



INCLUSION
PLAYBOOK
September
2025
through
February
2026

Advancing Inclusion Through Community Days of Significance

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Lawtons Drugs #140 in Conception Bay South, NL celebrates Lunar New Year with a beautiful display.



Safeway Canmore, AB holds vibrant Lunar New Year 2024 celebration



Black History Month 2025 Bahamian Junkanoo performance at the Tahoe office.

i This document is interactive!

Click the months listed above each content page to jump to the desired section. Use the home button to return to the Cover page. This table of contents is also interactive.





Welcome to the Inclusion Playbook

This playbook is designed for *all teammates* to engage with, offering opportunities to learn, reflect, and take meaningful action towards inclusion throughout the year. Aligned with our *Diversity, Equity & Inclusion* strategy, it reflects our three core commitments: **Better Workplaces**, **Better Customer Experiences**, and **Better Communities**.

Each Day of Significance is a chance to honour diverse experiences, spark meaningful conversations, and show support in the moments that matter—fostering a **Special Place to Work** rooted in a culture of care, trust, and belonging. You'll find suggested activities, but you're encouraged to adapt them or create your own based on what works best for your role, your team, and your work environment.



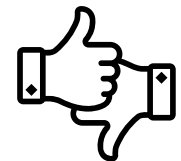
Dartmouth Office teammates celebrate Diwali 2024.

What's New

- **Updated title: The Inclusion Playbook** isn't just a playbook for leaders; inclusion activities are for everyone!
- **New Global Market icon:** Shows which days of significance are part of the [Multicultural Strategy](#)
- New days in the multicultural strategy – [Lohri](#)
- **New Date of Significance:** Transgender Awareness Week and Transgender Day of Remembrance in November
- **Check out our new *Allies of Series*:** Learn how to be an active ally to different equity-deserving groups.
Next sessions:
 - Allies of Visible Minorities: [Register here](#)
- **Printing Days of Significance Posters just got a lot easier:** We have provided a separate PDF with posters. Print them all and have them ready to go!



Global Market icon



We want to hear from you!

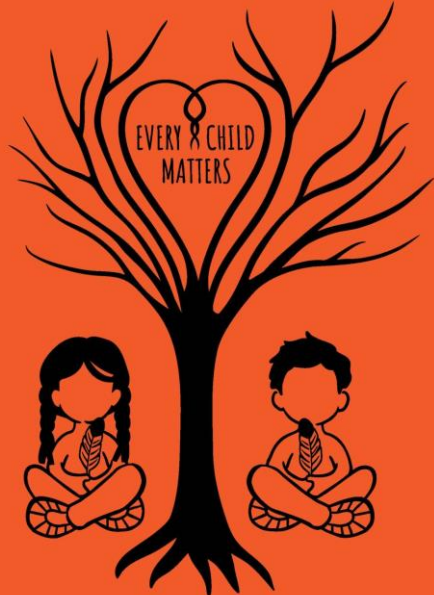
[Complete our playbook feedback survey](#)

Upcoming Events

National Day for Truth and Reconciliation Keynote Event – Tuesday, September 23rd: [Register here](#)



Have questions or feedback to share? Email dei@sobeys.com.



National Day for Truth and Reconciliation (Orange Shirt Day) September 30, 2025

September 30 is the National Day for Truth and Reconciliation, also known as Orange Shirt Day, a day of observance that began in 2013. The day became a federal statutory holiday in 2021 to honour the survivors of residential schools, their families, and the children who never returned home. It is a time for all people in Canada to reflect on the ongoing harms of colonialism and to commit to meaningful reconciliation.

Orange Shirt Day began as a grassroots movement led by Indigenous communities.

It was inspired by Phyllis Webstad, a Northern Secwépemc (Shuswap) woman who, at age six, was stripped of her new orange shirt, a gift from her grandmother, upon arrival at a residential school. Her story has become a symbol of the loss of identity, culture, and dignity experienced by generations of Indigenous children.

The **orange shirt** reminds us that every child matters — past, present, and future. On September 30, we wear orange to honour Survivors and reflect on the dark legacy of colonialism and the truths of our shared history, as we work together toward justice and reconciliation.



Retail teams: We kindly ask that you refrain from offering or creating products for sale in the Bakery Dept. or other departments during this day of significance. This day is not meant to be celebratory, but rather a time for somber reflection and respect.



Calgary Office colleagues honour National Truth and Reconciliation Day 2024.



