HOLIDAY SEASON 101

The Winter Holiday Season

The winter holiday season spans from the 20th of November to the 24th of January every year of the Gregorian calendar and covers over 14 different religious holidays. At this time of the year, it is important to recognize the diversity among our workforce and find ways to celebrate in inclusive and respectful ways.

We invite coworkers to celebrate the “holidays” with a focus on shared values such as joy, hope, peace, giving, and the importance of community.

Access an [Interfaith Calendar](https://www.diversityresources.com/interfaith-calendar-2022/) to learn more about significant dates at this time of the year!

Tips for Managers

As managers, we need to remember to treat everyone equitably at this time of year – no matter someone’s religion, culture, family size, or willingness to show “festivity”. Managers should take time to talk to their team about what the group would like to experience collectively and what works for them. It’s not one size fits all!

Helpful things to do:

* Keep it voluntary
* Choose decorations unaffiliated with a religion
* Create awareness around different ways to celebrate
* Consider scheduling wisely
* Invite feedback to make next year even better

Greeting Your Colleagues

**“Happy Holidays”** is widely accepted as the broadest and most inclusive greeting at this time of year. Think of it this way: “Happy Holidays” includes Christmas as one of those holidays, and “Merry Christmas” leaves out everything other than Christmas.

Until you know what your colleague personally celebrates, make sure to keep it generic. Once your colleague confirms their preference, then you can greet them in the specific way that works for them!

Other Inclusive Holiday Greetings:

* Season’s greetings!
* To a healthy, happy, and peaceful New Year.
* Best wishes for the holidays!
* Here’s to better times ahead and a very happy New Year!
* Festive greetings!
* Happy winter break!

Wellness & the Holiday Season

While we may assume that this time of year is inherently happy and festive for everyone, it can actually end up being a particularly difficult time for many people. With increased expectations to engage in social events and the financial pressure that often comes with this time of year, many may end up feeling isolated and stressed.

It’s important to check in with your colleagues, offer companionship, and remind each other that “giving” can take many forms. If you or someone you know is struggling at this time, please remember there are lots of resources and supports available.

The PSC is committed to fostering a healthy workplace that focuses on well-being and where employees feel valued. Visit [the wellness and mental health web page](http://intracom/hr-rh/healthy-sante-eng.htm) to learn about the resources and tools available to you.

    