



 DOORDASH for Business

CELEBRATE CULTURE AND CUISINE

A Calendar Of
Inclusive Holiday Meals

BUILD A CULTURE OF BELONGING THROUGH HOLIDAY MEALS

Discover new opportunities to strengthen team culture throughout the year with this comprehensive guide to cultural holidays and festivals.

Celebrating diverse holidays and events in the workplace not only brings employees together, but it also opens the door to a rich exchange of culinary and cultural traditions. Each holiday comes with its unique flavors, spices, and dishes that reflect the heritage and customs of the people who celebrate. By sharing these holiday meals in the workplace, colleagues can learn more about the vibrant cultures that exist within their teams and bond over a communal table.

Holiday celebrations are a wonderful addition to a workplace's [diversity, inclusion, and equity \(DEI\) initiatives](#), creating opportunities for communication and connection between employees. Investing in thoughtful DEI practices, especially around diverse holiday celebrations, not only supports a more inclusive workplace but also delivers tangible benefits to companies by boosting employee engagement, fostering a sense of belonging, and enhancing overall organizational success.



WHY INCLUSIVE HOLIDAY MEALS MAKE A DIFFERENCE

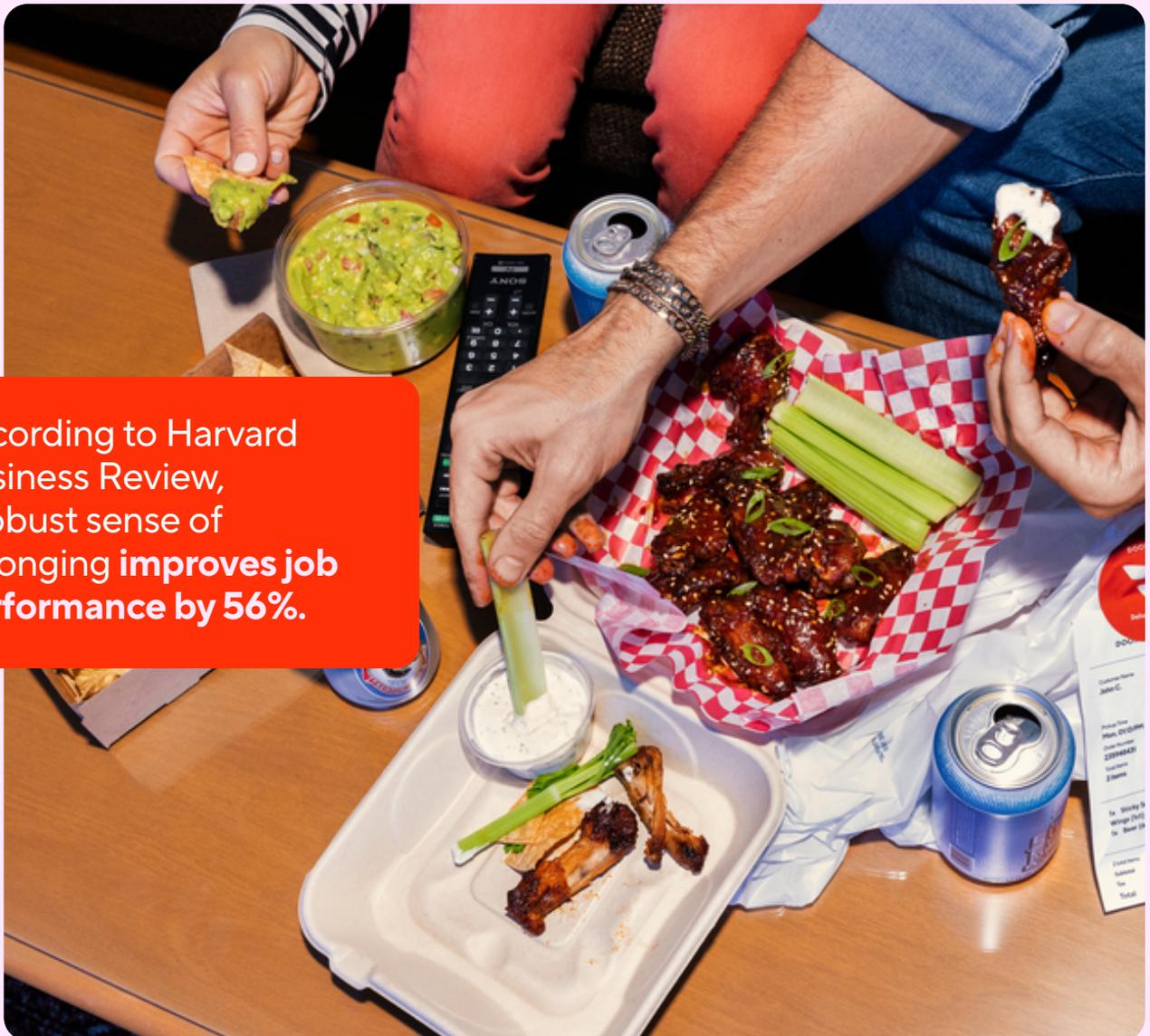
Research has shown that when coworkers share meals as a group, it [improves their problem-solving capabilities as a team](#), while also helping them develop and grow their interpersonal relationships.