Team "Marchés de Quartier" at Manawan Reserve in Québec honour residential school survivors.



CFC 1 in Vaughan, ON recognizes Orange Shirt Day 2024.



National Day for Truth and Reconciliation (Orange Shirt Day) September 30, 2025, *continued*

Take action towards Reconciliation...

BETTER WORKPLACE

1. Engage your team in conversations about the wide-reaching, generational impact of residential schools.
[View this map which shows the locations of the residential schools in Canada.](#)
2. Create a display with an [Every Child Matters](#) flag to educate staff about the importance of the day.
3. Print and display the [Orange Shirt Day poster](#).
4. Consider taking the [Indigenous Awareness](#) Training eLearning available on People Portal and download a [virtual background](#) to show support during virtual meetings.

BETTER COMMUNITIES

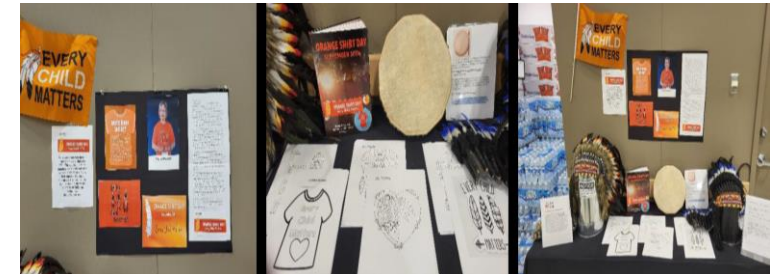
1. On September 30th, show your support by wearing **orange** whether a plain orange t-shirt, a 'Compliments' orange uniform shirt, or a shirt purchased from vendors whose profits go directly to residential school survivors. [Find the list of official vendors here.](#)
2. Participate in a local event in [your community](#) for the National Day for Truth and Reconciliation.
3. Learn about Sobeys support for [Finding Hope by KidsHelp Phone](#) to provide mental health supports to Indigenous Youth.



Stellarton teammates attend National Day for Truth and Reconciliation ceremony at Pictou Landing First Nation.



CFC 3 in Rocky View County, Alberta honours Orange Shirt Day.



Educational display for Orange Shirt Day at Sobeys 680 in Douglastown, NB.



Reach out to [Inclusion Canada](#) to discover employment service organizations in your local region that can support you in hiring people with disabilities.



National Disability Employment Awareness Month (NDEAM)

October 2025

National Disability Employment Awareness Month (NDEAM) is also known as DEAM and takes place every October to recognize and promote employment inclusion for people with disabilities.

Ideas for NDEAM

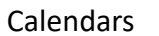
Showing curiosity fosters trust, respect, and belonging. Set aside time with your team to talk about disability inclusion, and the importance of hiring people with different abilities and life experiences to advance inclusive culture and innovation!

Here are some questions to ask to start a conversation:

- What is the [Social Model of Disability](#)? How can we apply this in the workplace?
- What do we sometimes assume about people with disabilities?
- What can we do to remove barriers to hiring and supporting people with disabilities in our workplace - including physical, digital and attitudinal barriers?

Jeff Hanevich, Store Manager, Safeway Capilano Shopping Centre, winning the Community Inclusion Award 2025 from Inclusion Alberta

Suggested Activities
on next page





Yom Kippur

October 1 – 2, 2025

Yom Kippur is the holiest day in Judaism. It is a day marked by prayer and fasting. Yom Kippur is observed on the 10th day of the Jewish calendar month Tishri. Rosh Hashana celebrates the beginning of the Jewish New Year and starts 10 days of repentance. Yom Kippur concludes this period in the Jewish calendar. To break the fast, families typically gather and enjoy a variety of foods based on their family's culture and heritage.

In English, Yom Kippur is known as the Day of Atonement. The holiday's purpose is to purify the individual and community; no work can be performed on this day.

Yom Kippur services end with closing prayers and blowing a special horn known as the shofar - a trumpet made from a ram's horn.

Breaking the Fast: Food Traditions

Some favorites include bagels, lox, herring, and other smoked fish, cream cheese, tuna salad, egg salad, kugel (a baked noodle pudding), and challah bread

For dessert, cookies, fresh fruit, rugelach (a rich cookie made with layered flaky dough, cream cheese, and filling), babka (a yeast-raised sweet bread often containing chocolate or cinnamon), honey cake or sponge cake.

