

2025

DEI EDITION

CALENDAR

how to use Omni's

# 2025 DEI Calendar

1. Download the calendar.
2. Annotate digitally or print it out!

**Enhance employee engagement and celebrate cultural diversity with our DEI calendar!**

By recognizing and honoring these key moments throughout the year, you demonstrate appreciation for your employees' unique identity and foster a more inclusive workplace.



# JANUARY 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

World Braille Day

Independence Day (Myanmar)

Australia Day / Survival Day

Lunar New Year

Notes

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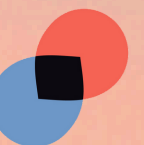


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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4 World Braille Day Independence Day (Myanmar)
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26 Australia Day / Survival Day	27	28	29 Lunar New Year	30	31	



# FEBRUARY 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

Black History Month (US)

National Day (Brunei)

Ramadan begins

Notes

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 National Day (Brunei)	24	25	26	27	28 Ramadan begins	



# MARCH 2025

## 2025 DEI CALENDAR

**THIS MONTH'S KEY INITIATIVE:**

- International Women's History Month
- International Women's Day
- International Day for Elimination of Racial Discrimination
- EDSA Revolution Anniversary (Philippines)
- Hari Raya Nyepi (Indonesia)
- Hari Raya Puasa

**Notes**

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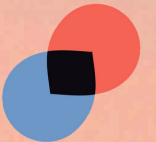


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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8 International Women's Day
9	10	11	12	13	14	15
16	17	18	19	20	21 International Day for the Elimination of Racial Discrimination	22
23	24	25 EDSA Revolution Anniversary (Philippines)	26	27	28	29 Hari Raya Nyepi (Indonesia)
30 Ramadan ends	31 Hari Raya Puasa					



# APRIL 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

National Autism Awareness Month

Songkran (Thailand)

Good Friday

ANZAC Day

Easter Sunday

Earth Day

Notes

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
Songkran (Thailand)					Good Friday	
20	21	22	23	24	25	26
Easter Sunday		Earth Day			ANZAC Day (Aus + NZ)	
27	28	29	30			



# MAY 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

Mental Health Awareness Month

Vesak Day

International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT)

Notes

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12 Vesak Day	13	14	15	16	17 International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT)
18	19	20	21	22	23	24
25	26	27	28	29	30	31



# JUNE 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

Pride Month

Independence day (Philippines)

Juneteenth (US)

Racial Harmony Day (Singapore)

Notes

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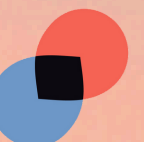


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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12 Independence day (Philippines)	13	14
15	16	17	18	19 Juneteenth (US)	20	21 Racial Harmony Day (Singapore)
22	23	24	25	26	27	28
29	30					



# JULY 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

Independence Day (US)

International Day of Friendship

Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 Independence Day (US)	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 International Day of Friendship	31		



# AUGUST 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

ASEAN Day

National Day (Singapore)

Independence Day (Indonesia)

National Heroes Day (Philippines)

Independence Day (Malaysia)

Notes

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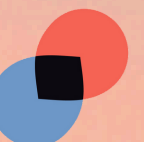


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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8 ASEAN Day	9 National Day (Singapore)
10	11	12	13	14	15	16
17 Independence Day (Indonesia)	18	19	20	21	22	23
24	25 National Heroes Day (Philippines)	26	27	28	29	30
31 Independence Day (Malaysia)						





# SEPTEMBER 2025

## 2025 DEI CALENDAR

### THIS MONTH'S KEY INITIATIVE:

Hispanic Heritage Month (US)

National Day (Vietnam)

Malaysia Day

International Day of Peace

Rosh Hashanah

### Notes

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 National Day (Vietnam)	3	4	5	6
7	8	9	10	11	12	13
14	15	16 Malaysia Day	17	18	19	20
21 International Day of Peace	22	23 Rosh Hashanah	24	25	26	27
28	29	30				



# OCTOBER 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

Black History Month (UK)

Breast Cancer Awareness Month

National Bullying Prevention Month

Yom Kippur

Diwali

National Unity Day (Indonesia)

Notes

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Yom Kippur	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 Diwali	21	22	23	24	25
26	27	28 National Unity Day (Indonesia)	29	30	31	



# NOVEMBER 2025

## 2025 DEI CALENDAR

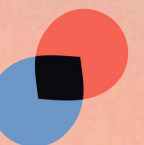
THIS MONTH'S KEY INITIATIVE:

National Native American  
Heritage Month (US)

Independence Day (Cambodia)

Notes

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9 Independence Day (Cambodia)	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						



# DECEMBER 2025

## 2025 DEI CALENDAR

THIS MONTH'S KEY INITIATIVE:

