

UNDERSTANDING *EID AL-ADHA*

What is Eid al-Adha?

Eid al-Adha, also called the Festival of Sacrifice, is one of two major holidays in Islam, along with Eid al-Fitr. Eid al-Adha commemorates or celebrates Ibrahim's commitment to Allah, or God, that he showed through his willingness to sacrifice his son. Eid al-Adha marks the end of the Hajj, the pilgrimage to Mecca that many Muslims try to make at least once in their lifetime.

In 2018, Eid al-Adha begins Monday evening, August 20 and is typically celebrated for two or three days in the US, but can last up to ten days depending on both individual observance and the customs of where one lives in the world. Many communities mark the beginning of the holiday with the sighting of the new moon.

What do Muslims do for Eid al-Adha?

On the first morning of Eid, many Muslims get dressed up and go to special Eid prayers, typically at their local mosque or community center.

After prayers, they may visit with friends and family, sometimes exchanging gifts.

They also share a meal with friends and family, typically including goat to commemorate the animal that was sacrificed instead of Ibrahim's son.

Some Muslims butcher a whole goat and keep a third to eat themselves, give a third away to friends or family, and donate a third to the needy.

Eid al-Adha is also a time for giving to those in need. Many Muslims do charity work-- giving money or food to the poor or volunteering for a community organization.

What can I do to create an inclusive and supportive space?

Be mindful of the significance of this holiday for Muslims.

The first and best step is to be mindful that the people who make up your diverse company or organizational community celebrate a variety of holidays that may limit their participation in events or require certain days off. Don't schedule big company events and, if avoidable, project deadlines during this time.

Allow for time off.

Many Muslims choose to take a day off to go their mosque or community center and spend time with family and friends. If a day off isn't possible, a flexible schedule that includes working from home allows people to spend time in prayer and with family as needed and work on projects when they have available time.

Is there a holiday greeting?

Yes!

You can wish your Muslim friends and colleagues **Eid Mubarak!**, which means 'Happy Eid!'



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