BETTER WORKPLACE

1. Keep decorations to a minimum. Jewish teammates may request the day off to observe Yom Kippur.
2. Print the [Yom Kippur](#) poster.

RSC/CFC/Stores

1. Hold a team huddle or meeting to discuss the significance of the 10-day period and support teammates who will be fasting for the day. Avoid conducting food shares and meetings over lunch from Wednesday, October 1 to Thursday, October 2.
2. Greet your Jewish colleagues with an appropriate greeting to commemorate the holy day.

BETTER CUSTOMER EXPERIENCE

Appropriate Greetings

It is not appropriate to say "Happy Yom Kippur" because it is a solemn holiday. Alternatively, you can say:

- Have a good holy day.
- Have an easy fast.

In Hebrew:

- Shana Tova which means Happy New Year because it is close to Rosh Hashana is a greeting that is shared.
- Gmar Hatima Tovah or Gmar Tov which means "may you be inscribed and sealed for a good year" is also shared.



Mid-Autumn Festival

October 6, 2025

Mid-Autumn Festival

October 6, 2025

The Mid-Autumn Festival is the second most important celebration in East and Southern Asian cultures. It takes place on the 15th day of the 8th month in the Chinese Calendar and is often a 3-day public holiday.

What is the significance of the moon in the Mid-Autumn Festival?

The Mid-Autumn Festival, also known as the Moon Festival or Zhōngqiū Jié (中秋节), began as an imperial celebration of the moon to pray for good harvests and harmony. Today, communities mark the occasion with unique traditions like lantern lighting, moon gazing, and sharing mooncakes to symbolize unity and good fortune.

Food Share Ideas

Gather your teammates and organize a **food share** to honour the Mid-Autumn Festival. Share dishes that hold special cultural significance during this time, like **mooncakes**, which represent unity and completeness. They are often gifted to loved ones to express affection and well wishes. **Pomelos**, with their round shape and name that sounds like “blessing” in Cantonese, symbolize abundance, while **edamame**—often served in their pods—represent prosperity and family togetherness.

Want to try making your own mooncake?

[Click here for a recipe and short video on how to make mooncakes](#)

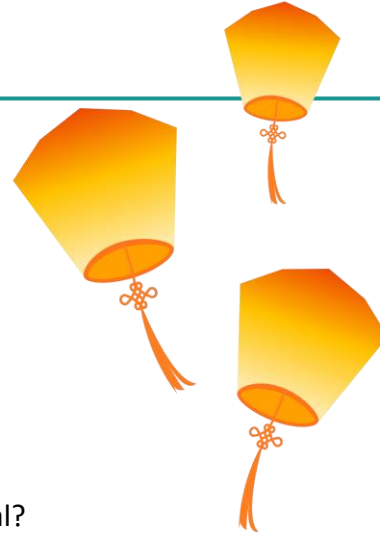




Mid-Autumn Festival October 6, 2025, *continued*

BETTER WORKPLACE

1. Encourage teammates to have a potluck using food that is significant to Mid-Autumn Festival
2. Put up the [poster for the Mid-Autumn Festival](#)
3. Discuss with Teammates:
 - What are some common activities during the Mid-Autumn Festival?
 - How do families typically celebrate the Mid-Autumn Festival together?
 - There are many kinds of mooncakes. What type of mooncake is your favourite?



BETTER CUSTOMER EXPERIENCE

Decorate your store with the Global Market décor. Discover more about products in-store:

- What mooncake brands do we carry?
- What are the key differences with each?
- What other traditional foods do we sell in our stores?

BETTER COMMUNITIES

Learn more about the Mid-Autumn Festival by exploring these additional links:

- [Popular Food for Mid-Autumn Festival](#)
- [Mid-Autumn Festival Fun Facts](#)



World Mental Health Day

October 10, 2025

World Mental Health Day was founded in 1992 by the World Federation for [Mental Health](#). It is meant to raise awareness, remove the stigma associated with mental illness, and promote mental wellbeing.

Pause for your Mental Wellbeing:

At the start of Team Meetings, Store Huddles, and RSC Dock Talks [add a brief deep breathing exercise](#), proven to reduce stress and anxiety and improve concentration.

Take the e-learning course [Mental Wellbeing and You](#) on the People Portal to learn why mental wellbeing is important.



BETTER WORKPLACE

Did you know?

Mental health disabilities are the fastest growing in youth age and working age populations 15-64.

What can you do?

Check in with your teammates and show interest in their wellbeing. A simple "Hello, how are you?" can make someone feel welcome and open up a conversation.

