

2026

Employee belonging days

Advocate for inclusion by listening to employees

Each day employees log in online or arrive at work, they bring their unique perspectives with them. Their beliefs guide how they communicate, collaborate and contribute to your culture. But to make your culture one where everyone thrives means amplifying what's important to them.

Consider this calendar as a habit builder to embed a culture of inclusion and belonging through a diverse selection of holidays and observances that reflect employees' lives.

Recognize holidays that reflect your teams' demographics and interests

This calendar isn't exhaustive. There are many global holidays and events you can choose to honor. Use it as a starting point to elevate your employee initiatives and keep momentum year-round.



JAN

2026

OBSERVANCES

National Mentoring Month

Poverty in America Awareness Month

SUN	MON	TUES	WED	THUR	FRI	SAT
28	29	30	31	1 New Year's Day Kwanzaa (ends)	2	3 Mahayana New Year
4 World Braille Day	5	6	7 Christmas (Eastern Orthodox)	8	9	10
11	12	13	14	15	16	17
18 World Religion Day	19 Martin Luther King Jr. Day	20 National Day of Racial Healing	21	22	23	24
25	26	27 International Holocaust Remembrance Day	28	29	30	31

Martin Luther King Jr. Day | January 19

Roughly half of U.S. companies give employees a paid day off for MLK Jr. Day, according to a Bloomberg Law Survey. To honor and respect Dr. King's legacy, proactively coordinate a family-friendly volunteer outing with peers. Or send a nudge the day after to extend education about Black history in America. It could easily lead into a celebration of Black History Month in February.



FEB

2026

OBSERVANCES

Black History Month

Ethnic Equality Month

SUN	MON	TUES	WED	THUR	FRI	SAT
1 National Freedom Day	2	3	4	5	6	7
8	9	10	11	12	13	14
15 Parinirvana Day	16 Presidents Day	17 Lunar New Year Mardi Gras Ramadan (begins)	18 Ash Wednesday	19	20 World Day of Social Justice	21
22	23	24	25	26	27	28
1	2	3	4	5	6	7

Lunar New Year | February 17

Lunar New Year marks the first new moon of a lunar calendar year. It's the longest public holiday in China, and employees often receive 7–12 days off from work. Be mindful of project milestones during this time as many countries and communities celebrate the holiday. Also consider sharing education on it being the Year of the Horse in 2026.



MAR

2026

OBSERVANCES

Women's History Month

Developmental Disabilities Awareness Month

SUN	MON	TUES	WED	THUR	FRI	SAT
1	2 Purim (begins)	3 Purim (ends)	4	5	6 Employee Appreciation Day	7
8 International Women's Day	9	10	11	12	13	14
15	16	17	18	19 Ramadan (ends)	20 Eid al-Fitr	21 International Day for Elimination of Racial Discrimination
22	23	24	25	26	27	28
29 Palm Sunday	30	31 International Transgender Day of Visibility	1	2	3	4

International Day for Elimination of Racial Discrimination | March 21

In 1960, police in Sharpeville, South Africa, killed 69 people at a peaceful demonstration against apartheid "pass laws." Proclaiming the day in 1966, the United Nations (UN) General Assembly called on the international community to redouble its efforts to eliminate all forms of racial discrimination. Each year, it's a reminder to work together to build dignity, justice and equal opportunity for all people. Ask team members to share what a just world feels like.



APR

2026

OBSERVANCES

National Volunteer Month

National Arab American Heritage Month

Celebrate Diversity Month

National Autism Acceptance Month

SUN	MON	TUES	WED	THUR	FRI	SAT
29	30	31	1 Passover (begins)	2 World Autism Awareness Day	3 Good Friday	4
5 Easter	6	7 World Health Day	8	9 Passover (ends)	10 National Day of Silence	11
12	13	14 Vaisakhi	15	16	17	18
19	20	21	22 Earth Day	23	24	25
26	27	28	29	30	1	2

World Health Day | April 7

The World Health Organization (WHO) uses the observance to build awareness on a specific health topic each year. Past themes include: "My health, my right" and "Food safety." Use the 2026 theme to spark conversation and align with health resources and benefits you offer.



