



# Let's Talk EDI: Holiday Celebration

Dec 6th, 2022





# Community Guidelines •



## Openness

Be open to new or differing ideas

Embrace discomfort



## Balance

Share space and the floor

Speak for yourself, not for or about others



## Confidentiality

Learnings can leave with you, but stories stay here



## Respect

Refrain from language that insults, excludes, or dismisses others

# Land acknowledgement



*x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam)*

## **Our Vision**

The Musqueam, a proud and unified people, will as a self-governing nation, work together to ensure enhanced quality of life for all generations of our people to develop a sustainable, self-reliant, vibrant community that is built upon the historical and traditional values of our community.

## **Mission**

The Musqueam, through transparent and accountable leadership, will assert the right to govern ourselves, for the benefit of all generations of our people, and exercise that right by building capable governing institutions and economies that match our culture through strong leadership.

## **Our Values**

Respect, Pride, Inclusiveness, Honour,  
Shared Responsibility

# M&I EDI Committee:

Cara Haney  
(Chair)



Ninan  
Abraham



Maria  
Tokuyama



Carolina  
Tropini



Marcia  
Graves



Karen  
Smith



David Thoms  
(Haney Lab)



Etienne Melese  
(Abraham Lab)



Baria  
Choudry  
(UG rep)

*We will be opening up a call for  
new trainees to join soon!*

# Today's session will be...

- Ice breaker/ Sign in
- ~10-15 min presentation/discussion
- Word cloud activity
- Food and socializing
- Before you leave, please fill out survey!



# Ice Breaker

Find a person who is wearing the same color shirt as you  
and introduce yourself!

Share: What brought you here today?

# Welcome to the “Let’s talk EDI” Series!

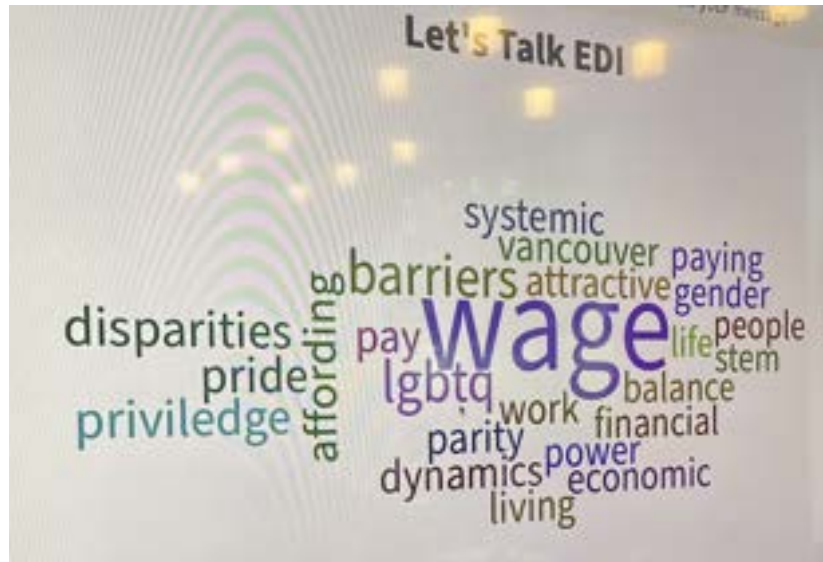
## Main Goals:

- Create an inclusive space for M&I trainees
- Space to discuss topics related to Justice, Equity, Diversity, and Inclusion (JEDI)
- Celebrate diversity within the department and preserve own identity
- Promote well-being and mental health
- Eat, socialize and have fun!