Connect with these Mental Health resources to support you, your family, friends and co-workers:

1. Download [Sobeys Daily 2-Minute Mental Wellbeing Check-in](#).
2. [SobeysMentalWellbeing.com](#) for articles, videos, and quick links to programs and resources.
3. [Get Help Here: Mental Health Support](#) for national mental health resources and an informative video.
4. **Wear a green ribbon** to support mental health awareness.

BETTER COMMUNITIES

Talk to teammates and customers about Sobeys' commitment to Child and Youth Mental Health through its partnership with [Kids Help Phone](#).



Diwali

October 20, 2025

Diwali

October 20, 2025

Diwali, pronounced *duh-VAH-lee*, is the Festival of Lights and one of India's most important holidays. Celebrated by Hindus, Jains, Sikhs, and Newar Buddhists, it symbolizes the triumph of light over darkness.

During the five-day celebration, **clay lamps are lit to protect against spiritual darkness**, gifts are exchanged, and festive meals are shared. Different communities mark the occasion in unique ways—some honour Lakshmi, goddess of wealth, while others celebrate Kali, goddess of strength.



RSC 97 Teammates Celebrate Diwali in Dartmouth, NS.

Bring Diwali to life

PLAN A FOOD SHARE

During Diwali, "Mithai" or sweets are eaten because they symbolize the sweetness of life. They can be made at home or purchased from stores.



RECIPES

[Milk Cake](#), [Lapsi](#), [Kalakand](#), [Gulab Jamun](#), and [Rasmalai](#).

CREATE A SWEETS TABLE

- Create a sweets table showcasing Diwali sweets for teammates to enjoy.



Suggested Activities
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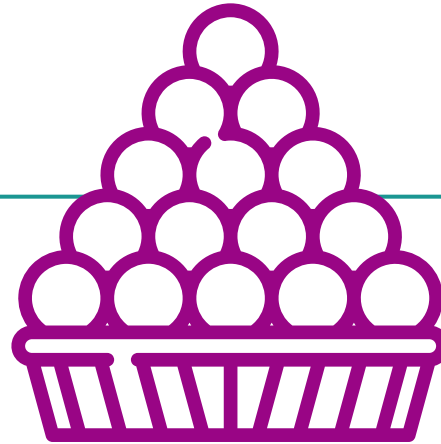
Diwali October 20, 2025, *continued*

BETTER WORKPLACE

1. Print and display a [poster or virtual background for Diwali](#).
2. Decorate your workspace with [marigold garlands](#) and small LED lamps or [LED diyas](#)
3. Organize a potluck lunch with teammates.

Appropriate Greetings for Diwali

- Shubh Diwali (pronounced “Shope duh-VAH-lee”) translates to “Happy Diwali” in Hindi.
- Happy Diwali!
- Have a blessed Diwali celebration!
- Wishing you a colourful, cheerful Diwali with your loved ones.



BETTER CUSTOMER EXPERIENCE

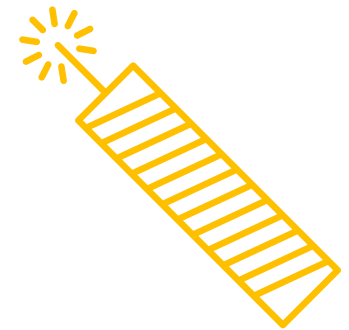
Decorate your store with the Global Market décor. Discover more about products in-store:

- Channa
- Samosas
- Guava and Mango Juice
- Parathas



BETTER COMMUNITIES

Participate in local Diwali festival of lights performances and festival celebrations.





Transgender Awareness Week & Transgender Day of Remembrance

November 13 – 20, 2025

Transgender Awareness Week is observed annually from November 13-19 and leads up to the Transgender Day of Remembrance on November 20.

What is Transgender Awareness Week?

Transgender Awareness Week is a week when transgender people and their allies take action to bring attention to the trans community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around issues of prejudice, discrimination, and violence that affect the transgender community.

What is Transgender Day of Remembrance?

Transgender Day of Remembrance (TDOR) was started in 1999 by Gwendolyn Ann Smith to honour Rita Hester, a transgender woman murdered in 1998. Her death brought attention to the high rates of violence faced by trans communities. Rita Hester's murder — like most anti-transgender murder cases — has yet to be solved. Today, TDOR is observed globally to remember lives lost to anti-transgender violence, bigotry, and discrimination, and to call for safer more inclusive spaces.