On top of these key benefits, you can add the advantages of DEI programs. Cultivating a

sense of inclusivity in the workplace increases employees' sense of belonging – and as reported in Harvard Business Review, a robust sense of belonging [improves job performance by 56%](#) while reducing turnover risk by half and the number of sick days by three quarters. Celebrating [cultural holidays as company events](#) brings teams together and builds stronger personal bonds by proudly celebrating and centering the religions, customs, and cultures of individual team members.

Every quarter of the year includes potential celebrations and commemorations for engagement and education. Consider sending out a survey to your employees to find out what holidays they honor and would like to see represented at work. In the meantime, this events calendar is a great place to start.

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ANNUAL HOLIDAYS AND CULTURAL EVENTS CALENDAR

Across hundreds of cultures, there is a broad swath of celebrations that are observed and honored throughout the year. While employers will choose which of these to celebrate, what follows is a broad overview of some of the most widely celebrated holidays.

Q1: JANUARY – MARCH



Lunar New Year Late January – February

The second new moon after the winter solstice usually ushers in the Lunar New Year, a festival marking the imminent arrival of spring and observed across much of Asia, including China, South Korea, Vietnam, Malaysia, Singapore, and the Philippines. The foods associated with the Lunar New Year carry specific symbolic meaning: dumplings and spring rolls signify wealth and abundance, while whole fish invites prosperity into the upcoming year.

Festive foods: Dumplings, spring rolls, whole fish



Holi March

The popular festival of Holi is celebrated across the Indian subcontinent and by the Indian diaspora worldwide. Marking the advent of spring, it's famously known as the Festival of Colors because of the brightly pigmented powders that are playfully thrown around in celebration.

Festive foods: Gujiya (sweet dumplings), thandai (a spiced milk beverage), chaat (savory snacks)



St. Patrick's Day March 17

Irish heritage is widespread throughout much of the world, and St. Patrick's Day is a day dedicated to celebrating the distinct culture and cuisine of the Emerald Isle. It takes place on the traditional funerary date of the patron saint of Ireland, and honors the original arrival of Christianity in Ireland. It has since also evolved into a worldwide secular celebration of all things Irish.

Festive foods: Guinness pie, Irish soda bread, corned beef, cabbage

Q2: APRIL – JUNE



Eid al-Fitr

March - April

Over the course of an entire month – known as Ramadan, the ninth month of the Islamic calendar – Muslims around the world embark on a period of self-reflection. During this time, people fast from dawn until dusk. The holiday known as Eid al-Fitr marks the end of the month-long fasting of Ramadan, and is celebrated with a rich, opulent feast and gift-giving between loved ones.

Festive foods: Biryani (spiced rice and meat), harissa or basbousa (semolina cake soaked in syrup), sheer khurma (vermicelli pudding)



Easter

April

At the end of the Holy Week, which usually falls in April, Christians around the world observe Easter to commemorate the resurrection of Jesus. There are many secular traditions also associated with Easter – chocolate eggs among the tastiest – but the timing is still based on the Paschal moon, the first full moon after the spring equinox.

