

## RESOLUTION ADOPTING THE 2018 HERITAGE CALENDAR

WHEREAS, National Heritage Month observances are an integral part of the National Equal Employment Opportunity and Civil Rights Program;

WHEREAS, the purpose of these programs is to ensure that agencies take affirmative steps to provide equal opportunity to minorities, women and people with disabilities in all areas of employment and provide cultural awareness to everyone;

WHEREAS, the City of Greensboro continues to not discriminate on the basis of sexual orientation, gender expression, gender identity on the basis of an applicant's suitability for the job and award them, with respect to compensation and opportunity for training and advancement, including upgrading and promotion; and

WHEREAS, The City of Greensboro wants to make official its annual recognition of Nationally Recognized Heritage Months such as:

February

### **African American/Black History Month**

African American/Black History Month was established to recognize the contributions of African Americans and foster a better understanding of the African American experience.

March

### **National Women's History Month**

Women's History Month started as Women's History Week in 1978. In 1987, Congress was petitioned to expand the week to an entire month. The month recognizes the important contributions made by women through programs in school, workplaces and communities.

May

### **Asian/Pacific American Heritage Month**

Asian/Pacific American Heritage observation originally began as Asian/Pacific Heritage week on July 10, 1978. In 1992, President Bush signed legislation designating May as Asian/Pacific American Heritage Month. The term Asian/Pacific American includes many ethnic groups with diverse cultures. The month celebrates the collective achievements of the many different communities of Asian/Pacific descent.

### **Jewish American Heritage Month**

Jewish American Heritage Month is a month to celebrate the contributions Jewish Americans have made to America since they first arrived in New Amsterdam in 1654.

### **Older Americans Month**

Older Americans Month was established by presidential proclamation to honor the contributions of older Americans to society. Older Americans Month is a time to celebrate and reflect on the unique contributions of older Americans in our society.

June

**Lesbian, Gay, Bisexual and Transgender Pride Month**

Lesbian, Gay, Bisexual and Transgender Americans have made important and lasting contributions to our nation in every field of endeavor. President Barack Obama declared June Lesbian, Gay, Bisexual and Transgender Pride Month on June 1, 2009.

**Caribbean American Heritage Month**

On June 5, 2006, President George W. Bush signed a proclamation making June officially Caribbean American Heritage Month. This month has been established to recognize the historic relationship between the people of the Caribbean and the people of the United States as well as to recognize the many contributions Caribbean immigrants and their descendants have made to the well-being of America.

September/October

**Hispanic Heritage Month**

The first Hispanic Heritage Week was approved on September 15, 1968. The month gives people the opportunity to plan and participate in ceremonies and activities that recognize the contributions of the many diverse cultures within the Hispanic community. In 1988, the celebration was expanded to a month and goes from September 15 to October 15.

October

**National Disability Employment Awareness Month**

In 2003, previously known as National Employ the Handicapped Week, President George W. Bush proclaimed October as National Disability Employment Awareness Month. During this month, we recognize the many contributions citizens with disabilities make to our society, and we reaffirm our commitment to helping them achieve their full inclusion in our workforce.

November

**National American Indian Heritage Month**

National American Indian (or Native American) Month was enacted with a presidential proclamation in 1990. During the month, all Americans are encouraged to participate in programs ceremonies and activities that celebrate American Indian and Alaskan Native peoples' important contribution to the United States.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENSBORO:

That we observe the preceding nationally recognized Heritage Months throughout 2018.