Nova Scotia teammates at the 2025
Halifax Pride Parade



Transgender Awareness Week & Transgender Day of Remembrance November 13 – 20, 2025, *continued*

Ways to get involved:

- **Speak out against transphobia.** Challenge transphobic language and behaviour. If you see it or hear it, take the step to address it. Explain why it is harmful or offensive.
 - Check out these [tips on how to be an ally](#) and respond when you see or hear hurtful or offensive behaviour.
 - [Learn some facts](#) that will help you challenge common misconceptions.
 - Check out this [Heritage Minute](#) celebrating the iconic Jackie Shane, a pioneering trans soul singer based in Toronto in the 1960s.

By understanding the diversity of our customers and teammates, we create inclusive workplaces and shopping experiences for everyone.

BETTER WORKPLACE

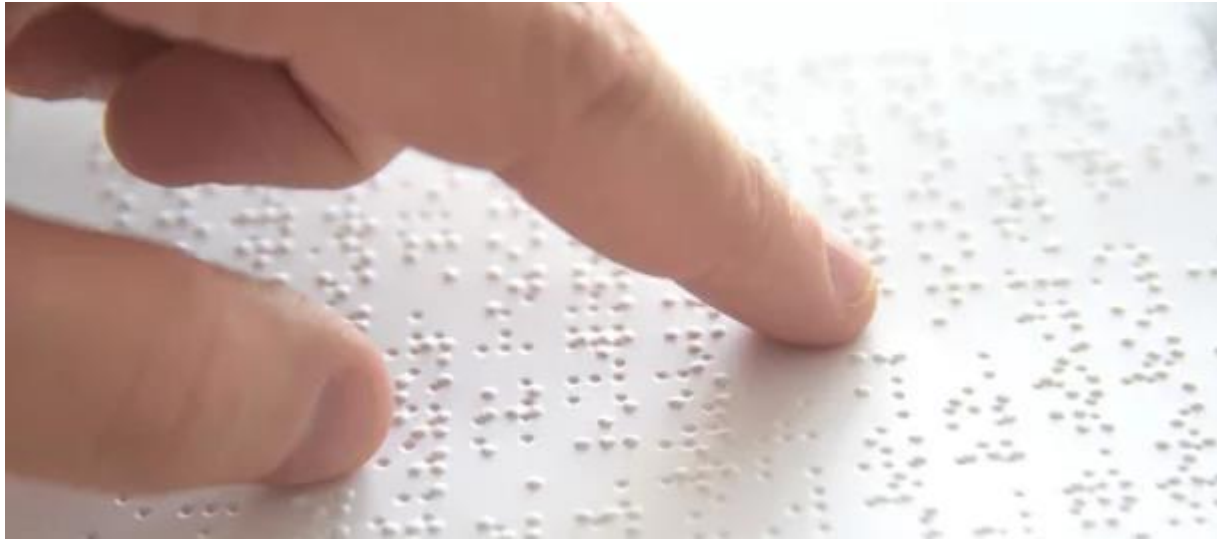
1. Add your pronouns to [your email signature](#).
2. Display this [poster about pronouns](#) from the519.
3. Add your pronouns to your nametag and/or email signature. Reach out to DEI@sobeys.com to get pronoun stickers.
4. Display this [poster or update your desktop background](#) with this image to signal that you are an ally to the trans community.

BETTER CUSTOMER EXPERIENCE

Don't assume a customer's gender by calling them Ma'am or Sir. Alternatively, you can drop the gender-specific terms and say "How may I help you?"

BETTER COMMUNITIES

Attend a TDOR vigil near you – vigils are typically hosted by local transgender advocates or 2SLGBTQIA+ organizations.



Did you know?

According to the most recent [Canadian Survey on Disability](#), approximately 27% of Canadians aged 15 years and older (or eight million people) lives with one or more disabilities.

Learn more about [Disability in Canada](#) Discuss how we can reduce bias towards persons with disabilities.

Check out the [Allies of Persons with Disabilities](#) recording.

International Day of Persons with Disabilities (IDPwD)

December 3, 2025

The International Day of People with Disabilities (IDPwD), observed every year on December 3, was proclaimed by the United Nations General Assembly in 1992. IDPwD is an opportunity to celebrate the contributions of people with disabilities, improve our understanding of the barriers people with disabilities face, and evaluate our efforts towards inclusive and accessible communities.

