



Yolo County Health and Human Services Agency (HSA) Cultural Competence Committee (CCC)

2019 Inclusive Planning Checklist



Celebrate Diversity * Schedule Respectfully * Foster Respect * Demonstrate Inclusion

As you and your team plan for another year of excellent service, you are invited to utilize this checklist to enhance efforts to provide culturally competent, responsive and proficient services.

- ✓ **Provide publicity for events in threshold and needed languages.**
Utilize culturally appropriate translated materials to publicize events, programs and activities.
- ✓ **Ensure access, participation and accommodations for individuals with disabilities.**
Make needed arrangements for individuals with physical mobility limitations, visual and hearing impairments and developmental disabilities.
- ✓ **Provide interpreter services at programs and events.**
Arrange for interpreters or language line assistance at programs and events.
- ✓ **Ensure reception areas, lobbies and points of access are welcoming.**
Display multi-cultural and LGBTQ+ inclusive artwork, magazines and resources.
- ✓ **Ensure staff events, celebrations and activities are respectful of diverse cultures.**
Facilitate inclusive activities and be mindful of cultural appropriation activities. (Ex: Consider “Gratitude Gathering” versus “Thanksgiving Gathering” OR “Beach” themed event versus “Luau” themed event.)
- ✓ **Ensure inclusive options when serving or providing food.**
Include vegan, vegetarian, non-pork, non-shellfish and kosher options. Also, be aware of and honor periods of fasting.
- ✓ **Coordinate events and activities that are mindful of varying socio-economic levels.**
Offer free, discounted or no-cost opportunities to participate in functions. (Ex: Plan for brown bag options when planning staff meal outings. Host events at locations that do not require admission fee. Publicize potluck events with the options to bring your own lunch, bring a dish to share or just bring yourself to socialize with others.)
- ✓ **Review and analyze data through a health disparities lens.**
Ensure data analysis includes review of demographic data in relation to total population data to identify disparities to address. (Ex: Review how many members of a cultural group are living in the county, need services and received services versus just reviewing the number of members of a cultural group who received services.)
- ✓ **Celebrate, honor and recognize multi-cultural holidays, events and observances.**
Raise awareness and plan for appropriate recognition activities. Please see 2019 calendar of multi-cultural holidays, events and observances on page 2.

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**CELEBRATE, HONOR AND RECOGNIZE
 MULTI-CULTURAL HOLIDAYS, EVENTS AND OBSERVANCES**

Raise awareness about cultural events each month and plan for appropriate recognition activities.

January 2019	February 2019	March 2019
1 – Emancipation Proclamation Day 7 – Orthodox Christmas (Russia) 15 – Martin Luther King, Jr. Day 27 – International Day of Commemoration in Memory of the Victims of the Holocaust	* African American/Black History Month 1 – National Freedom Day 5 – Lunar New Year 14 – St. Valentine’s Day 15 – Parinirvana or Nirvana Day 18 – President’s Day	*Women’s History Month * National Developmental Disabilities Awareness Month 6 – Ash Wednesday 17 – St. Patrick’s Day 20 – Holi begins 21 – Holi ends 31 – Cesar Chavez Day 31 – International Transgender Day of Visibility
April 2019	May 2019	June 2019
8 – Buddha’s Birthday 19 (sundown) – Passover/Pesach begins 21 – Easter/Resurrection Sunday 25 – Gathering of Nations Celebration begins 27 – Gathering of Nations Celebration ends 27 (sundown)-Passover/Pesach ends	* Jewish American Heritage Month * Older Americans Month * Asian Pacific American Heritage Month 1 – Holocaust Remembrance Day 5 – Ramadan begins 5 – Cinco de Mayo 27 – Memorial Day	* - Lesbian, Gay, Bisexual and Transgender Pride Month 4 – Ramadan ends 9 – National Puerto Rican Day Parade 19 – Juneteenth 28 – Stonewall Rebellion
July 2019	August 2019	September 2019
4 – Independence Day 15:- St. Vladimir of the Great Day 16 - Asalha Puja, or Dharma Day 18: Nelson Mandela International Day 26 – Disability Independence Day	15 – Feast of the Assumption 26 – Women’s Equality Day 30 (sundown) – Al-Hijra begins 31 (sundown) – Al-Hijra ends	* National Hispanic Heritage Month 2 – Labor Day 12 – Ethiopian New Year 29 (sundown) – Rosh Hashana begins
October 2019	November 2019	December 2019
* Global Diversity Awareness Month * National Disability Employment Awareness Month *Breast Cancer Awareness Month * National Italian American Heritage Month 1 (sundown) – Rosh Hashana ends 2 – Mahatma Gandhi’s Birthday 6 – German American Heritage Day 8 (sundown) – Yom Kippur begins 9 (sundown) – Yom Kippur ends 14 – Indigenous Peoples’ Day	* Native American Heritage Month 1 -Day of the Dead/Dia de los Muertos 4 – Unity Day (Russia) 11 – Veterans Day 20 – Transgender Day of Remembrance 28 – Thanksgiving 29 – American Indian Heritage Day/Native American Heritage Day	1 – World AIDS Day 1 – Rosa Parks Day 2 – International Day for Abolition of Slavery 3 – International Day of Disabled Persons 7 – Pearl Harbor Day 8 – Bodhi Day 12 – Fiesta de Guadalupe 16 – Las Posadas begins 22 (sundown) – Hanukkah begins 24 – Las Posadas ends 25 – Christmas 26 – Kwanzaa begins (7 days) 30 (sundown) – Hanukkah ends 30 – Rizal Day