

# MULTICULTURAL INCLUSION CALENDAR 2026





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](mailto: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



Christianity



Heritage and Awareness



Hinduism



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



LGBTQ+





# JANUARY 2026

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 ॐ	24	25
26	27 👥	28	29	30	31	

## MONTHLY HIGHLIGHTS

✝ **CHRISTIANITY**  
6th: Epiphany

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

☞ **SIKHISM**  
20th: Guru Gobind Singh Birthday

ॐ **HINDUISM**  
23rd: Vasant Panchami (worship of Goddess Saraswati, start of Spring)

👥 **HERITAGE AND AWARENESS**  
18th: World Religion Day  
19th: Martin Luther King Jr Day  
27th: International Day of Commemoration of victims of the Holocaust



# FEBRUARY 2026

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

## MONTHLY HIGHLIGHTS



### HERITAGE AND AWARENESS

**1st-7th:** World Interfaith Harmony Week

**2nd-8th:** Race Equality Week

**20th:** World Day of Social Justice



### CHRISTIANITY

**18th:** Lent



### HINDUISM

**15th:** Maha Shivaratri (fasting)



### ISLAM

**17th:** Ramadan starts\*



# MARCH 2026

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



### HINDUISM

**4th:** Holi (festival of colours)

**19th:** Navaratri (9-day celebration, 9 forms of goddess are worshipped)



### HERITAGE AND AWARENESS

**8th:** International Women's Day



### ISLAM

**19th:** Eid al-Fitr (end of Ramadan)\*



### CHRISTIANITY

**29th:** Palm Sunday



# APRIL 2026

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

- +** **CHRISTIANITY**  
**3rd:** Good Friday  
**5th:** Easter Sunday
-  **SIKHISM**  
**14th:** Vaisakhi (Birth of Sikhism)  
**18th:** Guru Angad Dev Ji Birthday
-  **JUDAISM**  
**1st:** Passover first day  
**9th:** Passover final day  
**30th:** Second Passover



# MAY 2026

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



### HERITAGE AND AWARENESS

**19th:** Malcom X Day



### CHRISTIANITY

**11th:** Pentecost



### ISLAM

**25th:** Waqf al Arafa – Hajj\*

**26th:** Eid al-Adha\*



# JUNE 2026

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**

**16th:** Hijra-Islamic New Year\*

**25th:** Day of Ashura/ Muharra, (fasting)\*



# JULY 2026

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



**SOUTH ASIAN HERITAGE MONTH**



**HERITAGE AND AWARENESS**

**18th:** Nelson Mandela International Day

**24th:** International Self Care Day



# AUGUST 2026

## 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

**25th:** Mawlid al-Nabi  
(birth of Islamic Prophet Muhammad)\*



### SIKHISM & HINDUISM



**28th:** Raksha Bandhan  
(festival of togetherness – brothers and sisters)



# SEPTEMBER 2026

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  
22	22	23	24	25	26	27
28	29	30				

## MONTHLY HIGHLIGHTS



**EAST AND SOUTHEAST ASIAN HERITAGE MONTH**



**SIKHISM**

**1st:** Birth of the Guru Granth (holy book)



**HINDUISM**

**4th:** Krishna Janmashtami (birth of Lord Krishna)



**JUDAISM**

**11th:** Rosh Hashanah (Jewish New Year)  
**20th:** Yom Kippur (Jewish Day of Atonement)



**HERITAGE AND AWARENESS**

**14th - 20th:** National Inclusion Week



# OCTOBER 2026

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 ॐ	21	22	23	24	25
26	27	28 ॐ	29	30	31	

## MONTHLY HIGHLIGHTS



### BLACK HISTORY MONTH



### HINDUISM

**20th:** Dusshera (Worship Goddess Durga)

**28th:** Karwa Chauth (praying to the moon, fasting)



# NOVEMBER 2026

## 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						



### HERITAGE AND AWARENESS

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

**11th - 18th:** Interfaith Week



### HINDUISM

**6th:** Dhan Teras (part of Diwali, first of 5 days)



### SIKHISM

**24th:** Guru Nanak Birthday  
**24th:** Martyrdom of Guru Tegh Bahadur Sahib



# DECEMBER 2026

## 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			



### JUDAISM

**4th:** Hanukkah (Jewish festival of lights for 8 days)



### CHRISTIANITY

**25th:** Christmas

