

MULTICULTURAL INCLUSION CALENDAR 2027



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



Christianity



Heritage and
Awareness



Hinduism



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



LGBTQ+





In this space,
we are all
welcome
valued
respected
celebrated
♡

JANUARY 2027

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

MONTHLY HIGHLIGHTS



CHRISTIANITY

6th: Epiphany



SIKHISM & HINDUISM

14th: Lohri (start of harvest)



SIKHISM

15th: Guru Gobind Singh Birthday



HERITAGE AND AWARENESS

17th: World Religion Day

18th: Martin Luther King Jr Day

27th: International Day of Commemoration of victims of the Holocaust



FEBRUARY 2027

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

MONTHLY HIGHLIGHTS



HERITAGE AND AWARENESS

1st-7th: World Interfaith Harmony Week

1st-7th: Race Equality Week

20th: World Day of Social Justice



CHRISTIANITY

10th: Lent



ISLAM

7th: Ramadan starts*



HINDUISM

11th: Vasant Panchami
(worship of Goddess Saraswati, start of Spring)



MARCH 2027

M	T	W	T	F	S	S
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8 👥	9 🌙	10	11	12	13	14
15	16	17	18	19	20	21 +
22 ॐ	23	24	25	26 +	27	28 +
29	30	31				

MONTHLY HIGHLIGHTS



HINDUISM

6th: Maha Shivaratri (fasting)

22nd: Holi (festival of colours)



HERITAGE AND AWARENESS

8th: International Women's Day



ISLAM

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



CHRISTIANITY

21st: Palm Sunday

26th: Good Friday

28th: Easter Sunday



APRIL 2027

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

MONTHLY HIGHLIGHTS



SIKHISM

14th: Vaisakhi (formation of the Khalsa)

18th: Guru Angad Dev Ji Birthday



JUDAISM

22nd: Passover first day

29th: Passover final day



MAY 2027

M	T	W	T	F	S	S
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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						



HERITAGE AND AWARENESS

19th: Malcolm X Day



CHRISTIANITY

16th: Pentecost



ISLAM

15th: Day of Arafah – Hajj*

16th: Eid al-Adha*



JUDAISM

20th: Second Passover



JUNE 2027

M	T	W	T	F	S	S
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14	15 	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MONTHLY HIGHLIGHTS



LGBTQ+ PRIDE MONTH



ISLAM

5th: Hijra-Islamic New Year

6th: Day of Muharra

15th: Day of Ashura
(fasting)



JULY 2027

M	T	W	T	F	S	S
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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 2027

M	T	W	T	F	S	S
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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



ISLAM

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



SIKHISM & HINDUISM



17th: Raksha Bandhan
(festival of togetherness – brothers and sisters)



HINDUISM

25th: Krishna Janmashtami
(Birth of Lord Krishna)



INCLUSION
BELONGING
RESPECT
EQUITY

**EVERY
VOICE
MATTERS**

SEPTEMBER 2027

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 SOUTHEAST
ASIAN HERITAGE MONTH**



SIKHISM

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



HERITAGE AND AWARENESS

20th – 26th: National
Inclusion Week



OCTOBER 2027

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



HINDUISM

9th: Dussehra (Worship Goddess Durga)

27th: Dhanteras (part of Diwali, first of 5 days)

18th: Karwa Chauth (praying to the moon, fasting)



JUDAISM

1st: Rosh Hashanah (Jewish New Year)

10th–11th: Yom Kippur (Jewish Day of Atonement)



NOVEMBER 2027

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



HERITAGE AND AWARENESS

1st: Dia de los Muertos (Day of the Dead)

(Mexican tradition)

8th – 15th: Interfaith Week



SIKHISM

14th: Guru Nanak Birthday

24th: Martyrdom of Guru Tegh Bahadur Sahib



DECEMBER 2027

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



JUDAISM

24th: Hanukkah (Jewish festival of lights for 8 days)



CHRISTIANITY

25th: Christmas

