

# Celebrate Diversity

#MOCelebratesDiversity



Each month, the Office of Equal Opportunity (OEO) celebrates the diversity of our state's workforce. We look forward to providing content that embraces the differences that make us better together. Check us out [here!](#)

## Ways to Make Holiday Celebrations More Inclusive

By The Office of Equal Opportunity

Holidays are a time when friends, family members, and coworkers come together and celebrate. When planning holiday celebrations, it is important that you try to make everyone feel included. According to The Center for Association Leadership (ASAE), there are four simple practices that employers can do to make sure their employees feel included in holiday celebrations:

1. Ask employees what they want. When in doubt, ask your staff for their opinions. If you have a party-planning committee, make sure it includes employees with various backgrounds and religious beliefs.
2. If you have a holiday party, plan it with care. Make your party non-denominational, and make sure that staff knows that attendance and any activities involved are completely optional. Consider scheduling the event at a less busy time of the year.
3. Offer extra flexibility, if possible. Recognize that the holidays can be stressful for many team members. Try to take a well-rounded approach to productivity during the busy season.
4. Adopt an open, learning-focused perspective. Foster an inclusive workplace during the holiday and encourage employees to share how they celebrate with one another.



Showing interest and appreciation for others' beliefs and holiday traditions can go a long way! For more information or tips on how to make holiday celebrations more inclusive, please visit <https://www.asaecenter.org/>

Contact us if you have ideas on diverse groups to celebrate at [CelebrateDiversity@oa.mo.gov](mailto:CelebrateDiversity@oa.mo.gov).