## And also...

- To recruit trainees interested in organizing EDI events for the dept
- Get feedback on activities/direction of EDI committee

# Let's Talk EDI 2022 - How it started





# Let's Talk EDI 2022 - How it went

**May:** Introductory mtg

**June:** PRIDE event

**September:** Tour of MOA

**December:** Holiday



# 'Tis the Time to be Inclusive

- Not everyone celebrates Christmas
- Some may celebrate other holidays
- Some may not have any celebrations during this time
  - Your lab member/colleague may not understand Christmas tradition references
- Even for those celebrating a holiday this time, not everyone may be going home



# Inclusive practices around holidays

- Greetings:
  - ex) “happy holidays” instead of “Merry Xmas”
- Conscious of holiday party decorations:
  - Less emphasis on one type of celebration
- Keep diverse options for food and drink items
  - Good practice to ask for dietary restrictions/accommodations
- Be understanding if someone withdraws themselves from a celebratory event
- Be open to learning about other cultural, religious, or family holiday traditions



# Practices that are not so inclusive

- Assuming what others celebrate
- Overemphasis of one type of holiday
- Force anyone to conform to your traditions
  - Decorating
  - Gift-giving
  - Party attendance
- Assume that everyone spends this time with family during December break



# Making Changes this Holiday

- Learn about the holidays that are special to your colleagues!
- Make an effort to include the different holidays celebrated by your lab members/colleagues throughout the year
- Try creating a **lab calendar with all of the holidays** that your labmates celebrate!



# Other December Holidays

## **Kwanzaa** Dec. 26 to Jan. 1

- Celebrated by the African diaspora.
- Activities around this time may include: feasts, music, dancing, poetry, narratives, and ending with reflection on the “seven principles”.

## **Hanukkah** Dec. 18-26

- The Jewish festival of lights, lasting 8-days.
- Activities around this time include: lighting a candle of the menorah each day, as well as food and song and gift giving for 8-days.

# UBC Statutory Holidays



## 2022 statutory holidays

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### JANUARY

Saturday, January 1: New Year's Day  
Monday, January 3: New Year's Day (observed)

### FEBRUARY

Monday, February 21: Family Day

### APRIL

Friday, April 15: Good Friday  
Monday, April 18: Easter Monday\*

### MAY

Monday, May 23: Victoria Day

### JULY

Friday, July 1: Canada Day

### AUGUST

Monday, August 1: BC Day

### SEPTEMBER

Monday, September 5: Labour Day  
Friday, September 30: National Day for Truth and Reconciliation

### OCTOBER

Monday, October 10: Thanksgiving Day

### NOVEMBER

Friday, November 11: Remembrance Day

### DECEMBER

Sunday, December 25: Christmas Day  
Monday, December 26: Boxing Day\*  
Tuesday, December 27: Christmas Day (observed)

# So many holidays! How many are you familiar with?

- Eid al-Adha (Islamic) - July 9-10
- Raksha Bandhan (Hindu) - August 11
- Krishna Janmashtami (Hindu) - August 18
- Rosh Hashanah (Jewish) - September 25-27
- Yom Kippur (Jewish) - October 4-5
- Sukkot (Jewish) - October 9-16
- Shemini Atzeret (Jewish) - October 16-18
- Simchat Torah (Jewish) - October 17-18
- Navaratri (Hindu) - Sept. 26-Oct. 5
- Diwali (Hindu, Buddhist, Sikh, Jain) - Oct. 24
- Gantan-sai (Shinto) - January 1
- Setsubun-sai (Shinto) - February 3
- Chinese New Year (Confucian, Taoist, Buddhist) - Feb. 1
- Magha Puja Day (Buddhist) - February 16
- Holi (Hindu) - March 17-18
- Purim (Jewish) - March 16-17
- Naw Ruz (Baha'i) - March 20-21
- Buddha Day/Visakha Puja (Buddhist) - May 8
- Pesach/Passover (Jewish) - April 15-23
- Vaisakhi (Sikh) - April 14
- Yom HaShoah (Jewish) - April 27-28
- Ramadan (Islamic) - April 2-May 2
- Eid al-Fitr (Islamic) - May 2-3
- Shavuot (Jewish) - June 4-6
- Ascension of the Baha'u'llah (Baha'i) - May 29
- Tisha B'Av (Jewish) - August 5-6
- Birth of Baha'u'llah (Baha'i) - October 26-27

Can you name anymore? Does anyone want to share more details about a certain holiday?



# Ideas for Next Year!



**Please fill out a short survey  
before you leave!**

