

# Diversity Heritage Months

Fostering an Inclusive Culture Policy (CIV 14)

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This document identifies the diversity heritage months referenced in the Fostering an Inclusive Culture policy (CIV 14). Commemorative TAP cards will be created to recognize the diversity heritage months listed below. The Office of Civil Rights, Racial Equity & Inclusion will work with related Employee Resource Groups and stakeholders to review and approve heritage month/cultural day designs of the commemorative TAP cards to ensure designs are in line with diversity, equity and inclusion goals.

Commemorative TAP cards will be created for the following Diversity Heritage Months:

- **FEBRUARY**      Black History Month / Chinese New Year
- **MARCH**        Women’s History Month / Persian New Year
- **APRIL**         National Arab American Heritage Month
- **MAY**            Asian Pacific-American Heritage Month / Jewish American Heritage Month
- **JUNE**            LGBTQ+ Pride Month / Caribbean American Heritage Month
- **SEPTEMBER**    National Hispanic Heritage Month
- **OCTOBER**      National Disability Employment Awareness Month /  
National Filipino American History Month / Diwali
- **NOVEMBER**    National American Indian and Alaskan Native Heritage Month