

KUDOS. CULTURE GUIDE

Kudos 2025 Celebrations Calendar

Your essential tool for building a vibrant and engaged workplace throughout the year.



kudos[®] 

What's Inside

It's a lot of work to remember all the important days worth celebrating or acknowledging throughout the year, so we developed a helpful tool to make it easier. This curated calendar identifies and highlights notable days throughout the year. Make 2025 a year of purposeful and inclusive initiatives that enhance your employee experience and organizational success.

This guide is designed to inspire impactful initiatives that foster teamwork, well-being, and growth. Stay ahead with timely reminders for team-building ideas, recognition programs, and diversity celebrations, ensuring your strategies align with the meaningful moments that matter.

Note: *This calendar focuses on holidays and special days in Canada and the United States (U.S.).*

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Celebrations in January

HR Tip: Now is a great time to send an [Employee Net Promoter Score \(eNPS\)](#) survey to learn about your employee experience. You can also send out a more general survey to gather feedback from your team – here are [12 Essential Survey Questions](#) to help you craft the perfect employee survey.



Martin Luther King Jr. Day

U.S. Federal Holiday

Martin Luther King Jr. Day is observed in the U.S. as a federal holiday to honor Dr. Martin Luther King Jr., a prominent social activist in the American Civil Rights Movement. This day is also known as Civil Rights Day or Human Rights Day.

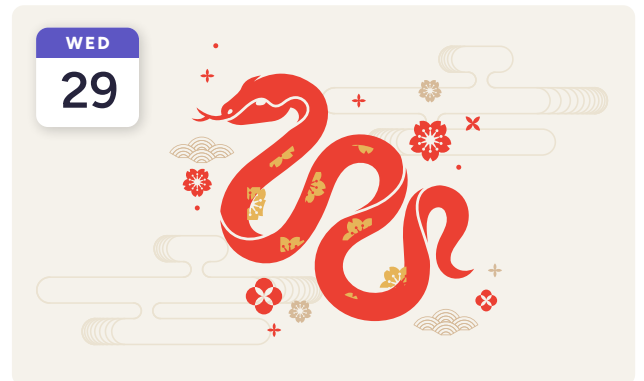


New Year's Day



International Mentoring Day

International Mentoring Day is dedicated to raising awareness of the impact of mentorship. A mentor is someone who shares their knowledge, wisdom and advice with someone who is less experienced.



Lunar New Year

Year of the Snake

The Lunar New Year marks the first new moon of the year and includes diverse traditions based on lunar and lunisolar calendars. While often associated with Chinese New Year, it encompasses other cultures like Korean, Vietnamese, and Southeast Asian communities, each with unique customs.

Celebrations in February



Black History Month

Black History Month is an annual observance dedicated to celebrating the achievements, contributions, and rich cultural heritage of Black people in America, Canada, and beyond. The month honors key figures and events in Black history, highlighting the struggles and triumphs of the Black community throughout history. It serves as a platform to raise awareness, promote understanding, foster appreciation and encourage reflection.



Groundhog Day

HR Tip: Recognizing your employees for their contributions builds a supportive environment where everyone can thrive. Now is a great time to start planning for Employee Appreciation Day (March 7, 2025). Here are [20 ideas to celebrate Employee Appreciation Day](#).



International Day of Women and Girls in Science

International Day of Women and Girls in Science is an annual day recognized by The United Nations Educational, Scientific and Cultural Organization (UNESCO) to promote equal access and gender equality for women and girls in science.



Valentine's Day



Family Day

Most Canadian Provinces

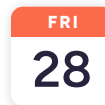


Presidents' Day

U.S. Federal Holiday



National Random Act of Kindness Day



Start of Ramadan

Ends March 29, 2025

Celebrations in March

MAR
All month
Women's History Month



Employee Appreciation Day

Employee Appreciation Day is a special occasion dedicated to recognizing the hard work, dedication, and contributions of employees in the workplace. Employees should be recognized all year long, but this day provides employers with an opportunity to show extra appreciation. Employee Appreciation Day serves as a reminder of the value that each individual brings to the success of the team and the organization as a whole.

HR Tip: If you have a **rewards program**, Employee Appreciation Day is a great opportunity to top up reward points and encourage your employees to treat themselves to a gift from your catalog.



International Women's Day

International Women's Day (IWD) has been celebrated since the early 1900's and serves to honor the achievements and contributions of women across the globe.

