

The Diversity Movement

# HOLIDAY CALENDAR

# 2025



the  
diversity  
movement

A Workplace Options Company



# 2025 Diversity Holiday Calendar

Please note: the religious holidays we have listed below may not be fully representative of every holiday or every faith. Similarly, we'd like to note that some holidays include links to detailed resources, and others do not. The linked holidays are by no means more important than the unlinked holiday. They are simply the ones for which we had the opportunity to create custom content. If you have holidays, cultural celebrations, or commemorations to share with our team, we welcome your contributions and your voice. Please email [info@thediversitymovement.com](mailto:info@thediversitymovement.com).

We also encourage you to celebrate each holiday thoughtfully and intentionally. We understand that, at first glance, this list may feel daunting or overwhelming. As a best practice, we recommend that you choose to focus on the holidays and events which speak authentically to your organization. Do your research to find out which of these occasions are important to your team, and make sure to include the individuals who celebrate these holidays in your decision-making process on how to honor them at work.

**Our 2025 calendar is largely U.S.-centric, although we include several religious and global observances.** In the United States, acknowledging the many [Equal Pay Days](#) throughout the year is another way to highlight how pay disparities affect different communities, particularly women of color. The dates change every year, signifying how much longer into the next year that women have to work to earn the equivalent of a man's annual salary. In general, Women's Equal Pay Day is celebrated in April, Black Women's Equal Pay Day in July, Mother's Equal Pay Day in August, and Native Women's Equal Pay Day in November. In the E.U., [Equal Pay Day](#) falls in November, marking the day when women symbolically stop getting paid compared to their male colleagues for the same job. The listed equal pay days are U.S.-centric and are likely to shift slightly as new data comes out. You can look to [equalpaytoday.org](http://equalpaytoday.org) for the most up-to-date information.

## Key to Featured Religions



Baha'i



Buddhist



Christian



Druid



The Church of Jesus Christ of Latter-day Saints



Hindu



Islamic



Jewish



Multi-Faith



Orthodox Christian



Pagan



Shinto



Sikh



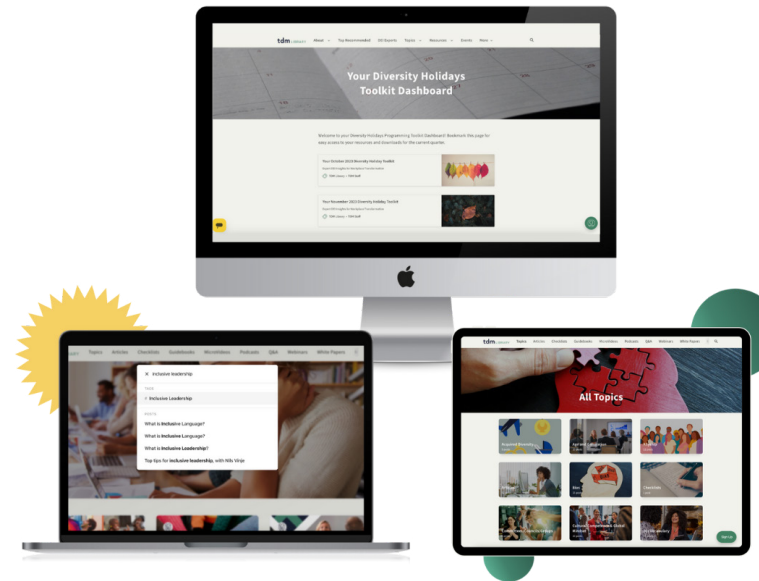
Wiccan

# Take a Deeper Dive & Build Out Your Programming with The TDM Library + Diversity Holidays Toolkit

Need support creating your organization's diversity holiday programming? The TDM Library + Diversity Holidays Toolkit subscription provides everything TDM Library has to offer as well as ready-to-go content that has been created by our experts to help your organization connect celebrating holidays and observances to your organization's employee engagement strategy. This subscription includes:

- **All holiday resources** (articles, guidebooks, Q&As, and more) linked within this calendar. Our featured resources provide background on each holiday and include tips and ideas for respectful celebrations in the workplace and beyond.
- **Monthly updates to the TDM Library dashboard** with resources for the key holidays for the upcoming months to help you prepare.
- 1-hour quarterly **virtual roundtables** to learn best practices, workshop ideas, and ask questions.
- Educational **MicroVideos** on holidays and observances throughout the year to share with your entire organization.
- **Graphics** for holidays and observances that can be used on social media and in internal employee communication channels and in internal employee communication channels.

