

MULTICULTURAL INCLUSION CALENDAR 2024



INVESTING
ETHNICITY



Establishing clear and inclusive policies within your company is a key part of its ethnicity journey. It is important that businesses foster a sense of inclusion by creating policies that give colleagues the opportunity to fully celebrate religious and culturally significant holidays without apprehension that it will impact their careers.

This non-exhaustive interfaith multicultural calendar aims to provide guidance to organisations and their Network Groups on what working days or periods may hold major religious or cultural significance to their colleagues.

It complements our guidance on creating inclusive holiday policies, which can be accessed via our [membership](#) alongside other resources for your organisation's ethnicity strategy.

Please note that this calendar is non-exhaustive. For any date suggestions, please email us at admin@investinginethnicity.org

Maturity Matrix Recommendation

[BA7/start] Have a policy to allow holidays for colleagues from different religious/cultural backgrounds.

CALENDAR KEY



Sikhism



Buddhism



Islam



Judaism



Christian



Health & Disability



Hinduism



Heritage and Awareness



LGBTQ+



Dates subject to change, and/or begins at sunset the previous day





JANUARY 2024

M	T	W	T	F	S	S
1	2	3	4	5	6 +	7
8	9	10	11	12	13 ⚔️ ॐ	14
15 👥	16	17 ⚔️	18	19	20	21
22 👥	23	24	25	26	27 👥	28
29	30	31				

MONTHLY HIGHLIGHTS

+ **CHRISTIANITY**
6th: Epiphany




⚔️ ॐ **SIKHISM & HINDUISM**
13th: Lohri (start of harvest)

👥 **HERITAGE AND AWARENESS**
15th: Martin Luther King Jr Day
22nd: Lunar New Year
27th: International Day of Commemoration of victims of the Holocaust

⚔️ **SIKHISM**
17th: Guru Gobind Singh Birthday



FEBRUARY 2024

M	T	W	T	F	S	S
			1	2	3	4
5 	6	7	8	9	10	11
12	13	14 + 	15	16	17	18
19	20 	21	22	23	24	25
26	27	28	29			

MONTHLY HIGHLIGHTS



HERITAGE AND AWARENESS

5th: Race equality week
20th: World Day of Social Justice



CHRISTIANITY

14th: Lent



HINDU

14th: Vasant Panchami
 (worship of Goddess Saraswati, start of spring)



MARCH 2024

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8 	9	10
11 	12	13	14	15	16	17
18	19	20	21	22	23	24 +
25 	26	27	28	29 +	30	31 +

MONTHLY HIGHLIGHTS



HINDU

8th: Maha Shivaratri (fasting)



HERITAGE AND AWARENESS

8th: International Womans Day



ISLAM

11th: Ramadan starts



CHRISTIANITY

24th: Palm Sunday
29th: Good Friday
31st: Easter








HINDUISM

25th: Holi (festival of colours)



APRIL 2024

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9 	10	11	12	13 	14
15	16	17	18 	19	20	21
22 	23	24	25	26	27	28
29	30 					

MONTHLY HIGHLIGHTS



ISLAM
9th: Eid al-Fitr (end of Ramadan)



SIKHISM
13th: Vaisakhi (Birth of Sikhism)
18th: Guru Angad Dev Ji Birthday




JUDAISM
22nd: Passover first day
30th: Passover final day




MAY 2024

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

MONTHLY HIGHLIGHTS

 **CHRISTIANITY**
19th: Pentecost

 **HERITAGE AND AWARENESS**
19th: Malcom X Day

 **JUDAISM**
22nd: Second Passover



JUNE 2024

M	T	W	T	F	S	S
					1 	2
3	4	5	6	7	8	9
10	11	12	13	14	15 	16 
17	18	19	20	21	22	23
24	25	26	27	28	29	30

MONTHLY HIGHLIGHTS



LGBTQ+ PRIDE MONTH



ISLAM

15th: Waqf al Arafa- Hajj

16th: Eid al-Adha



SIKHISM

16th: Martyrdom of Guru Arjan Dev Sahib Ji



JULY 2024

MONTHLY HIGHLIGHTS

M	T	W	T	F	S	S
1	2	3	4	5	6	7 
8	9	10	11	12	13	14
15	16	17 	18 	19	20	21
22	23	24 	25	26	27	28
29	30	31				



ISLAM

7th: Hijra-Islamic New Year

17th: Day of Ashura/
Muharra, (fasting)



HERITAGE AND AWARENESS

18th: Nelson Mandela
International Day

18th July – 17th August:
South Asian Heritage
month

24th: International Self-
Care Day



AUGUST 2024

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17 	18
19 	20	21	22	23	24	25
26 	27	28	29	30	31	

MONTHLY HIGHLIGHTS



SIKHISM & HINDUISM



19th: Raksha Bandhan
(festival of togetherness -
brothers and sisters)



HINDUISM

26th: Krishna Janmashtami
(birth of Lord Krishna)



HERITAGE AND AWARENESS

17th: South Asian Heritage
month ends



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SEPTEMBER 2024

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15 
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MONTHLY HIGHLIGHTS



EAST AND SOUTH EAST ASIAN HERITAGE MONTH



HERITAGE AND AWARENESS
23rd-29th: National Inclusion Week

ISLAM



15th: Mawlid al-Nabi (birth of Islamic Prophet Muhammad)



OCTOBER 2024

M	T	W	T	F	S	S
	1	2 	3	4	5	6
7	8	9	10	11  	12 	13
14	15	16	17	18	19	20  
21	22	23	24	25	26	27
28	29 	30	31			

MONTHLY HIGHLIGHTS



BLACK HISTORY MONTH



JUDAISM

2nd: Rosh Hashanah (Jewish New Year)

11th: Yom Kippur (Jewish day of Atonement)



HINDUISM

3rd: Navaratri (9-day celebration, 9 forms of goddess are worshipped)

11th: Navaratri ends

12th: Dusshera (Worship Goddess Durga)

20th: Karwa Chauth (praying to the moon, fasting)

29th: Dhan Teras (part of Diwali, first of 5 days)



SIKHISM

20th: Birth of the Guru Granth (holy book)



NOVEMBER 2024

M	T	W	T	F	S	S
				1 	2 	3 
4	5	6	7	8	9	10
11	12	13	14	15 	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MONTHLY HIGHLIGHTS



SIKHISM & HINDUISM

1st: Diwali (festival of light)



HERITAGE AND AWARENESS

2nd: Dia de los Muertos (Day of the Dead) (Mexican tradition)



HINDUISM

3rd: Bhai Dooj (Diwali end, celebrates brother and sister bond)



SIKHISM

15th: Guru Nanak Birthday

15th: Martyrdom of Guru Tegh Bahadur Sahib



DECEMBER 2024

MONTHLY HIGHLIGHTS

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25 ✝ ✡	26	27	28	29
30	31					

✝ **CHRISTIANITY**
25th: Christmas

✡ **JUDAISM**
25th: Hanukkah (Jewish festival of lights for 8 days)

