



Recognizing Diversity Holidays

The FPA Diversity and Inclusion Initiative strives for a focus on diversity every day. Through our members' work as financial planning professionals, we believe that in order to serve the greatest portion of the American population possible, that we must have as diverse a professional base as possible to meet the varying needs of the public.

The world is rich with diversity, and sometimes it is easier to bring a focus on diversity through observances and events celebrated by its various cultures and populations. Knowledge of the following diversity holidays and celebrations can enhance your diversity and inclusion efforts. Check out <https://www.diversitybestpractices.com/2019-diversity-holidays> for a comprehensive list of holidays formulated by experts in the Diversity and Inclusion profession.

Feel free to use these dates and monthly recognitions as opportunities to introduce and celebrate diversity, and to engage members in a different way.

Getting Started:

Take the time to involve yourself and others in learning about cultures and religions that are not part of your daily life. Involve your clients, children, family, friends and neighbors; so that we may all gain a better understanding of our global family. Talk about, show examples of and become involved in celebrating diversity today and every day. There are endless possibilities of how you can do this, but here are a few examples if you need a bit of inspiration:

- Host a pot luck meal where participants bring in dishes that represent their ethnicity or their favorite ethnic foods.
- Plan an event that brings together different ethnic groups to celebrate.
- Bring together different religious groups to learn about each other.
- Explore different cultures through art forms, poetry, music, crafts, traditional costumes, language, etc. Have an art show featuring local, diverse artists, or a poetry reading, or a concert.
- Show or create a group event to attend movies that deal with diverse topics.
- Have a display or flag ceremony of different nations' flags.
- Read about a religion you have heard of but don't know much, if anything, about.

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