International Day of Persons with Disabilities

National Day (Thailand)

Hanukkah

Christmas

Kwanzaa

Notes

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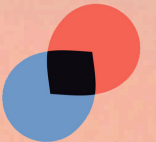


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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 International Day of Persons with Disabilities	4	5 National Day (Thailand)	6
7	8	9	10	11	12	13
14	15 Hanukkah	16	17	18	19	20
21	22	23	24	25 Christmas	26	27 Kwanzaa
28	29	30	31			



# EXAMPLES

DEI EDITION

for employee engagement

# January employee engagement ideas

## **World Braille Day**

Organize a workshop on braille literacy, invite a guest speaker or employee with a visual impairment to share their story, or consider donating to a local organization supporting the visually impaired. Most importantly, review your organization's accessibilities, do you have facilities and resources for visually impaired employees?

## **Independence Day (Myanmar)**

Decorate the office with Myanmar flags and symbols, creating a festive atmosphere. Arrange a potluck lunch where employees can bring and share traditional Myanmar dishes, such as mohinga, lahpet, or curries. This not only celebrates the culture but also encourages team bonding.



# January employee engagement ideas

## **Australia Day/Survival Day**

Organize workshops or discussions about Australia Day's history and its impact on Indigenous communities. Consider setting up quiet spaces in the office and encourage employees to take a moment to reflect on what the day means and how it impacts different communities, especially Indigenous communities.

## **Lunar New Year**

Host a traditional Lunar New Year celebration with decorations, food, and cultural performances. Encourage employees to wear red (which is a festive colour), and exchange 'ang paos'.

[Read next: 8 Joyful Ideas for How to Celebrate Lunar New Year at Work](#)



# February employee engagement ideas

## **Black History Month**

Host a panel discussion featuring Black leaders in your industry, screen Black films or documentaries, and organize a Black History Month trivia night.

## **National Day (Brunei)**

Organize a traditional Bruneian dance performance, host a Bruneian cuisine cooking class, or create a Bruneian history exhibit.

## **Ramadan**

Offer flexible working hours or allow remote work options to accommodate employees who are fasting and need time for prayers and iftar. Organize communal iftar meals at the office where employees can break their fast together.

[Read next: Supporting Muslim Employees Through Ramadan](#)





## March employee engagement ideas

### **International Women's History Month**

Highlight the achievements of women throughout history, organize a book club featuring female authors, or host a workshop on gender equality.

### **International Women's Day**

Host a women's empowerment event with guest speakers or employees, or organize a mentorship program aimed at supporting women in the workplace and promoting **pay parity**, ensuring equal compensation and opportunities for all female employees.

### **International Day for the Elimination of Racial Discrimination**

Organize a mandatory **diversity and inclusion** training session, review your workplace policies and DEI initiatives, or donate to organizations fighting racial discrimination.



## March employee engagement ideas

### **EDSA Revolution Anniversary**

Host a documentary screening about the EDSA Revolution, or encourage employees to participate in a community service project related to democracy and human rights.

### **Hari Raya Nyepi (Indonesia)**

Provide 'quiet zones' for employees to observe a day of silence and reflection, consider implementing flexible work hours, or organize meditation sessions.

### **Hari Raya Puasa**

Organize a potluck with traditional Malay dishes, decorate the office with festive decorations. Consider hosting a Hari Raya-themed quiz or trivia night to encourage employees to learn more about the culture.

[Read next: Tips for Celebrating Hari Raya Puasa at Work](#)



## April employee engagement ideas

### **National Autism Awareness Month (US)**

Organize a workshop or presentation on autism awareness by inviting guest speakers or employees to share and educate.

### **Earth Day**

Encourage employees to bring their own reusable cups, cutleries, and bags, set up in-office recycling and composting initiatives. Organize a company-wide cleanup activity or host a workshop on sustainable living.

### **Songkran (Thailand)**

Decorate the office with traditional Thai decorations, host a Thai-themed potluck for employees to bond over good food and learn more about Thai culture.



## April employee engagement ideas

### **Good Friday**

Organize a reflective gathering where employees can share their thoughts or experiences related to the day.

### **Easter Sunday**

Plan a festive breakfast or lunch featuring traditional foods like hot cross buns, and consider an Easter egg hunt for a fun team building activity.

### **ANZAC Day**

Host a moment of silence or a short commemorative ceremony to honor those who served in the military, perhaps inviting a guest speaker to share stories of courage and sacrifice.



## May employee engagement ideas

### **Mental Health Awareness Month**

Offer mental health resources and support, encourage employees to share their experiences with mental health, and organize a mental health awareness workshop or seminar. If you have the means, consider introducing **mental health days** within your organization.