Festive foods: Roast lamb, hot cross buns, glazed ham



Passover

April

Typically taking place in late March or April on the 15th day of the month of Nisan in the Hebrew calendar, this is a major festival honoring the Exodus of the Israelites from slavery. The seder is a celebratory meal that includes a central plate laden with symbolic foods like salt water, representing tears.

Festive foods: Matzoh (unleavened bread), charoset (a fruit and nut mixture), gefilte fish



Cinco de Mayo

May 5

Although it originated as a celebration of Mexico's victory over the Second French Empire, Cinco de Mayo has evolved over the years into an international tribute to Mexican culture and heritage, and is especially popular in the United States. Folk music and dancing, as well as traditional Mexican food, are commonly associated with this vibrant fiesta.

Festive foods: Tacos, mole negro (chile and chocolate sauce), chiles en nogada (stuffed peppers)



Juneteenth

June 19

Also known as Jubilee Day, Emancipation Day, and Black Independence Day, Juneteenth commemorates the end of slavery in the United States. Among its traditions, cookouts and barbecues are some of the most common, and the color red represents resilience, sacrifice, and joy.

Festive foods: Red foods such as barbecued meat, fruit punch, and red velvet cake



Q3: JULY – SEPTEMBER



International Day of the World's Indigenous Peoples August 9

All over the world, ancient civilizations have developed deep relationships with the lands on which they've lived for millennia. The International Day of the World's Indigenous Peoples is a chance for those in settler societies to learn more about these cultures, and to respect, protect, and champion them.

Festive foods: Local indigenous dishes varying by region



Ganesh Chaturti August - September

This 10-day Hindu festival honors Lord Ganesh, one of the religion's most venerated deities. This multifaceted festival involves music, prayers, sweet traditional foods, and creating clay idols with elephant heads to honor the God of New Beginnings, Wisdom and Luck.

Festive foods: modak (grated coconut and brown sugar dumplings), puran poli (stuffed sweet flatbread), kheer (rice pudding)



Krishna Janmashtami August – September

Of all the avatars of Vishnu, none are more important in Hindu traditions than Krishna – and Krishna Janmashtami is the holiday that celebrates his birth. Festivals, feasts, vigils, and ceremonies are held all over the world, and customs can vary widely by region.

Festive foods: Panjiri (roasted and spiced wheat flour sweet), makhan mishri (butter and sugar), sabudana khichdi (sago pearl pilaf)



Rosh Hashanah September - October

For Jewish communities, the New Year, or Rosh Hashanah, normally falls in September. This holiday begins the period known as the Ten Days of Repentance, culminating in Yom Kippur – the holiest day in Judaism. Foods eaten in celebration of Rosh Hashanah have symbolic meaning: the challah bread indicates the eternal cycle of life and apple slices dipped in honey symbolize the hopes for a sweet New Year.

Festive foods: Challah bread, kugel (sweet noodle casserole), brisket

Q4: OCTOBER – DECEMBER



Diwali

October - November

To celebrate the triumph of light over darkness, Hindu, Sikh, and Jain communities all over the world adorn their living spaces and workplaces with candles, lamps and lanterns for this Festival of Lights. Colorful decorations and fireworks displays frequently feature in these celebrations, which last about five days.

Festive foods: Samosas, laddoo (ball-shaped fried dessert), jalebi (sweet pretzels)



Día de los Muertos

November 1 - 2

It may look macabre, but the Mexican Day of the Dead – or Día de los Muertos – is quite celebratory. Families build beautiful altars to pay homage to deceased relatives, don elaborate costumes and makeup, and commune with their departed loved ones.

Festive foods: Pan de muerto (bread of the dead), tamales, calaveras de azúcar (sugar skulls)



Thanksgiving

Fourth Thursday of November (USA)

Largely practiced in the United States and Canada, though observed in other parts of the world as well, Thanksgiving is a late-autumn harvest festival focused on gratitude for the good fortune of the past year. It generally takes the form of a banquet, and denotes the beginning of the holiday season. It's the fourth Thursday in November in the US, or the second Monday of October in Canada.

