2027

Employee belonging days

Employee engagement calendar

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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

2027

OBSERVANCES

- National Mentoring Month
- Poverty in America Awareness Month

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

Martin Luther King Jr. Day | January 18

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.

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FEB

2027

OBSERVANCES

- Black History Month
- Ethnic Equality Month

SUN	MON	TUES	WED	THUR	FRI	SAT
31	1 National Freedom Day	2	3	4	5	6 Lunar New Year
7 Ramadan (begins)	8	9 Mardi Gras	10 Ash Wednesday	11	12	13
14	15 Parinirvana Day Presidents Day	16	17	18	19	20 World Day of Social Justice
21	22	23	24	25	26	27
28	1	2	3	4	5	6

World Day of Social Justice | February 20

World Day of Social Justice is a chance to check in with your employees and ensure they feel heard, respected and seen in their workplace policies and culture. You can start a conversation, spotlight employee voices, or support a community organization. Small, intentional actions can help turn your organization's values into meaningful experiences each day.

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MAR

2027

OBSERVANCES

- Women's History Month
- Developmental Disabilities Awareness Month

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

International Day for the 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.

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APR

2027

OBSERVANCES

- National Volunteer Month
- National Arab American Heritage Month
- Celebrate Diversity Month
- National Autism Acceptance Month

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

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 2027 theme to spark conversation and align with health resources and benefits you offer.

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MAY

2027

OBSERVANCES

- Asian and Pacific Islander American Heritage Month
- Jewish American Heritage Month
- Mental Health Awareness Month

SUN	MON	TUES	WED	THUR	FRI	SAT
25	26	27	28	29	30	1
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 Vesak Global Accessibility Awareness Day	21	22
23	24	25	26	27	28	29
30	31 Memorial Day	1	2	3	4	5

Global Accessibility Awareness Day | May 20

Global Accessibility Awareness Day is an opportunity to audit physical, digital and structural needs that can help all team members perform their jobs safely. You can also host a learning session on inclusive design and gather employee feedback so everyone's needs are supported. Supporting accessibility at work feeds into the customer experience too.

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JUN

2027

OBSERVANCES

Pride Month | Immigrant Heritage Month | Caribbean American Heritage Month

SUN	MON	TUES	WED	THUR	FRI	SAT
30	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

Juneteenth | June 19

Juneteenth commemorates June 19, 1865, when enslaved people in Galveston, Texas, learned they were free. Use the day to create space for learning, reflection and conversation about Black history and freedom in the U.S. Consider sharing educational resources, supporting a Black-led community organization or giving employees time to participate in a local event.

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JUL

2027

OBSERVANCES

- Social Wellness Month
- Disability Pride Month

SUN	MON	TUES	WED	THUR	FRI	SAT
27	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 People's 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	31

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.

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AUG

2027

OBSERVANCES

- Black Business Month
- National Back to School Month

SUN	MON	TUES	WED	THUR	FRI	SAT
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

Women's Equality Day | August 26

Women's Equality Day commemorates the certification of the 19th Amendment, which gave many women the right to vote. Use the day to recognize women's contributions across your organization and create space to discuss workplace equity. Consider hosting a panel, highlighting women leaders or supporting an organization advancing opportunities for women.

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SEP

2027

OBSERVANCES

- Hispanic Heritage Month (Sept. 15–Oct. 15)
- National Recovery Month

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

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. When people feel heard, organizations can build stronger connections and more inclusive cultures.

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OCT

2027

OBSERVANCES

- Global Diversity Awareness Month
- LGBTQ+ History Month
- National Disability Employment Awareness Month

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

World Mental Health Day | October 10

As UN Secretary-General António Guterres said, "As we care for ourselves and our colleagues, we enhance our ability to care for our world." This observance reminds us that mental health is part of the employee experience, not something to navigate alone. Use the day to share resources, encourage healthy conversations about wellbeing or give employees time to recharge.

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NOV

2027

OBSERVANCES

- National Family Caregivers Month
- National Native American Heritage Month

SUN	MON	TUES	WED	THUR	FRI	SAT
31	1 Dia de los Muertos (begins) All Saints' Day	2 Dia de los Muertos (ends)	3	4	5	6
7	8	9	10	11 Veterans 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 Thanksgiving	26 Native American Heritage Day	27
28	29	30	1	2	3	4

Veterans 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. You can also coordinate a volunteer or donation event to support a nonprofit that helps veterans and their families.

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DEC

2027

OBSERVANCES

- Universal Human Rights Month
- National Giving Month

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

International Human Rights Day | December 10

International Human Rights Day recognizes the fundamental rights and freedoms of every individual. Use the day to connect those principles to your workplace. Invite an employee-led discussion on equity and inclusion, and consider sharing educational resources. Invite teams to celebrate the recognized rights through creative expression, such as artwork, poetry or dance.

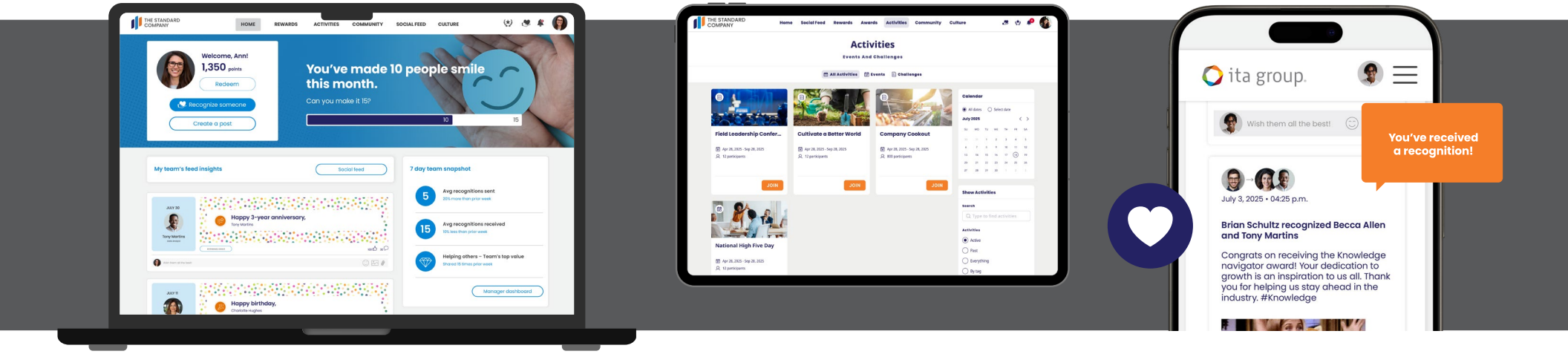
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Empower your belonging journey

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 recognition 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.

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Let's talk—**itagroup.com**



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