[Read next: HR Practices for World Mental Health Day.](#)

### **Vesak Day**

Organize mindfulness activities and meditation sessions to encourage reflection. Provide opportunities for employees to engage in acts of kindness, such as donating to a charity or volunteering in the community.

### **International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT)**

Organize a workshop on LGBTQ+ issues and allyship, review your workplace policies such as parental leave and healthcare benefits to expand inclusion.



# June employee engagement ideas

## **Pride Month**

Organize a Pride-themed potluck or celebration and decorate the workplace with pride flags. Organize a donation effort to a pro-LGBTQ+ organization.

## **Independence Day (Philippines)**

Organize a multicultural potluck with a variety of cuisines, and host a workshop on racial harmony. Consider conducting team building activities to encourage teamwork across the organization.



# June employee engagement ideas

## **Juneteenth (US)**

Host workshops or seminars that focus on the history of Juneteenth and its significance. Invite speakers who can share insights on African American history and culture. Create a safe space where employees can share their thoughts, experiences, and reflections on race and diversity.

## **Racial Harmony Day (Singapore)**

Organize a multicultural potluck with a variety of cuisines, and host a workshop on racial harmony. Consider conducting team building activities to encourage teamwork across the organization.



# July employee engagement ideas

## **Independence Day (US)**

Decorate your workplace with festive decorations such as red, white, and blue streamers, balloons, banners, and tableclothes. Set up a photo booth area with props for employees to take fun pictures throughout the day.

## **International Day of Friendship**

Encourage employees to connect with each other and build relationships. This can be done by sending 'virtual appreciation cards' through email, or as simple as complimenting and recognizing team members' achievements.





# August employee engagement ideas

## **ASEAN Day**

Host a trivia night about ASEAN countries and culture, organize a cultural exchange event, featuring food, music, and traditions from different ASEAN countries.

## **National Day (Singapore)**

Host a breakfast featuring local favorites such as kaya toast, kopi, and other Singaporean dishes. Adorn the office with Singaporean flags and decorations in red and white to create a festive atmosphere.

## **Independence Day (Indonesia)**

Invite employees to share their experiences or stories about Indonesian culture, traditions, or independence. Arrange a potluck lunch for employees which include traditional Indonesian dishes such as nasi goreng, rendang, or satay.



## August employee engagement ideas

### **National Heroes Day (Philippines)**

Hold a gathering to honor national heroes, including speeches or presentations about their contributions to Philippine independence. Screen films or documentaries about Philippine history and national heroes, followed by a discussion to promote understanding and appreciation.

### **Independence Day (Malaysia)**

Host a gathering to celebrate Merdeka Day, featuring local cuisine such as nasi lemak and roti canai. Plan team building activities inspired by traditional Malaysian games such as sepak takraw, guli, and sack race, fostering teamwork and collaboration.



# September employee engagement ideas

## **International Day of Peace**

Organize a peace-themed activity, such as a meditation session or volunteering event. Encourage employees to promote peace and understanding within the organization.

## **Hispanic Heritage Month (US)**

Decorate the office in festive decor, organize a Hispanic Heritage Month celebration with food, music, and cultural activities. Host a workshop on Hispanic culture and history.

## **Malaysia Day**

Host a trivia night about Malaysian history and culture, educate employees on the importance of this occasion, and organize a Malaysian-themed celebration with food, music, and cultural activities.



## September employee engagement ideas

### **National Day (Vietnam)**

Host a potluck lunch where employees bring traditional Vietnamese dishes, such as pho, banh mi, spring rolls, and Vietnamese coffee. Consider hosting an art and craft workshop where employees can create traditional Vietnamese crafts, such as lanterns or origami, fostering creativity and teamwork.

### **Rosh Hashanah**

Provide flexible scheduling and allow employees to take time off to observe Rosh Hashanah, ensuring they can participate in services and traditions without work pressure.

[Read next: How to Celebrate Rosh Hashanah and Yom Kippur at Work](#)



## October employee engagement ideas

### **Black History Month (UK)**

Organize a workshop to educate the employees on the importance of Black history and culture. Support Black-owned businesses when looking for corporate gifts or catering options.

### **Breast Cancer Awareness Month**

Wear pink on a designated day to show support for breast cancer. Offer resources on breast cancer prevention and detection and review health care policies to ensure employees receive the support they need. Encourage all employees to perform annual health checks.

### **National Bullying Prevention Month (US)**

Promote a culture of kindness and respect within the organization. Provide resources needed and encourage employees to report bullying incidents.



## October employee engagement ideas

### **Yom Kippur**

Create a designated prayer space for religious reflection. For employees who fast, provide snacks or water after sunset to help them replenish energy and feel supported throughout the occasion.