Bring Disability Inclusion to life

Display a poster for IDPwD

Consider dedicating a Dock Talk or team huddle to discuss IDPwD. Some conversation starters are:

1. What assumptions do you have about disability?
2. What are some barriers that people with disabilities might face in the workplace?
3. What are some ways you can be an ally to people with disabilities?



International Day of Persons with Disabilities (IDPwD) December 3, 2025, *continued*

BETTER WORKPLACE

1. Use a [virtual background](#) to show support during virtual meetings and consider taking [An Introduction to Disability Inclusion](#) eLearning available in People Portal.
2. Before virtual meetings take place, make sure to call out the accessibility features available to teammates, such as closed captioning, chat, translation, recording – these features don't just benefit people with disabilities, they benefit everyone!

BETTER CUSTOMER EXPERIENCE

1. Gain insight into how best to [serve customers with an intellectual disability](#).
2. Remind customers about Sensory Friendly Shopping Hours in your store. If you haven't activated this program yet, refer to the [Sobeys Sensory Friendly Shopping Activation Guide](#).

BETTER COMMUNITIES

1. Research disability nonprofits that you can volunteer for in your area.
2. Check out Inclusion Canada's [Ways to make your community more welcoming and inclusive: Advice from people with an intellectual disability toolkit](#).





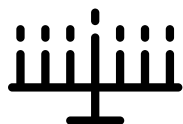
Happy Holidays!

For many, the holidays are filled with important and familiar traditions, decorations, foods, sounds, and emotions. We invite you to reflect and connect with another person who may be celebrating something different than you during this holiday season!

The holiday season begins in late November and continues until the end of January. During this period, there are numerous religious, spiritual, and secular dates and celebrations. Some examples include (but are not limited to):

2025

- Hanukkah (Dec. 14-Dec. 22)
- Christmas Eve (Dec. 24)
- Christmas (Dec. 25)
- Kwanzaa (Dec. 26-Jan. 1)



2026

- New Year's Day (Jan. 1)
- Epiphany (Jan. 6)
- Orthodox Christmas (Jan. 7)
- Lohri (Jan. 13)
- Orthodox New Year (Jan. 14)
- Tu BiShvat (Feb. 1)



BETTER WORKPLACE

In the spirit of inclusion, we encourage people to connect with each other and learn more about the different holidays. You can help everyone feel welcome during this season by:

- Learning more about the different celebrations and traditions. Reflect on what is new to you, what you would like to learn more about, and how you can apply the learnings going forward.
- Show curiosity and openness about the regional differences in the ways teammates celebrate holidays.
- **We can't see what holidays people celebrate or what their preferences are just by looking at them.** Therefore, use an inclusive greeting such as "Happy Holidays!"

BETTER CUSTOMER EXPERIENCE

Decorate the stores for holiday season with winter inspired decorations to be more inclusive, attract new customers and build loyalty.

BETTER COMMUNITIES

Participate in the company-wide in-store holiday fundraising campaign designed to support local food banks, and highlight the important role we play in our communities.

Customers are invited to donate food items in their local stores.





Black History Month February

Black History Month honours the history, contributions, and resilience of Black communities in Canada. It highlights the first Black communities formed by Black Loyalists and those who arrived via the Underground Railroad in Nova Scotia and New Brunswick, while also acknowledging the ongoing impact of racism and systemic barriers. The month celebrates all Black Canadians from early settlers to more recent members of the Black diaspora across the country.

Bring Black History Month to life

Organize a food share using [these recipes from 6 Sobeys' teammates](#).

Watch this video on the [history of Black people in Canada](#).

Discuss the [noteworthy Black Canadians](#) who overcame significant obstacles to reach their goals.



Black History Month 2025 – Bahamian Junkanoo performance at the Tahoe office.



Sobeys 680 in Douglastown, NB celebrates Black History Month 2025.



BETTER WORKPLACE

Stores/RSC/CFC

1. [Watch this 3-minute video](#) showcasing 6 Sobeys' teammates sharing their favourite dish from their cultural background.
2. Print and display a [poster](#) for Black History Month.
3. Dedicate a Team Huddle, Dock Talk to discuss how to commemorate the month.

OFFICE

1. Use a [virtual background](#) to show your support.
2. Visit our [DE&I website](#) to view past Black History Month recorded events.

BETTER CUSTOMER EXPERIENCE

Highlight Black cuisine by celebrating products that represent Caribbean, African and Black American dishes such as Black eyed peas, Malt beverages, Jerk seasoning, cornmeal, saltfish.

