

Honoring Diversity

Día de Los Muertos Community Ofrenda

On October 30, the Organization of Latino Affairs (OLA) Employee Resource Group (ERG) curated a Día de Los Muertos (Day of the Dead) altar of remembrance (ofrenda) at the headquarters Cafeteria. Staff were encouraged to add pictures and names of their dearly departed in remembrance.



2024 Ofrenda: Staff added photos or names of loved ones in remembrance to OLA's Dia de Muertos Ofrenda

Building Community

Veterans Day Event

The Veterans Awareness Group ERG hosted its annual Veterans Day celebration on November 6. The event included a performance by the National Color Guard. Also, Vice Chair Richard P. Santos provided opening remarks. 84 employees, Board Chair Nai Hsueh and Directors Beall, Estremera and Varela were in attendance.



Annual Veterans Day celebration

Meet the Crafters Event Kicks Off Holiday Craft Faire

The Women of Water (WOW) and Network and Activities for Parents (NAP) ERGs collaborated with Human Resources and the Office of REDI to kick off the Valley Water annual tradition, with a "Meet the Crafters" event on November 7. This event was a chance for staff to engage and chat with local Valley Water crafters about the items they created. The event featured 21 crafters and attracted over 75 staff members to the kick off.



Meet the Crafters: Staff check out the various crafts while meeting the crafters

Vegetarian Thanksgiving Gathering

On November 13, the Green Team ERG hosted a vegetarian Thanksgiving potluck at the Administration Building cafeteria. This annual event was an opportunity to enjoy a sustainable, plant-based meal with colleagues, promoting sustainability and building community among peers. A total of 31 employees joined the event.



Vegetarian Thanksgiving Potluck event

Annual Toys for Tots Collection

The Veterans and Network & Activities for Parents (NAP) ERGs joined forces to collect new, unwrapped toys for the United States Marine Corps' Toys for Tots program. The collection period will run from October 15 through December 3. Eleven toy bins are located at various locations throughout the agency.



Last year, staff supported the Veteran's Awareness Group and Network and Activities for Parents ERGs' Toys for Tots Collection Drive

NOVEMBER: ERG AND REDI PARTICIPATION NUMBERS

Date	Event/Activity	Attendees
FY 25 Previous Months Total:		1,878
Nov. 6	Veterans Day Event	84
Nov. 7	Meet the Crafters & Annual Craft Faire Kick Off	75
Nov. 13	Vegetarian Thanksgiving Gathering	31
Nov. 14	All Employee Town Hall	463
November Total:		653
FY 2025 Total (To Date):		2,531

LOOKING AHEAD

Upcoming December Events

- **Dec. 03** Veterans and NAP's Annual Toys for Tots Drive (Last day)
- **Dec. 07** OLA's Annual Volunteer Event: Santa Visits Alviso
- **Dec. 11** ABE Lunch and Learn
- **Dec. 12** NAP's Winter Social and Ugly Sweater Contest
- **Dec. 12** Tribal Engagement Conversation Panel
- **Dec. 18** ABE Kwanzaa Potluck

CULTURALLY SIGNIFICANT DATES

This list only includes official observances, culturally significant, and secular festivities and may not be a complete list.

Dec. 1	World AIDS Day
Dec. 2	International Day for the Abolition of Slavery
Dec. 3	International Day of Persons with Disabilities
Dec. 7	Pearl Harbor Remembrance Day
Dec. 10	Human Rights Day/ Start of Human Rights Week
Dec. 18	International Migrants Day
Dec. 21	Homeless Persons Memorial Day
Dec. 25—Jan. 1	Hanukkah (Chanukah)
Dec. 26—Jan. 1	Kwanzaa

RELIGIOUS HOLIDAYS AND OBSERVANCES

Religious practices or obligations may limit an individual's ability or availability to participate in some activities during the observance period.

Dec. 1	Advent Sunday
Dec. 4	The Entry of the most Holy Theotokos into the Temple
Dec. 8	Feast of the Immaculate Conception
Dec. 11	Maun Agiyaras
Dec. 20	Yalda
Dec. 21	Yule Day
Dec. 24	Christmas Eve
Dec. 26	Hanukkah/Chanukah begins*
Dec. 26	Kwanzaa begins
Dec. 31	New Year's Eve

*Holidays that begin at sundown the day before