

DIVERSITY CALENDAR 2023 - 2024

OFFICE OF THE PRESIDENT AND PROVOST
(EQUALITY, DIVERSITY & INCLUSION)



SEPTEMBER 2023



SEPTEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21 UN International Day of Peace	22	23 Bi-Visibility Day	24
25 National Inclusion Week (25-1)	26	27	28	29	30	

- 6 Krishna Janmashtami** (Hindu)
- 15-17 Rosh Hashanah (begins sunset of Friday, ends nightfall of Sunday; work not permitted) (Judaism)
- 18 Fast of Gedaliah (Judaism)
- 18 Ganesh Chaturthi* (Hindu)
- 23 Autumn Equinox/Mabon (Wicca/Pagan)
- 24-25 Yom Kippur (begins sunset of Sunday, ends nightfall of Monday; work not permitted) (Judaism)
- 27 Milad un-Nabi* (Islam)
- 29-6 Sukkot (begins sunset of Friday, ends nightfall of following Friday; work not permitted 30th-1st, but permitted 2nd-6th October with certain restrictions) (Judaism)

Sukkot

Sukkot is a weeklong Jewish holiday that comes five days after Yom Kippur. Sukkot celebrates the gathering of the harvest and commemorates the miraculous protection G-d provided for the children of Israel when they left Egypt. We celebrate Sukkot by dwelling in a foliage-covered booth (known as a sukkah) and by taking the "Four Kinds" (arba minim), four special species of vegetation.

Find out more:

https://www.chabad.org/library/article_cdo/aid/4784/jewish/What-Is-Sukkot.htm

Image above: Palm branches, a lemon and a paper chain as held during a Sukkot service

OCTOBER 2023

D Y S T E X X I A
D Y S T E X X I A



OCTOBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
October marks Black History Month						1
2 Dyslexia Awareness Week (2-8)	3	4	5	6	7	8
9 Dyspraxia Week (9-15)	10 World Mental Health Day Ada Lovelace Day	11 National Coming Out Day	12	13	14	15
16	17	18	19	20	21	22 Ace (Asexual Awareness) Week (22-28)
23	24	25	26	27	28	29
30	31					

- 6-8 Shemini Atzeret & Simchat Torah (begins sunset of Friday, ends nightfall of Sunday; work not permitted) (Judaism)
- 15-24 Sharad Navratri** (Hindu)
- 17 Birth of the Báb (Bahá'í) (work not permitted)
- 17 Birth of Bahá'u'lláh (Bahá'í)
- 20 Installation of Scriptures as Guru Granth (Sikh)
- 23 Dusherra** (Hindu)
- 31 All Hallows' Eve (Christian)
- 31 Samhain/Hallowe'en (Wicca/Pagan)

Dyslexia Awareness Week

Dyslexia Awareness Week is an annual event to raise awareness of dyslexia. Every year resources are produced and shared with teachers, employers and the general public to highlight a different dyslexia-related theme.

Find out more:

<https://www.bdadyslexia.org.uk/support-us/awareness-events/dyslexia-awareness-week/dyslexia-awareness-week-2023>

NOVEMBER 2023



NOVEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8	9	10	11	12 Remembrance Sunday Inter Faith Week (12-19)
13 Anti-Bullying Week (13-17)	14	15	16 UK Disability History Month begins	17	18	19 International Men's Day
20 Transgender Day of Remembrance	21	22	23	24	25	26
27	28	29	30 St. Andrew's Day			

- 1 All Saints' Day (Christian)
- 2 All Souls' Day (Christian)
- 12 Diwali (Hindu, Jain, Sikh)
- 18 Chhath Puja (Hindu)
- 26 Day of the Covenant† (Bahá'í)
- 27 Kartik Purnima (Hindu, Jain, Sikh)
- 27 Guru Nanak Dev Sahib Birthday (Sikh)
- 28 Ascension of 'Abdu'l-Bahá† (Bahá'í)

Diwali

Diwali is the Hindu festival of lights, usually lasting five days. It symbolises the spiritual "victory of light over darkness, good over evil, and knowledge over ignorance".

Find out more:

<https://en.wikipedia.org/wiki/Diwali>

DECEMBER 2023



**HUMAN
RIGHTS DAY**
DECEMBER 10

DECEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2 International Day for the Abolition of Slavery	3 International Day of People With Disabilities
4	5	6	7	8	9	10 International Human Rights Day
11	12	13	14	15	16	17
18	19	20	21	22	23	24 Christmas Eve
25 Christmas Day	26 Boxing Day	27	28	29	30	31

7-15 Chanukkah (begins sunset of Thursday, ends nightfall of Friday; work permitted except Shabbat) (Judaism)

8 Bodhi Day (Buddhist)

16 Dhanu Sankranti (Hindu)

22 Winter Solstice/Yule (Wicca/Pagan)

22 Gita Jayanti (Hindu)

22 Asarah B'Tevet (begins sunrise of Friday, ends nightfall of Friday; work permitted) (Judaism)

28 Holy Innocents (Christian)

International Human Rights Day

Human Rights Day is observed every year on 10 December — the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR). The UDHR proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

The 75th anniversary of the Universal Declaration of Human Rights will be celebrated on 10 December 2023.