FRI 14
Holi (Hindu)
Holi is a popular and significant Hindu festival celebrated as the Festival of Colors, Love and Spring.

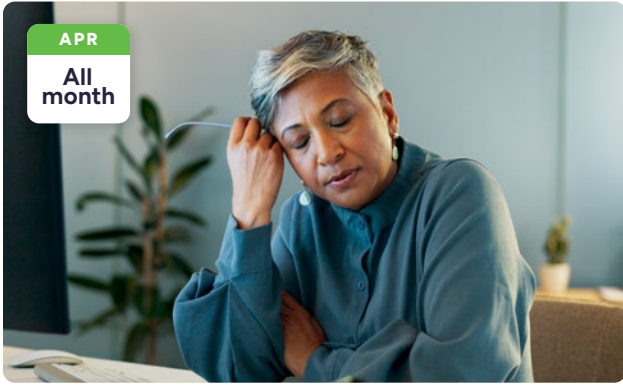
MON 17
St. Patrick's Day

THU 20
International Day of Happiness

SAT 29
End of Ramadan
Starts February 28, 2025

MON 31
International Transgender Day of Visibility

Celebrations in April



National Stress Awareness Month

National Stress Awareness Month is dedicated to raising awareness about the impact of stress on mental and physical well-being. During this month, various initiatives aim to promote stress management techniques, mindfulness practices, and overall mental health awareness to help individuals cope with stress in their daily lives.



World Health Day

World Health Day is a global observance that emphasizes the importance of world health and well-being. Established by the World Health Organization (WHO), this day serves as a platform to raise awareness of health issues and mobilize support for initiatives that address global health challenges.

HR Tip: Remind your employees of the health benefits and resources available to them to promote well-being in your organization.



Administrative Professionals Day

This day recognizes and celebrates the valuable contributions of administrative professionals in the workplace, providing everyone an opportunity to express gratitude and acknowledge this crucial role.



Good Friday

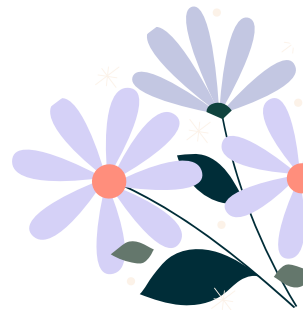


Easter Sunday



Earth Day

Earth Day is a global initiative encouraging individuals and communities worldwide to come together to protect our planet, address environmental challenges, promote sustainable practices, and reminds us of the collective responsibility we share in safeguarding the Earth for future generations.





Celebrations in May



Mental Health Awareness Month

Mental Health Awareness Month is dedicated to increasing public understanding of mental health issues, reducing stigma, and promoting overall well-being. During this month, organizations and individuals engage in activities to raise awareness about the importance of mental health and the challenges faced by those dealing with mental health conditions. The goal is to emphasize that mental health is an integral part of overall health and to encourage communities to prioritize mental well-being, seek help when needed, and work towards creating a more supportive and compassionate society for everyone.

HR Tip: Employees thrive when their employers care; they can show up to work as their authentic selves because they know they're valued and supported. This month serves as a reminder to review your organization's current mental health strategy and to reach out to your employees and ask how you can better support their mental health. Learn more on [how to prioritize employee well-being and mental health in the workplace.](#)



Asian Heritage Month

MON
05

Cinco de Mayo

SUN
11

Mother's Day

MON
12

International Nurse's Day

MON
19

Victoria Day
Canada

MON
26

Memorial Day
U.S. Federal Holiday

Celebrations in June



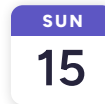
Pride Month

Pride Month is a time dedicated to recognizing and honoring the LGBTQIA2S+ community, as well as raising awareness about the ongoing struggles for equal rights and acceptance. Pride Month serves as a platform for celebrations, parades, and events that promote visibility, inclusivity, and the rights of individuals. Beyond festivities, Pride Month encourages ongoing dialogue, education, and support to create a more inclusive and accepting world for everyone, regardless of their sexual orientation or gender expression.

HR Tip: Here are [Pride Month resources and ideas](#) to help your organization be more inclusive and demonstrate your commitment to Diversity, Equity, Inclusion and Belonging (DEIB).



