

Cultural & Religious Holidays:

November 2025 – January 2026

A guide for accounting firms to build awareness, inclusion, and respect across teams and clients

November

- **All Saints' Day – November 1**

Christian feast honoring all saints and martyrs, widely observed in Catholic and Anglican traditions. Public holiday in parts of Europe and Latin America.

- **All Souls' Day / Día de los Muertos – November 2**

Day of remembrance blending Catholic and Indigenous traditions in Mexico and Latin America. Colorful altars, candles, and storytelling.

- **Thanksgiving (U.S.) – November 27**

National holiday giving thanks for blessings and harvest. Encourage inclusive language ('gratitude season').

December

- **Hanukkah – December 14–22**

Jewish Festival of Lights marking the rededication of the Second Temple. Evening observances may affect availability.

- **Winter Solstice – December 21**

Shortest day of the year; symbolizes renewal and light's return. Recognized by various spiritual traditions.

- **Christmas Day – December 25**

Christian holiday celebrating the birth of Jesus; cultural celebration worldwide. Use inclusive phrasing like 'holiday celebration.'

- **Kwanzaa – December 26–January 1**

Cultural holiday celebrating African-American heritage and the Nguzo Saba principles: unity, creativity, and purpose.

January

- **New Year's Day – January 1**

Marks the first day of the Gregorian calendar year. Recognize global diversity with Lunar New Year coming later.

- **Epiphany / La Befana – January 6**

Commemorates the Magi's visit to the Christ child. Public holiday in parts of Europe; Italian tradition of La Befana bringing gifts.

Using This Calendar in Your Firm

- Add key observances to shared calendars to improve scheduling sensitivity.
- Feature one holiday per week in newsletters or DEI discussions.
- Use inclusive language such as 'season of gratitude' or 'celebrations of light.'
- Encourage curiosity - ask colleagues how they celebrate.
- Adjust deadlines and meetings for international inclusiveness.