



# NCR Diversity, Equity and Inclusion

Cultural Observances, Awareness Information and Events

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## Juneteenth and Pride Month

### Did You Know

#### Why Is Juneteenth Significant?

Juneteenth, also known as Freedom Day, Jubilee Day. Juneteenth is a holiday commemorating the liberation of Black enslaved people in America. When Union soldiers arrived in Galveston, Texas on June 19, 1865, they announced the freedom of the enslaved population there. This happened more than two years following President Abraham Lincoln's Emancipation Proclamation.

After intense civil unrest following the murder of George Floyd in 2020, many Americans, Black and non-Black, have given more attention to the Juneteenth holiday and its significance.

“The struggle for racial equality has yet to be fulfilled. Black Lives Matter movement has drawn attention to the inequalities African Americans continue to face in the United States.

**Annual Celebration Date:: 19-June**

**Also called:** Freedom Day, Jubilee Day, Cel-Liberation Day, Emancipation Day

**Significance:** Emancipation of the last remaining enslaved African Americans in the Confederacy

**Observances:** Exploration and celebration of African American history and heritage

### What Is Pride Month About?

Lesbian, Gay, Bisexual and Transgender Pride Month (LGBT Pride Month) is celebrated annually in June to honor the 1969 Stonewall riots, and works to achieve equal justice and equal opportunity for lesbian, gay, bisexual, transgender, and questioning (LGBTQ) Americans. In June of 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist the police harassment and persecution to which LGBT Americans were commonly subjected. This uprising marks the beginning of a movement to outlaw discriminatory laws and practices against LGBT Americans.

There will be celebrations to include pride parades, picnics, parties, workshops, symposia and concerts, and LGBT Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that LGBTQ individuals have had on history locally, nationally, and internationally.

It's a no-brainer that diversity makes for a stronger organization. When organizations embrace and value members of different backgrounds into an inclusive workplace, they reap the rewards in creativity and innovation, improved performance, and more.

But diversity isn't the same as inclusivity. Think of inclusivity as the next step to successfully supporting a diverse working group: It's all about creating an inclusive environment that welcomes and includes each member regardless of sex, race, gender, age, religious background, physical ability, or sexual orientation.

**Respect means treating everyone equally regardless of their ability, age, ethnicity, gender, race, or sexual orientation.**

**We are all human and our preconceived notions can sometimes affect our judgement about other people, but it's so very important,”**