BETTER COMMUNITIES

Check your [local Black History organization](#) for events to celebrate the month.

Learn more about Sobeys support of [RiseUP powered by KidsHelp Phone](#), a mental health service for Black youth.

Sobeys is a signatory to the [Black North Initiative](#), an organization dedicated to the eradication of anti-Black racism in Canada.





Lunar New Year

February 17, 2026

Lunar New Year, celebrated in many East and Southeast Asian cultures, begins with the first new moon and ends 15 days later on the full moon. It's a time to honour ancestors, feast with loved ones, and welcome good fortune. Traditions vary, but generally include family dinners, red envelopes, dragon dances, and fireworks. Decorations like lanterns, flowers, and dragons are chosen to bring luck.

Organize a food share with teammates - Lunar New Year dishes like dumplings symbolize letting go of the old and welcoming the new. [Click here](#) for a quick recipe and video.

Bring Lunar New Year to life

Watch the [Lunar New Year](#) video with your team and discuss the food traditions highlighted.

Arrange a food share featuring traditional Lunar New Year foods such as dumplings, noodle dishes, spring rolls, rice cakes, and tangerines.



Lawtons Drugs #140 in Conception Bay South, NL celebrates Lunar New Year with delicious treats.



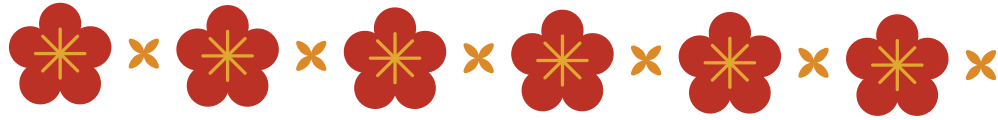
Exciting Lion Dance at Safeway Capilano in Edmonton, Alberta.



Sobeys 349 hands out tasty samples to celebrate Lunar New Year in Fredericton, NB.



Suggested Activities
on next page



BETTER WORKPLACE

1. Arrange a potluck featuring traditional Lunar New Year foods such as dumplings, spring rolls, rice cakes, and tangerines.
2. Wishing your colleagues who celebrate a Happy Lunar New Year!

Appropriate Greetings

- Wishing you lots of luck and happiness in the year ahead.
- Hope this new year brings you good fortune, peace and prosperity.

RFC/CFC/STORES

1. [Print the poster](#) and display in the lunchroom or on the bulletin board.

OFFICE

1. [Use a virtual background](#) to show support during virtual meetings.



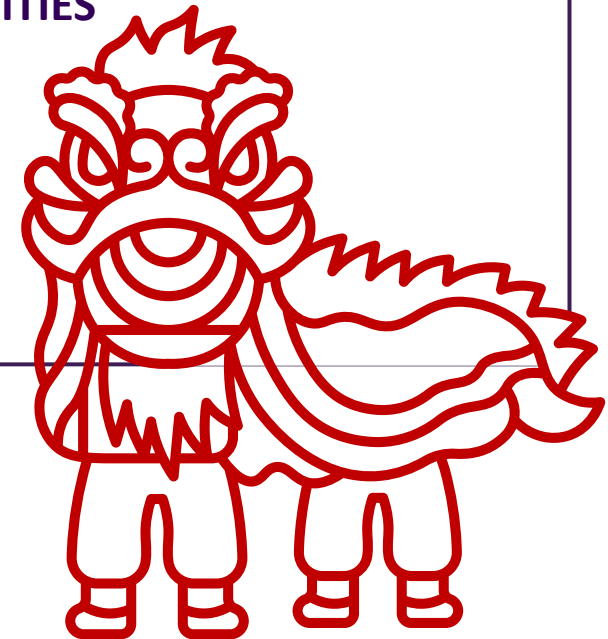
BETTER CUSTOMER EXPERIENCE

Decorate your store with the Global Market décor.

Highlight East Asian Cuisine by celebrating products that represent Chinese, Korean, Vietnamese and Thai dishes.

BETTER COMMUNITIES

Attend a local Lion Dance in your area.





Make your own Day of Significance

Steps to create your own day of significance

1. Take time to ask teammates if they are acknowledging days of significance that they would like to share with others, consulting with a person or group from the culture or community tied to the day of significance ensures authenticity and respectful representation.
2. Create a poster or an information sheet about the day of significance.
3. Is there a type of music, food or special decorations that would help to celebrate the day?
4. Find short videos or podcasts to educate teammates about the day of significance.
5. Incorporate an interactive component such as a workshop or lunch and learn such as learning a traditional dance, craft, or recipe.