### **Diwali**

Organize a henna workshop by hiring professional henna artists, or provide self-henna application kits. Conduct a quiz or trivia on the history, mythology, and cultural significance of Diwali.

[Read next: Employee Engagement Ideas for Celebrating Diwali at Work](#)

### **National Unity Day (Indonesia)**

Invite a guest speaker or organize a panel discussion on the importance of unity and diversity in Indonesia. Create a “Unity Day Pledge” where employees can commit to promoting inclusivity and respect for diversity at work.



## November employee engagement ideas

### **National Native American Heritage Month (US)**

Display artwork or artefacts related to Native American culture, organize a workshop on Native American history and culture, or donate to Indigenous causes.

### **Independence Day (Cambodia)**

Screen a Cambodian film or documentary that focuses on the country's history or culture, followed by a discussion to engage employees and deepen their understanding of Cambodian heritage.





## December employee engagement ideas

### **International Day of Persons with Disabilities**

Support organizations that work with people with disabilities, promote a workplace that is accessible to all employees, and celebrate contributions to your organization or field made by disabled persons.

### **National Day (Thailand)**

Arrange for traditional Thai performances, such as classical dance or music, to showcase the country's rich cultural heritage. Employees can also participate by sharing traditional songs or dances.

### **Hanukkah**

Display a menorah in a common area, lighting a new candle each night. Host a latke party, serving potato pancakes with various toppings, offering jelly doughnuts (a traditional Hanukkah treat), and ensure any food provided is kosher-friendly.





# December employee engagement ideas

## Christmas

Organize a secret Santa gift exchange, decorate the office with Christmas decorations, and host a holiday party with festive food and drinks. This is also a good time to recognize and celebrate employees' achievements as a way to end the year on a high!

## Kwanzaa

Each day of Kwanzaa represents a different principle:

Day 1 - Unity

Day 2 - Self-determination

Day 3 - Collective work and responsibility

Day 4 - Cooperative economics

Day 5 - Purpose

Day 6 - Creativity

Day 7 - Faith

Incorporate the Seven Principles in team meetings or workshops, encouraging discussions on how they can be applied in the workplace.



## Additional resources:



DEI

Payroll

### 8 Steps to Conducting Pay Equity Analysis

13/05/24

⌚ 8 min read

[Read now](#)



Company Culture

DEI

### 10 DEI Policies Your Organization Needs and How to Implement Them

20/02/24

⌚ 11 min read

[Read now](#)



DEI

### HR's Cheat Sheet to Diversity Management

19/03/24

⌚ 13 min read

[Read now](#)



# Increase Engagement with Omni

The screenshot displays the Omni HR system interface for user Eva Clarke. The interface includes a sidebar menu on the left with options like Home, People, Documents, Time off, Attendance, Performance, Expenses, Workflows, Reports, Onboarding, Payroll, Apps, and Settings. The main content area shows the user's profile, job title (Senior Marketing Manager, Marketing Singapore), and a 'Request time off' button. Below this, the 'Balance' section displays three leave types: Paid Vacation (7.00 days available), Sick leave (3.00 days available), and Birthday leave (1.00 As requested). The 'Calendar' section shows a monthly view for December 2023, with a 'Paid Vacation' bar spanning from Tuesday, Dec 3rd to Friday, Dec 5th. A 'Request Leave' modal is open, showing a checked 'Request Leave' option and two unchecked 'Talk to manager' options.

**Eva Clarke**  
Senior Marketing Manager, Marketing Singapore

**Balance**

- Paid Vacation**: 7.00 days available
- Sick leave**: 3.00 days available
- Birthday leave**: 1.00 As requested

**Calendar** (Dec 2023, Monthly)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		Paid Vacation				
1	2	3	4	5	6	7
Paid Vacation						
8	9	10	11	12	13	14
8	9	10	11	12		

**Request Leave** (checked)

Talk to manager

Talk to manager





Omni's intuitive, all-in-one HRIS helps HR teams and managers keep track of key dates, engagement opportunities, and manage employee schedules easily with automated reminders and at-a-glance scheduling. Omni's platform allows you to create custom calendars for your employees around the globe.

Omni's platform equips teams with automated calendars pre-loaded with holidays and cultural happenings based on your employee's location, and automated alerts so you never miss a holiday, work anniversary, or opportunity to engage with your team or prepare for your next important HR initiative.

With a full suite of modules to support every aspect of your business, Omni's platform offers an intuitive and fully customizable platform that integrates with your team's favorite tools for a seamless and timely adoption. If you'd like to learn more about how Omni's all-in-one HR software automates the entire end-to-end employee lifecycle, connect with our team and explore the features tailored to enhance your HR experience in 2024!

**Book your product tour today!**