World Environment Day



Father's Day



Juneteenth

Juneteenth, also known as Freedom Day or Emancipation Day, is an annual celebration that commemorates the emancipation of enslaved African Americans. Juneteenth holds profound historical significance, symbolizing freedom and the resilience of the African American community. This day honors the legacy of emancipation and advocates for continued progress toward equality and justice for all.



National Indigenous Peoples Day

Celebrations in July

HR Tip: Team building activities can help strengthen bonds, boost collaboration, and enhance productivity within your organization, whether your team is in-person or remote. Download our [team building activities](#) and also discover [21 team building activities to engage your team](#).



Nelson Mandela Day



Parents' Day



Canada Day



National Friendship Day

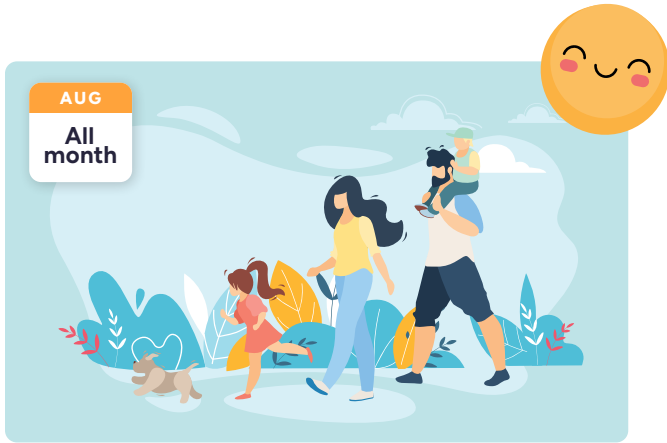


U.S. Independence Day
U.S. Federal Holiday



Celebrations in August

HR Tip: Organizing an outdoor team building event can be an excellent way to foster teamwork in the workplace. Consider activities such as a friendly sports competition, a barbecue, or a workshop at a local park. These events provide a relaxed atmosphere for team members to connect outside of the office, enjoy the sunshine, and build stronger bonds that can positively impact collaboration and morale.

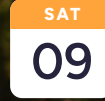


Family Fun Month

Each year, August is recognized as Family Fun Month, providing the perfect opportunity to celebrate the joy of togetherness and emphasize the significance of fostering healthy family dynamics. During this month, families are encouraged to spend time together, create lasting memories and enjoy the last moments of the summer season.



Civic Holiday
Canada

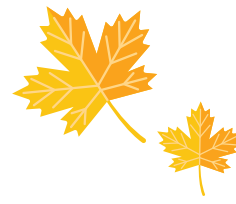


International Day of the World's Indigenous People

International Day of the World's Indigenous Peoples recognizes and celebrates the diverse cultures, languages, and traditions of indigenous communities worldwide. Established by the United Nations, this day aims to raise awareness about the challenges faced by indigenous peoples, including issues related to human rights, cultural preservation, and sustainable development. It provides an opportunity for communities, organizations, and individuals to acknowledge the contributions of indigenous peoples to global heritage while advocating for the protection of their rights and promoting inclusivity.



International Coworking Day



Celebrations in September

HR Tip: During the **open enrollment period**, when employees are expected to lock into a plan, it's important for them to feel valued and uplifted. Recognition and reward platforms, like **Kudos**, play a pivotal role in helping create a community of engaged employees, where people feel secure, acknowledged, and know their voices matter.



Hispanic Heritage Month



Labor Day
Canada and U.S.



IT Professionals Day



World Manager's Day



World Gratitude Day



HR Professional Day

HR Professional Day is a dedicated occasion to recognize and celebrate the crucial role of Human Resources (HR) professionals in the workplace. These professionals play a pivotal role in fostering a positive work environment, managing talent, building a thriving culture and ensuring the well-being of employees.



National Day for Truth and Reconciliation
Canada

Celebrations in October



OCT
All month

Cyber Security Awareness Month

HR Tip: This time of year is a great opportunity to check in with your team and ask them if their needs are being met and incorporate new initiatives into your 2026 planning to better your employee experience. Check out our [Manager's Guide to Employee Check-ins](#) to learn more.



MON
06

International Week of Happiness at Work

October 6 - 10, 2025



FRI
10

World Mental Health Day

World Mental Health Day is a global initiative dedicated to raising awareness about mental health issues and promoting mental well-being. Established by the World Health Organization (WHO), the day encourages open conversations to destigmatize mental health challenges and emphasizes the importance of mental health care accessibility.