MAY

2026

OBSERVANCES

Asian and Pacific Islander American Heritage Month

Jewish American Heritage Month

Mental Health Awareness Month

SUN	MON	TUES	WED	THUR	FRI	SAT
26	27	28	29	30	1 Vesak	2
3	4	5 Cinco de Mayo	6	7	8	9
10	11	12	13	14	15	16
17 International Day Against Homophobia, Biphobia & Transphobia	18	19	20	21 Global Accessibility Awareness Day	22	23
24	25 Memorial Day	26	27	28	29	30
31	1	2	3	4	5	6

Global Accessibility Awareness Day | May 21

Make sure team members and customers receive an equitable online experience. The observance reminds us of digital inclusion for people with disabilities and impairments that impact their online experiences. High contrast text, alt text and form input labels are changes you can make immediately to your intranet or website. Beyond that, send an organization-wide poll. Understand your team's unique demographics and needs, and what they find helpful.



JUN

2026

OBSERVANCES

Pride Month

Immigrant Heritage Month

Caribbean American Heritage Month

SUN	MON	TUES	WED	THUR	FRI	SAT
31	1 Global Day of Parents	2	3	4	5 World Environment Day	6
7	8	9	10	11	12	13
14	15	16	17	18	19 Juneteenth	20 World Refugee Day
21	22	23	24	25	26	27
28 International LGBTQ+ Pride Day	29	30	1	2	3	4

Juneteenth | June 19

Use "Emancipation Day" as a chance to engage all team members in discussion around what inclusion looks and feels like at your organization while also centering Black perspectives. Consider hosting a team-member led panel discussion followed by a resource that peers can post in their workspace.



JUL

2026

OBSERVANCES

Social Wellness Month

Disability Pride Month

SUN	MON	TUES	WED	THUR	FRI	SAT
28	29	30	1	2	3	4 U.S. Independence Day
5	6	7	8	9	10 Global Energy Independence Day	11
12	13	14 International Non-Binary Peoples Day Bastille Day	15 World Youth Skills Day	16	17	18 World Listening Day
19	20	21	22	23	24 International Self-Care Day	25
26 National Disability Independence Day	27	28 World Conservation Day	29	30 International Day of Friendship	31	1

National Disability Independence Day | July 26

In 1990, the Americans with Disabilities Act (ADA) was signed into law, prohibiting discrimination against people with disabilities and improving their way of life. It continues to promote awareness and understanding of disabilities. Create a reading challenge for team members to explore disability representation.



AUG

2026

OBSERVANCES

Black Business Month

National Back to School Month

SUN	MON	TUES	WED	THUR	FRI	SAT
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9 International Coworking Day International Day of the World's Indigenous Peoples	10	11	12	13	14	15
16	17 National Nonprofit Day	18	19 World Humanitarian Day	20	21	22
23	24	25	26 Women's Equality Day	27	28	29
30	31	1	2	3	4	5

Women's Equality Day | August 26

This day celebrates women's right to vote and honors those who fought for women's suffrage. But while the 19th Amendment was passed in 1919, many women of color couldn't vote until the Voting Rights Act of 1965. It's a reminder that the fight for equality continues. Engage team members to share personal stories of women they admire.



SEP

2026

OBSERVANCES

Hispanic Heritage Month (Sept. 15–Oct. 15)

National Recovery Month

SUN	MON	TUES	WED	THUR	FRI	SAT
30	31	1	2	3	4	5
6	7 Labor Day	8 International Literacy Day	9	10	11	12
13	14	15 International Day of Democracy	16 Mexican Independence Day	17	18	19
20 Yom Kippur (starts)	21 International Day of Peace Yom Kippur (ends)	22	23 International Day of Sign Languages	24	25	26
27	28	29	30	1	2	3

International Day of Democracy | September 15

Democracy safeguards human rights. In honoring International Day of Democracy, you're also celebrating the freedoms of LGBTQ+ people, people of color, women, persons with disabilities and many more. Bring in an outside speaker to tie the value of democracy to your core values, so team members feel rallied around a shared purpose to be authentic at work.



OCT

2026

OBSERVANCES

Global Diversity Awareness Month

LGBTQ+ History Month

National Disability Employment Awareness Month

SUN	MON	TUES	WED	THUR	FRI	SAT
27	28	29	30	1	2	3
4	5	6	7	8	9	10 World Mental Health Day
11 National Coming Out Day	12 National Indigenous Peoples' Day	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

World Mental Health Day | October 10

World Mental Health Day raises awareness of mental health issues around the world. UN Secretary-General António Guterres said, "As we care for ourselves and our colleagues, we enhance our ability to care for our world." Have organization leaders discuss mental health in the workplace and create dialogue within their teams.



