

Workplace Observance & Planning Calendar · 2027

A planning companion for HR teams, benefits staff, and employee resource groups. Part one lists the observances Navigant Advisory Group curates educational programming for in 2027. Part two lists days on which no events should be scheduled. Moving dates follow the lunar or lunisolar calendar and are confirmed annually; this calendar deliberately lists them without fixed dates so it never goes stale.

Part one · Programming months

Each month pairs an observance with a workplace financial education session. Health-related observances are delivered as voluntary education, never required attendance.

January	Human Trafficking Prevention Month (awareness day January 11, Wear Blue) — financial red flags of coercion and control, and how benefits like safe leave work. Delivered with your EAP partner, voluntary education.
February	Black History Month — building wealth and investing confidence. National Black HIV/AIDS Awareness Day (February 7) — health-and-finances education, paired with World AIDS Day themes. National Caregivers Day (February 19, third Friday) — paid leave benefits, dependent care accounts, planning for a parent's care.
March	Women's History Month and International Women's Day (March 8) — women and investing. César Chávez Day (March 31) — entrepreneurship and economic mobility.
April	Financial Literacy Month and America Saves Week (early April) — saving fundamentals and debt management. Sexual Assault Awareness Month , with Denim Day (April 28, 2027) — EAP awareness and financial safety planning, voluntary education, anchored by a lighter sustainability session: the lifecycle of a pair of jeans, cost-per-wear, and buying less but better.
May	Asian American, Native Hawaiian, and Pacific Islander Heritage Month — investing across generations. Older Americans Month — Social Security Onsite and Medicare Onsite. Cinco de Mayo (May 5) falls within the month; programming pairs with Hispanic Heritage Month themes.
June	Juneteenth (June 19) — wealth-building and closing the gap. Loving Day (June 12), honoring the right to marry — money topics when two financial lives join: combining finances, beneficiary designations, estate basics. Pride Month — money topics for LGBTQ+ employees: partner benefits, tax and estate questions, family planning. World Elder Abuse Awareness Day (June 15) — financial exploitation of elders: red flags and protecting a parent's money.
After Ramadan	Eid al-Fitr programming — onsite session on charitable giving and values-based money planning, scheduled to follow Ramadan so observant employees can participate fully.
September 15 – October 15	Hispanic Heritage Month — family finances across generations and small-business wealth. National Latinx AIDS Awareness Day (October 15) closes the month.
October	Domestic Violence Awareness Month — economic abuse awareness and financial independence education, voluntary, delivered with your EAP partner. Indigenous Peoples' Day falls October 11, 2027 (second Monday) — financial foundations and sovereignty-aware money topics.
November	Native American Heritage Month — financial foundations. National Family Caregivers Month — finances of caring for aging parents: Social Security and Medicare coordination, estate conversations. Native American Heritage Day falls on the Friday after Thanksgiving.

December 1, 2027 **World AIDS Day** — health-and-finances education: disability income, insurance literacy, planning through serious illness.

Part two · No-event days

Days we recommend leaving clear on your workplace calendar entirely. No meetings, no trainings, no required sessions. 2027 dates are shown for fixed-date observances; lunar-derived dates are confirmed annually and listed without fixed dates.

Good Friday and Easter Good Friday: March 26, 2027. Easter Sunday: March 28, 2027. Good Friday is a solemn observance; Easter Sunday is the major Christian holy day.

NO EVENTS

Yom Kippur Begins at sundown Sunday, October 10, 2027, ends nightfall Monday, October 11, 2027. The holiest day of the Jewish year, observed with fasting. Schedule nothing from sundown to sundown.

NO EVENTS

Eid al-Fitr Date follows the lunar calendar and is confirmed by moon sighting annually. Celebration marking the end of Ramadan. Note: our Eid programming session is scheduled adjacent to, not on, this day.

NO EVENTS

Eid al-Adha Date follows the lunar calendar and is confirmed by moon sighting annually. The larger of the two Eids, roughly two months after Eid al-Fitr.

NO EVENTS

Diwali Date follows the lunisolar calendar and is confirmed annually; regional traditions may observe a day earlier or later. The Hindu festival of lights, a major observance.

NO EVENTS

Día de los Muertos November 1–2, 2027. A significant Mexican and Mexican-American observance honoring ancestors.

NO EVENTS

Patriot Day September 11, 2027 (fixed date annually). National Day of Service and Remembrance. Leave the day clear; some workplaces observe a moment of silence.

NO EVENTS

Ganesh Chaturthi September 2027; the exact date follows the lunar calendar and is confirmed annually. One of the most widely celebrated Hindu festivals, honoring Lord Ganesha. Regional celebrations can span several days, so treat the surrounding days as no-event days as well.

NO EVENTS

Pitru Paksha Mid-to-late September; the fortnight follows the lunar calendar and is confirmed annually. A Hindu period of ancestor remembrance observed quietly, with the final day, Mahalaya, the most significant. Leave the stretch clear of required sessions.

NO EVENTS

Christmas December 25, 2027 (fixed date annually).

NO EVENTS

Bring this calendar to life

Navigant Advisory Group curates and delivers educational programming for every month in part one, onsite or by webinar. No other partner curates a calendar like this one — programming for every month of the year, and the no-event days to build your planning around. To bring sessions to your workplace, or for a copy customized to your population:

Visit www.navigantadvisory.com or scan to get started



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This calendar is for 2027 workplace planning. Health-related observances, including World AIDS Day, are delivered as voluntary education, never required attendance. Schedule nothing October 11–12 (Indigenous Peoples' Day and Día de la Raza). Lunar-derived dates are expected values, confirmed by religious authorities annually. We do not schedule events on the days in part two. Sessions are educational and do not constitute individualized investment, tax, or legal advice.

Black women-owned and operated since 2004