MON
13

Canadian Thanksgiving

MON
13

Columbus Day

U.S. Federal Holiday

MON
20

Diwali

FRI
31

Halloween



Celebrations in November



National Stress Awareness Week

National Stress Awareness Week, observed in the first week of November, plays a crucial role in highlighting the issue of stress in our daily lives. This week is dedicated to raising awareness about stress, its effects on mental and physical health, and the importance of effective stress management techniques. By focusing on stress awareness, this week encourages individuals and organizations to recognize the signs of stress and promote supportive work environments, reduce the stigma around discussing mental health and seek the right resources.



Veterans Day
U.S Federal Holiday



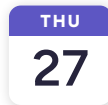
Remembrance Day
Canada

HR Tip: If you're looking for employee gift ideas entering the holiday season, consider investing in something your **employees really want**, instead of the traditional one-size-fits-all gifts.



World Kindness Day

This global initiative encourages people to engage in acts of kindness, fostering compassion, empathy, and goodwill. On this day, individuals and communities worldwide come together to celebrate and promote kindness in various forms, aiming to create a positive impact on the world. Acts of generosity, from simple gestures to more significant efforts, are highlighted and shared, emphasizing the power of kindness in building connections and making the world a better place.



American Thanksgiving
U.S Federal Holiday

Celebrations in December

MON
01 Cyber Monday

TUE
02 Giving Tuesday

WED
03 International Day of Persons with Disabilities



International Volunteer Day

International Volunteer Day is a global observance that recognizes and supports the selfless efforts of volunteers who contribute to making the world a better place. To promote and facilitate the importance of volunteering and giving back to the community, organizations can host a company-wide volunteer event, partner with charities or offer employees dedicated time off for volunteering.

HR Tip: Recognizing your team is crucial year-round, but sending recognition this time of year is extra special. Explore these [holiday-themed recognition examples](#), plus AI prompts to help you craft the perfect holiday message to your team.

SUN
14 Start of Hanukkah
Ends on December 22, 2025

THU
25 Christmas Day
U.S. Federal Holiday

FRI
26 Start of Kwanzaa
Ends on January 1, 2026

WED
31 New Year's Eve





How Kudos Can Support Your Culture

Kudos offers a comprehensive platform designed to help you build, sustain, and nurture a strong, engaged, and connected workplace.

Meaningful Acknowledgment at the Core

Kudos' Employee Recognition Software enables you to foster a culture of meaningful recognition. With its peer-to-peer recognition model, Kudos allows employees to celebrate each other's contributions, reinforcing positive behaviors and aligning them with your core values. Kudos' AI-powered Recognition Assistant simplifies sending recognition by helping leaders and employees create heartfelt and meaningful messages.

Beyond Monetary Incentives

Recognition doesn't stop at words - Kudos' Employee Rewards Program offers a diverse catalog of options, from gift cards and merchandise to experiences and charitable donations.

Strengthen Connections

Kudos facilitates genuine connections by encouraging team members to acknowledge one another's efforts – no matter where they are working.

Keep the Pulse on Culture

Understanding employee well-being is simple with Kudos Pulse Surveys that provide an easy way to measure engagement and gather actionable feedback. By leveraging this powerful data through People and Culture Analytics, you can make informed decisions to continuously improve the workplace experience.

Celebrate All the Moments That Matter

No achievement goes unnoticed with Kudos Group eCards that can be created, distributed and signed by anyone to recognize work anniversaries, birthdays and personal celebrations.

Setting Up for Success

Kudos goes beyond being a simple recognition platform – our Client Success Team ensures your organization is set up for success from day one.

Are you ready to make recognition a cornerstone of your organization? Let's start the conversation by booking a demo to discuss why Kudos can be your ideal partner for success.

[Book a Demo →](#)

About Kudos

Kudos is an employee engagement, culture, and analytics platform, that harnesses the power of peer-to-peer recognition, values reinforcement, and open communication to help organizations boost employee engagement, reduce turnover, improve culture, and drive productivity and performance.

Kudos uses unique proprietary methodologies to deliver essential people analytics on culture, performance, equity, and inclusion, providing organizations with deep insights and a clear understanding of their workforce.

Visit kudos.com today to learn more.

Learn more about how Kudos can help build your culture.

[Get in touch →](#)



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