Festive foods: Turkey, pumpkin pie, cranberry sauce



Kwanzaa

December 26 - January 1

Kwanzaa is a seven-day festival of pan-African and African American pride, solidarity and liberation. It revolves around the seven principles of African heritage, or Nguzo Saba, symbolized by seven candles in a special type of holder called a kinara.

Festive foods: Jollof rice, collard greens, other traditional African dishes

HOW TO PLAN TEAM EVENTS THAT ENHANCE CULTURAL AWARENESS

Research has shown that when coworkers share The best way to bring inclusive holidays into the workplace is through learning initiatives. Order food associated with the holiday that everyone can try, and make it the centerpiece for an office event that encourages engagement and discovery.

To ensure respect and authenticity while celebrating and honoring these holidays, work directly with employees who celebrate these holidays to authentically honor their customs and traditions.

Here are some tips to help you in your approach to planning cultural celebrations in the workplace:

1. Invite speakers or experts:

An expert guest lecturer is a great way to facilitate cultural conversations and exchange among your team. For example, inviting a historian or anthropologist who practices the holiday to speak about it in a lunch & learn format can give your team deeper insight, and create an open, inclusive forum for further discussion.

2. Let employees host sessions or presentations:

If you have members of your team who belong to a cultural community and would love to share a holiday with their co-workers, encourage them to lead a workshop or learning session. There are many fun ways to do this – for instance, they could share stories and recipes related to the observance, or test their colleagues' knowledge with themed trivia.





3. Curate virtual experiences:

Cultural celebrations can be hosted in-person, but if you have a hybrid workforce that includes remote team members, consider streaming any lectures or informational sessions, and also potentially add guided experiences like a virtual museum tour.

4. Host a movie night or book club:

There are countless films, documentaries, and [books](#) that can both entertain and foster cultural awareness, sharing, and understanding. Use these as the main touchpoints for your DEI holiday event, and follow them with thoughtful debriefs and discussions among team members.

5. Organize community volunteering:

Many cultural holidays incorporate themes of goodwill and charity. Organizing charitable DEI initiatives outside of the office, like volunteering

at a soup kitchen or donating food and clothing to those in need, can help reinforce the significance and values of the holiday being celebrated.

A few other suggestions to keep in mind: create a multicultural committee for planning DEI events so that different views and voices are represented – and of course, encourage input and feedback from the rest of the team.

Also, avoid scheduling workplace celebrations on the actual holidays. It's more thoughtful to celebrate close to the actual holiday date, so that office events don't interfere with team members' personal celebrations.



HOLIDAY MEALS FOR EVERY EVENT AND CELEBRATION

Now that you're equipped with a multicultural calendar of DEI holidays, all you need is the culinary component to ensure your employees have reliable and convenient access to a wide variety of restaurants and food vendors from [wherever they're working](#).

DoorDash for Business is a suite of solutions that delivers all this and more. With over 500,000 merchants to choose from nationwide, there is an extensive variety of

cuisines on offer to suit any cultural occasion – and an effective way to make delicious food part of your organization's DEI program. Unlike traditional catering, [group orders](#) with DoorDash for Business allow employees to add their individual meals to a group cart set by admins, making sure that everyone gets a meal that suits their taste buds and their dietary requirements. DoorDash for Business also offers [expensed meal credits](#) and [one-time meal vouchers](#) that can be extended to onsite and remote teams so they can order what they want, while still allowing the organization to set guidelines. Ensure everyone can enjoy their meal safely with [a guide to common dietary restrictions](#).

And administering these programs has never been easier. A centralized all-in-one billing portal with SAP integrations means that amassing receipts and paperwork are a thing of the past.

CELEBRATE THE DIVERSITY OF YOUR TEAM

To ensure employees feel accepted, appreciated, and empowered at work, organizations need to take DEI initiatives seriously. When businesses invest in DEI programs, there's an enhanced sense of belonging among team members, and

this can translate directly to increased rates of engagement and decreased risk of attrition.

Connecting DEI priorities to employee events and holidays by building a calendar with multicultural observances from around the world is a great way to reinforce these initiatives through a lens of celebration. By inviting employees to share their culture and customs and how they're traditionally celebrated and honored on specific holidays, you enable a stronger company culture that's rooted in inclusivity and belonging.



