

DEIB NewsLetter



WilcoHR
PEOPLE FOCUSED
PURPOSE DRIVEN

December 2023

Tips for inclusive, multicultural holiday celebrations or recognition for HR professionals in the month of December:

In December, tensions can escalate as various religious and secular holidays take place. To promote inclusivity and make employees feel valued, it is important to acknowledge and respect the religious observances that hold significance to them throughout the year.

By implementing collaborative holiday calendars and emphasizing shared meals, you can adopt several best practices to cultivate a workplace environment that embraces inclusive celebrations during the holiday season.

Resources:

- Create a shared holiday calendar: Encourage employees to use a shared calendar where they can input their cultural or religious holidays. This helps ensure that everyone's celebrations are acknowledged and respected. **(Source: [Best of HR](#))**
- Form a diverse planning committee: Include representatives from different cultural backgrounds to plan and organize holiday celebrations. This ensures that various perspectives and traditions are considered. **(Source: [Thrivers Blog](#))**
- Offer floating holidays: Provide flexibility by offering floating holidays, allowing employees to take time off for their specific cultural or religious celebrations. **(Source: [Tandem HR](#))**
- Be mindful of decorations: When decorating the workplace, consider using inclusive and neutral themes that don't favor any particular culture or religion. This helps create an environment that is welcoming to all. **(Source: [SHRM](#))**



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- Encourage sharing of traditions: Create opportunities for employees to share their holiday traditions, decorations, and meals with one another. This fosters understanding and appreciation of different cultures. (Source: [Paycor](#))
- Respect diverse observances: Allow employees the option to work remotely during holiday periods so they can observe their own traditions. Respect and accommodate different cultural observances. (Source: [LinkedIn](#))

Remember, creating an inclusive and multicultural environment during holiday celebrations requires open communication, understanding, and respect for all employees' traditions and beliefs.



Happy Holidays!

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Wilco HR December Chapter Meetings & Events

Tough Talks Take-a-ways

8 Dec 2023 11:30 AM | 1615 Scottsdale Dr #200A, (Bold Coast Room) Cedar Park, TX 78641, USA

New Member Orientation and Info Session (Virtual Event)

13 Dec 2023 5:30 PM



December Chapter Meetings & Events

Event: Thursday, December 7, 2023 | 12:00 pm - 1:00 pm

JOINT END OF YEAR CELEBRATION

[RSVP HERE](#)

Event: Friday, December 8, 2023 | 8:30 am - 2:30 pm | West Houston Institute

GULF COAST YOUNG WOMEN'S EMPOWERMENT SUMMIT

[RSVP HERE](#)

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WilcoHR Year-End Raffle

Every year WilcoHR makes a donation to the SHRM Foundation. The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation. It provides research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals and opportunities for HR professionals to make a difference in their local communities.

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management. We appreciate your support and best of luck in the raffle!



[Full details here!](#)