[Learn More](#)



Interested in scaling your team's professional development through TDM Library's thousands of expert guidebooks, articles, templates, how-to videos, and more?

[Explore TDM Library for Teams](#)

# JANUARY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 New Year's Day 𐄂 Gatan-sai	2	3	4 World Braille Day
5	6 † Feast of the Epiphany/Three Kings Day	7 ✝ Coptic Orthodox Christmas	8	9	10	11
12	13	14 ✝ Orthodox New Year	15	16	17	18
19 World Religion Day	20 Martin Luther King Jr. Day	21	22	23	24	25
26 ☾ Lailat al Miraj	27 Holocaust Remembrance Day	28	29 Lunar New Year	30	31	

# FEBRUARY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 National Freedom Day Imbolc 🌱 🌿 ☘️
2 † Candlemas	3 🌿 Setsubun-sai	4 Rosa Parks Day	5	6	7	8
9	10	11	12 🌱 Magha Puja Day ☼ Tu Bishvat	13	14	15 🌱 Parinirvana/ Nirvana Day
16	17	18	19	20 World Day of Social Justice	21 National Caregivers Day	22
23	24	25 🌸 Maha Shiravatri ☼ Festival of Ayyam-i-Ha	26	27	28 Carnival	

## MONTH LONG/MULTI-WEEK RECOGNITIONS

Black History Month

☾ Ramadan (2/28 - 3/30)

# MARCH 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5 † Ash Wednesday	6	7	8 Int. Women's Day
9	10	11	12	13 ✧ Purim	14 🌺 Holi 🌿 Hola Mohalla	15
16	17 Saint Patrick's Day	18	19 † Saint Joseph's Day 🌿 Naw Ruz	20 Ostara 🌱 🌿 ☀️	21 World Down Syndrome Awareness Day Int. Day for the Elimination of Racial Discrimination	22
23	24	25 Int. Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade † Annunciation Day	26	27 ☾ Laylat al Qadr	28	29
30 ☾ Eid al-Fitr	31 Int. Transgender Visibility Day					

## MONTH LONG/MULTI-WEEK RECOGNITIONS

National Developmental Disability Awareness Month

National Multiple Sclerosis Education and Awareness Month

Women's History Month

Gender Equality Month

Ethnic Equality Month

Greek-American Heritage Month

Irish-American Heritage Month

Deaf History Month (3/13 - 4/15)

☾ Ramadan (2/28 - 3/30)



# APRIL 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2 <u>World Autism Awareness Day</u>	3 Asian American & Pacific Islander Women's Equal Pay Day	4	5
6 <u>Int. Asexuality Day</u>	7	8 <u>National Equal Pay Day (U.S.)</u>	9	10	11 <u>National Day of Silence</u>	12 ✧ <u>Passover</u>
13 † <u>Palm Sunday</u>	14 ☪ <u>Vaisakhi</u>	15	16	17 † <u>Maundy Thursday</u>	18 † <u>Good Friday</u>	19
20 † <u>Easter</u> ‡ <u>Pascha</u>	21 † <u>Easter Monday</u>	22 <u>Earth Day</u>	23 ✧ <u>Yom HaSho'ah</u>	24	25	26
27 † <u>Feast of Divine Mercy</u>	28	29	30			

## MONTH LONG/MULTI-WEEK RECOGNITIONS

Autism Acceptance Month

Celebrate Diversity Month

Arab American Heritage

National Deaf History Month

# MAY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 May Day Beltane 🌿 🌱 ☘️	2	3
4	5 Cinco de Mayo 🌸 Birthday of Buddha	6	7	8	9	10
11	12 🌸 Vesak	13	14	15 Global Accessibility Awareness Day	16 Int. Day Against Homophobia, Transphobia, and Biphobia	17
18	19	20	21 World Day of Cultural Diversity for Dialogue & Development	22 Harvey Milk Day 🌸 Declaration of the Bab	23	24 Pansexual Visibility Day
25	26 Memorial Day	27	28 🌸 Ascension of the Baha'u'llah	29 †‡ Ascension Day	30	31