Here are some wonderful examples of how your teammates have celebrated their days of significance!

Office Teammates in Stellarton, NS, wearing purple for Epilepsy Awareness Day 2025



CFC 2 in Pointe-Claire, QC celebrates Dia de los Muertes (Day of the Dead)

BETTER WORKPLACE

In the spirit of inclusion, we encourage people to connect with each other and learn more about these and other dates of significance.

Demonstrate curiosity and openness if someone celebrates the holidays or days of significance differently than you. Consider asking someone if they would be comfortable sharing more about their traditions and memories.

Learn more on your own time, research videos, podcasts, and books to gain insights about the cultures and lived experiences of your colleagues.

Suggested sources: [Government of Canada website](#), [Canadian Encyclopedia](#), [Historica Canada Heritage Minutes](#) and nonprofit organizations associated with the day.



This comprehensive list of dates can be used to source additional opportunities to connect with what matters most to your communities

SEPTEMBER 2025

- 8-14 | Mennonite Heritage Week
- 23-29 | International Week of Deaf People
- 21-27 | Gender Equality Week
- 1 | Labour Day
- 5 | International Day of Charity
- 5 | Onam
- 5 | Mawlid an-Nabi
- 7 | Ukrainian Heritage Day
- 8 | International Literacy Day
- 10 | World Suicide Prevention Day
- 11 | Ethiopian/Coptic New Year
- 18 | International Equal Pay Day
- 21 | International Day of Peace
- 22 | Fall Equinox
- 23 | Bi Visibility Day
- 23 | International Day of Sign Languages
- 22-24 | Rosh Hashanah
- 22-2 | Navratri (Navaratri)
- 25 | Franco-Ontarian Day
- 26 | Krishna Janmashtami
- 30 | National Day for Truth and Reconciliation / Orange Shirt Day

OCTOBER 2025

- 12-18 | Workplace Bullying Awareness Week
- 19-25 | Invisible Disabilities Week
- 1 | Treaty Day
- 2 | Dussehra
- 4 | National Day of Action for Missing and Murdered Indigenous Women and Girls
- 4 | St. Francis Day
- 5 | World Teacher Day
- 10 | World Mental Health Day
- 11 | International Day of the Girl Child
- 11 | National Coming Out Day
- 13 | Thanksgiving
- 14-15 | Simchat Torah
- 15 | International Day of Rural Women
- 16 | International Pronouns Day
- 22 | International Stuttering Awareness Day
- 23 | Shemini Atzeret
- 23 | Birth of Baha'u'llah
- 26 | Intersex Awareness Day

NOVEMBER 2025

- 2-8 | Treaties Recognition Week
- 5-11 | Veterans' Week
- 16-22 | Restorative Justice Week
- 18-24 | National Addictions Awareness Week
- 25-10 | 16 Days of Activism Against Gender-Based Violence
- 1 | All Saints' Day
- 2 | Day of the Dead
- 2 | All Souls Day
- 5 | Guru Nanak Gurburab
- 8 | Indigenous Veterans Day
- 11 | Remembrance Day
- 11 | Lha Bab Düchen
- 14 | World Diabetes Day
- 16 | International Day for Tolerance
- 19 | International Men's Day
- 20 | Transgender Day of Remembrance
- 20 | National Child Day
- 22 | Holodomor Memorial Day
- 25 | International Day for the Elimination of Violence Against Women

DECEMBER 2025

- 30-24 | Advent
- 14-22 | Chanukah / Hanukkah
- 26-1 | Kwanzaa
- 1 | World AIDS Day
- 2 | International Day for the Abolition of Slavery
- 3 | International Day of Persons with Disabilities
- 5 | International Volunteer Day
- 6 | The National Day of Remembrance and Action on Violence against Women
- 6 | St. Nicholas Day / Feast of Saint Nicholas
- 8 | Pansexual Pride Day
- 8 | Bodhi Day
- 10 | Human Rights Day
- 13 | Aga Khan's Birthday
- 16 | Day of Reconciliation
- 18 | International Migrants Day
- 20 | International Human Solidarity Day
- 21 | Winter Solstice
- 24 | Christmas Eve
- 25 | Christmas Day
- 26 | Boxing Day
- 26 | Zartosht No-Diso / Death of Prophet Zarathustra