NOV

2026

OBSERVANCES

National Family Caregivers Month

National Native American Heritage Month

SUN	MON	TUES	WED	THUR	FRI	SAT
1 Dia de los Muertos (begins) All Saints' Day	2 Dia de los Muertos (ends)	3	4	5	6	7
8 Diwali	9	10	11 Veteran's Day	12	13	14
15	16 International Day for Tolerance	17	18	19 International Men's Day	20 Transgender Day of Remembrance	21
22	23	24	25	26 Thanksgiving	27 Native American Heritage Day	28
29	30	1	2	3	4	5

Veteran's Day | November 11

The world we live and work in is supported by the freedoms veterans have protected. Honor veterans within your organization (and active-duty service members and family members of veterans) by using a collaborative space to share your thanks throughout the day. Beyond that, coordinate a volunteer outing in support of a veteran-operated nonprofit.



DEC

2026

OBSERVANCES

Universal Human Rights Month

National Giving Month

SUN	MON	TUES	WED	THUR	FRI	SAT
29	30	1 World AIDS Day	2	3 International Day of Persons with Disabilities	4 Hanukkah (starts)	5
6	7	8	9	10 International Human Rights Day	11	12 Hanukkah (ends)
13	14	15	16	17	18	19
20	21 Winter Solstice/Yule	22	23	24 Christmas Eve	25 Christmas Day	26 Kwanzaa (begins)
27	28	29	30	31	1	2

International Human Rights Day | December 10

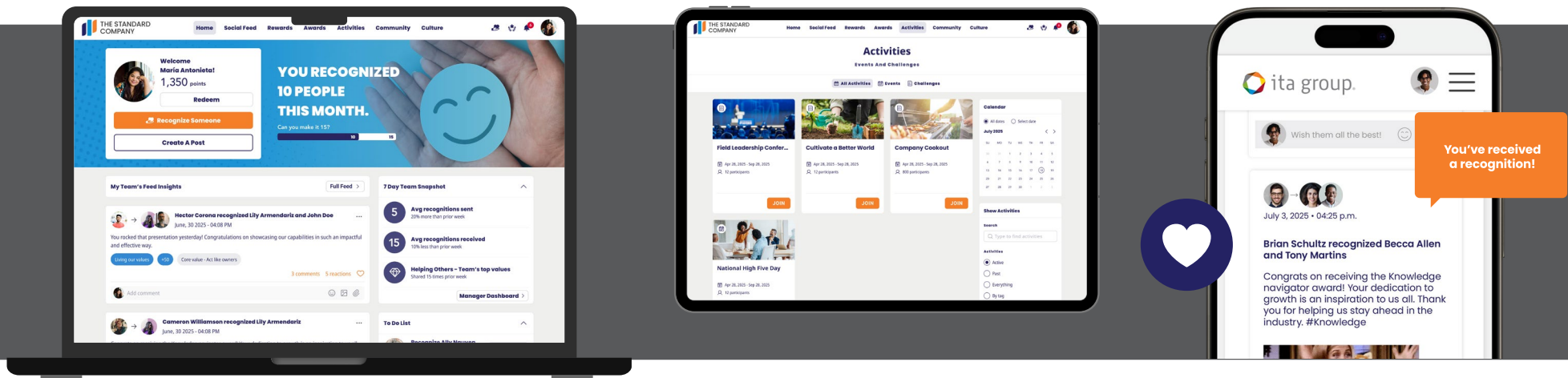
This marks the anniversary of the creation of the Universal Declaration of Human Rights, which declares fundamental human rights as universally protected. And its creation has made the world—and our world of work—more equitable. Invite teams to celebrate the recognized rights through creative expression—whether through artwork, poetry or dance.



Empower your belonging journey

Track progress, measure success and reinforce culture

Supporting the diversity of your workforce is making good on your commitment to your organization's best asset: employees. Beyond "feel good" initiatives, you want to know the impact you're making, including if how you supported an observance truly resonated with employees. With our employee recognition and rewards software, it's easy for managers and admin roles to send surveys to segmented groups, gather real-time feedback and curate insights with AI assistance.



Demo our employee recognition and rewards software

ITA Group's Cooleaf platform (and mobile app) creates genuine moments of appreciation, whether your workforce is hybrid, global or always on the move. The software ensures recognition happens in the moment to support increased engagement and sense of purpose. The demo explains the benefits of built-in tools like recognition, incentives, social community building, activities and employee listening/pulse surveys.



Let's talk—itagroup.com

