

Friends and colleagues:

In celebration of Arab-American Heritage Month, we would like to emphasize the long history of Arab-Americans who have made significant contributions to the world, as well as [Arab Americans' Beginning in America – And the Quest for Fair Representation](#). Arab American Heritage Month also falls in line with [Ramadan](#) this year. During Ramadan, followers of Islam, also recognized as Muslims, observe this holy month of fasting, introspection, and prayer which begins at sunset on Saturday, April 2 and ends at sunset on Sunday, May 1, 2022, dependent on the [lunar cycle](#).

It should be noted that Arabs might practice Islam, but [not all Arabs are Muslim](#). Arabs are an [ethno-linguistic group of people](#) who speak the Arabic language as their mother tongue and have origins in the Arabic Peninsula, many of whom are Muslim, but many of whom are not.

We encourage you to be cognizant of your colleagues, friends, and family who observe Ramadan as they fast from dawn (sunrise) to dusk (sunset) and take personal time for “intense devotion and spiritual practice”.

We'd also like to extend a few considerations during Ramadan, with great hopes of supporting our Muslim colleagues:

- Extend grace. You may notice that some of your colleagues may seem fatigued and not as responsive because they are not allowed to consume any food or liquid during this time.
- If a Muslim employee is not fasting, don't ask why.
- Be flexible with time off, especially immediately after Ramadan since this is when the [Eid al-Fitr celebration](#) begins.
- More: [Ways to Support Your Muslim Friends During Ramadan](#)

Thank you to those who contributed their valuable perspectives on this message, we hope we have done justice to your expertise and wisdom!

With humility,
Ha, Melissa, and Christina