observe this date with a greeting. Staff & learners may light a Menorah, exchange gifts or chocolate coins, or sing Chanukah songs. | <i>Hanukkah Sameach!</i> (Happy Hanukkah!) <i>Chag Sameach!</i> (Happy Holiday!) <i>Chag Urim Sameach!</i> (Happy Festival of Lights!) |
| Winter Solstice (also Yule)* | Indigenous peoples, Pagans, Wiccans & New Agers | Equinox is revered by Indigenous People for its spiritual connection to the natural world, while Solstice is a time to honor universal patterns. Pagan & Wiccan holidays mark these events at sundown. | Dec. | Observe this date with a greeting. | Happy Winter Solstice; wishing a very Happy Winter Solstice to you. Sending you warm greetings on this special day. May the spring come soon. |
| Kwanzaa | Black Community | An African American & Pan-African holiday which brings a cultural message of what it means to be African & human in the fullest sense. | Dec. 26 – Jan. 1 | Observe this date with a greeting. | <i>Heri za Kwanzaa.</i> <i>Happy Kwanzaa</i> |