



Coated Products North America

# DIVERSITY & INCLUSION

## Monthly SnapShot

September 2023

Notable dates that have shaped our Country toward a more inclusive culture.

- Sept 4 Labor Day
- Sept 5 Int Day of Charity
- Sept 11 Patriot Day (USA)
- Sept 15 Int Day of Democracy
- Sept 15 Rosh Hashanah begins (Jewish)
- Sept 16 Mexican Independence Day
- Sept 21 Int'l Day of Peace
- Sept 22 National Native American Day
- Sept 24 Yom Kippur (Jewish)
- Sept 29 Sukkot (Jewish)
- Sept 30 National Day for Truth and Reconciliation (Canada)

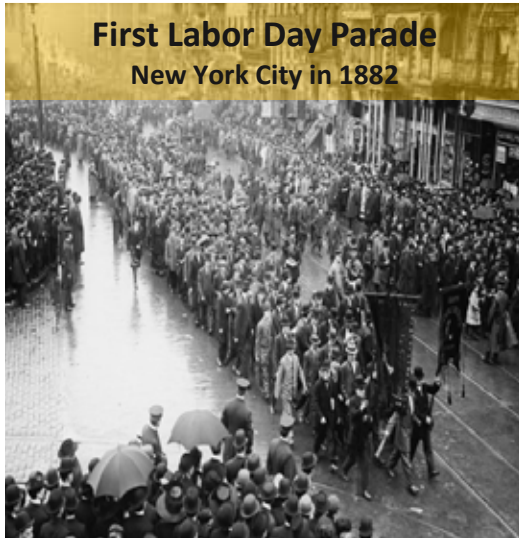
### MONTH LONG OBSERVANCES



## Appreciating Our Differences

As we welcome and appreciate our differences and uniqueness, we take the time to recognize historical events, holidays, or celebrations that have shaped our culture and communities each month.

**First Labor Day Parade**  
New York City in 1882



**Labor Day** is a federal holiday in the United States celebrated on the first Monday in September to honor and recognize the American labor movement and the work and contributions of laborers to the development and achievements of the United States. The three-day weekend it falls on is called **Labor Day Weekend**.

Beginning in the late 19th century, as the trade union and labor movements grew, trade unionists proposed that a day be set aside to celebrate labor. "Labor Day" was promoted by the Central Labor Union and the Knights of Labor, which organized the first parade in New York City. In 1887, Oregon was the first state of the United States to make it an official public holiday. By the time it became an official federal holiday in 1894, thirty states in the U.S. officially celebrated Labor Day.

The **Mexican War of Independence**, September 16, 1810 – September 27, 1821) was an armed conflict and political process resulting in Mexico's independence from Spain. It was not a single, coherent event, but local and regional struggles that occurred within the same period and can be considered a revolutionary civil war. It culminated with the drafting of the Declaration of Independence of the Mexican Empire in Mexico City on September 28, 1821.

# NATIVE AMERICAN DAY



Native American Day is a holiday observed in several US states to celebrate Native American culture. In California and Nevada, the holiday is designated on the fourth Friday of September, whereas in South Dakota and Wisconsin, it falls on the second Monday of October. Within each of these states, Native American Day honors the cultural contributions of Native American communities to the respective state's history and the overall country. The state of Washington celebrates Native American Heritage Day on the Friday immediately following the fourth Thursday in November. Tennessee observes a similar American Indian Day each year on the fourth Monday of September. President George W. Bush signed legislation introduced by Congressman Joe Baca, to designate the Friday after Thanksgiving as Native American Heritage Day.



**Yom Kippur** is the holiest day in Judaism and Samaritanism. It occurs annually on the 10th of Tishrei, corresponding to a secular date in September or early October. Primarily centered on atonement and repentance, the day's main observances consist of full fasting and ascetic behavior accompanied by long prayer services in synagogue and sin confessions.

**The CPNA Diversity & Inclusion Advisory Council**  
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