## MONTH LONG/MULTI-WEEK RECOGNITIONS

Asian American & Pacific Islander Heritage Month

Jewish American Heritage Month

Mental Health Awareness Month

Older Americans Month

Haitian Heritage Month



# JUNE 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 ✧ Shavuot	2 Native American Citizenship Day (U.S.)	3	4 ☾ The Hajj	5	6 ☾ Eid al-Adha	7
8 ✧ Race Unity Day	9 Whit Monday	10	11	12 Loving Day	13 LGBTQ+ Equal Pay Day Awareness Day	14
15 † Trinity Sunday ‡ All Saints Day	16 ☸ Martyrdom of Guru Arjan Dev Sahib	17	18	19 Juneteenth	20 Litha ☸ ☸ ☸	21 National Indigenous Peoples Day in Canada
22	23	24	25	26 ☾ Islamic New Year	27	28
29	30					

## MONTH LONG/MULTI-WEEK RECOGNITIONS

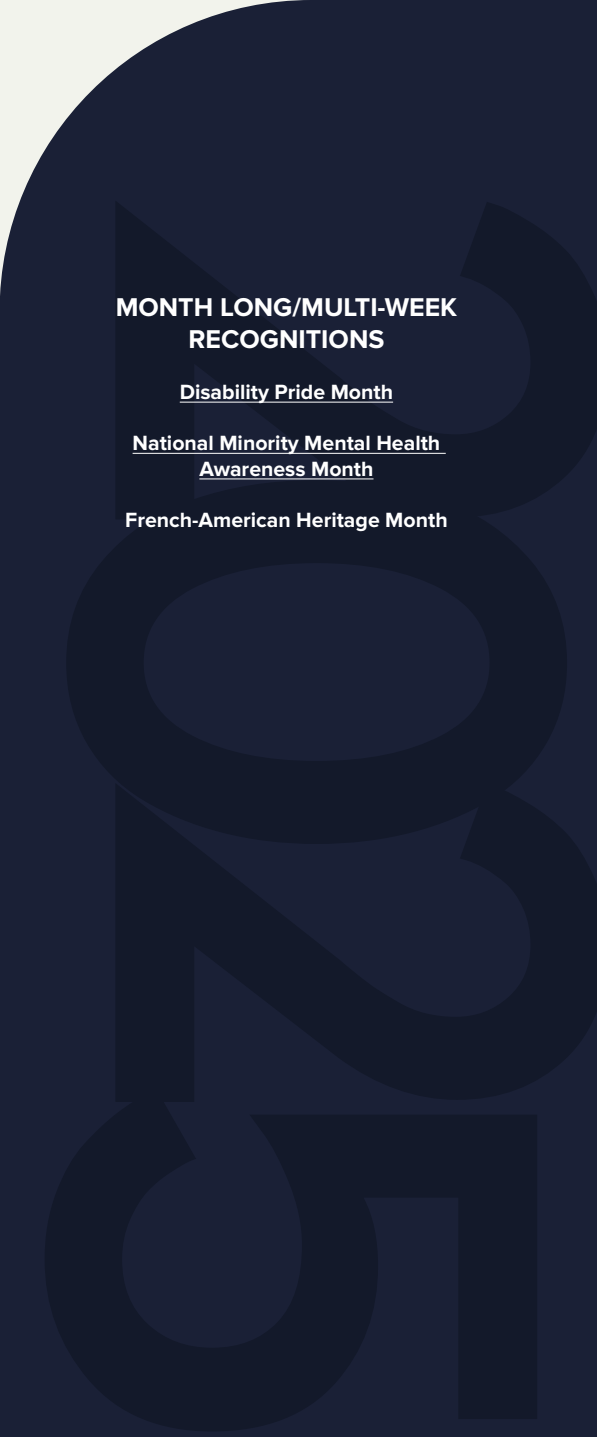
Immigrant Heritage Month

Caribbean American Heritage Month

Lesbian, Gay, Bisexual and  
Transgender Pride Month

# JULY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4 <u>Independence Day</u>	5
6	7	8	9 Martyrdom of the Bab <u>Black Women's Equal Pay Day</u>	10	11 World Population Day	12
13	14 <u>Int. Non-Binary People's Day</u>	15	16	17	18 Nelson Mandela Int. Day	19
20	21	22	23	24 <u>Pioneer Day</u>	25 <u>National Disability Independence Day</u>	26
27	28	29	30 Int. Day of Friendship	31		



**MONTH LONG/MULTI-WEEK RECOGNITIONS**

- Disability Pride Month
- National Minority Mental Health Awareness Month
- French-American Heritage Month

# AUGUST 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 🌿 Lughnasadh	2 🌟 Tisha B'Av
3	4	5	6	7 Mother's Equal Pay Day	8	9 Int. Day of the World's Indigenous People 🌿 Raksha Bandhan
10	11	12	13	14 🌿 Arbaeen	15	16 🌿 Krishna Janmashtami
17	18	19	20	21	22	23
24	25	26 Women's Equality Day	27	28	29	30
31						

# SEPTEMBER 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 <u>Labor Day</u>	2	3	4 ☾ Mawlid	5	6
7 ☾ First Day of Pitru Paksha	8	9	10 World Suicide Prevention Day	11	12	13
14	15	16	17	18 <u>Int. Equal Pay Day</u>	19	20
21 <u>Int. Day of Peace</u>	22 ♁ Mabon ★ Rosh Hashanah ☾ Navratri	23  <u>Bisexual Visibility Day</u>	24	25	26	27
28	29	30				

## MONTH LONG/MULTI-WEEK RECOGNITIONS

Deaf Awareness Month

National Hispanic Heritage Month (9/15-10/15)

National Recovery Month

National Suicide Awareness Month

☾ Pitru Paksha (9/17-10/2)

# OCTOBER 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 ✧ Yom Kippur	2 🌀 Dussehra	3 Latina's Equal Pay Day	4
5	6 ✧ Sukkot	7	8	9	10 World Mental Health Day	11 National Coming Out Day (U.S.)
12	13 National Indigenous People's Day in the U.S. ✧ Shemini Atzeret	14 ✧ Simchat Torah	15 Int. Pronouns Day	16	17	18
19	20 🌸 Diwali	21	22 🌸 Gujarati New Year 🌀 Birthday of the Bab	23 🌀 Birthday of the Baha'u'llah	24	25
26 Intersex Awareness Day	27	28	29	30	31 Halloween 🌀 Samhain	

## MONTH LONG/MULTI-WEEK RECOGNITIONS

Global Diversity Awareness Month

LGBT History Month

National Disability Employment Awareness Month

Polish-American Heritage Month

Italian-American Heritage Month

German-American Heritage Month

Filipino-American Heritage Month

# NOVEMBER 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 🌐 Samhain Día de los Muertos † All Saints Day
2 † All Souls Day	3	4	5	6	7	8
9	10	11 Veterans Day	12	13	14	15 🌐 Birthday of the Guru Nanak Ji
16 Int. Day for Tolerance	17	18	19 Int. Day for Men's Day	20 Transgender Day of Remembrance	21 Native American Women's Equal Pay Day	22
23	24	25 Int. Day for the Elimination of Violence Against Women	26	27 Thanksgiving (U.S.)	28 Native American Heritage Day (U.S.)	29
30 † First day of Advent						

## MONTH LONG/MULTI-WEEK RECOGNITIONS

National Native American Heritage Month

National Family Caregivers Month



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# DECEMBER 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 World AIDS Day	2 Int. Day for the Abolition of Slavery	3 Int. Day of Persons with Disabilities	4	5	6
7	8 ☸ Bodhi Day	9 Genocide Prevention Day	10 Int. Human Rights Day	11	12	13
14 ✧ Hanukkah	15	16	17	18	19	20
21 ☸ Yule	22	23	24	25 † Christmas	26 † Boxing Day Kwanzaa	27
28	29	30	31			

## MONTH LONG/MULTI-WEEK RECOGNITIONS

HIV/AIDS Awareness Month

† Advent (11/30 - 12/24)



## About The Diversity Movement

The Diversity Movement (TDM), a Workplace Options company, helps organizations drive growth through culture-led initiatives that lead to enhanced well-being, belonging, and trust. By helping leaders and their teams be more productive, collaborative, and innovative, TDM enables organizations to deepen employee engagement and deliver scalable business impact. Our integrated approach empowers leaders to create inclusive culture through the application of data-informed insight, award-winning content, technology, and DEI expertise. The result? Your organization benefits from better business outcomes delivered by high performing, resilient teams. Learn more at [thediversitymovement.com](https://thediversitymovement.com).

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