Find out more:

<https://www.un.org/en/observances/human-rights-day>

JANUARY 2024



JANUARY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 New Year's Day	2	3	4 World Braille Day	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21 World Religion Day
22	23	24	25	26	27 Holocaust Memorial Day	28
29	30	31				

- 6 Epiphany (Christian)
- 7 Christmas Day (Orthodox)
- 13 Maghi (Sikh)
- 25 Mahayana New Year ** (Buddhist)
- 25 Tu B'Shevat (Judaism)

World Braille Day

World Braille Day, celebrated since 2019, is observed to raise awareness of the importance of Braille as a means of communication in the full realisation of the human rights for blind and partially-sighted people.

Find out more:

<https://www.un.org/en/observances/braille-day>

FEBRUARY 2024



FEBRUARY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
February marks LGBT+ History Month			1	2	3	4
5	6 International Day of Zero Tolerance to Female Genital Mutilation	7	8	9	10 Chinese New Year	11 International Day of Women and Girls in Science
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

- 1 Imbolc/Candlemas (Wicca/Pagan)
- 8 Lailat al-Miraj* (Islam)
- 13 Shrove Tuesday (Christian)
- 14 Ash Wednesday - Lent begins (Christian)
- 14 St. Valentine's Day (Christian)
- 14 Vasant Panchami** (Hindu)
- 15 Nirvana Day (Buddhist)

LGBT+ History Month

LGBT+ History Month is a time to celebrate the contributions and accomplishments of the LGBT+ community throughout history. It is also an opportunity to raise awareness about the ongoing struggles for equality and acceptance that the LGBT+ community continues to face.

Find out more:

<https://lgbtplushistorymonth.co.uk/>

MARCH 2024



MARCH 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1 St. David's Day	2	3
4	5	6	7	8 International Women's Day	9	10
11	12	13	14	15 International Day to Combat Islamophobia	16	17 St. Patrick's Day
18	19	20 International Day for the Elimination of Racial Discrimination	21	22	23	24
25	26	27	28	29	30	31 International Transgender Day of Visibility

- 8 Maha Shivratri** (Hindu)
- 11-8 Ramadan* (Islam)
- 20 Spring Equinox/Ostara (Wicca/Pagan)
- 21 Naw-Rúz (Bahá'í)
- 23-24 Purim (begins sunset of Saturday, ends nightfall of Sunday; work should be avoided) (Judaism)
- 25 Hola Mohalla (Sikh)
- 29 Good Friday (Christian)
- 31 Easter Sunday (Christian)

Good Friday

Good Friday is a Christian holiday commemorating the crucifixion of Jesus and his death at Calvary. It is observed during Holy Week as part of the Paschal Triduum on the Friday preceding Easter Sunday, and may coincide with the Jewish observance of Passover.

Find out more:

https://en.wikipedia.org/wiki/Good_Friday

APRIL 2024

HAPPY
Baisakhi



APRIL 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8 National Stalking Awareness Week (8-12)	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23 St. George's Day	24	25	26 International Lesbian Visibility Day	27	28
29	30					

- 1 Easter Monday (Christian)
- 6 Laylat al-Qadr* (Islam)
- 10 Eid al-Fitr* (Islam)
- 13 Vaisakhi** (Hindu, Sikh)
- 21 First Day of Ridván (Bahá'í)
- 22-30 Passover (begins sunset of Monday, ends nightfall of Tuesday; no work permitted 23-24 and 29-30. Work permitted on 25-26 & 28 with certain restrictions) (Judaism)
- 29 Ninth Day of Ridván (Bahá'í)

Vaisakhi

Vaisakhi, also pronounced Baisakhi, marks the first day of the month of Vaisakh and is traditionally celebrated annually on 13 April and sometimes 14 April. It is seen as a celebration of spring harvest during which Sikhs hold kirtans, visit local Gurdwaras, community fairs, hold nagar kirtan processions, raise the Nishan Sahib flag, and gather to socialize and share festive foods.

Find out more:

<https://en.wikipedia.org/wiki/Vaisakhi>

MAY 2024



MENTAL HEALTH

AWARENESS WEEK

MAY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5 International Family Equality Day
6 May Day Bank Holiday	7	8	9	10	11	12
13 Mental Health Awareness Week (13-19)	14	15	16 Global Accessibility Awareness Day	17 International Day Against Homophobia, Biphobia and Transphobia	18	19
20	21	22	23	24	25	26
27 Spring Bank Holiday	28	29	30	31		

- 1 Beltane/May Eve (Wicca/Pagan)
- 2 Twelfth Day of Ridván (Bahá'í)
- 5 Orthodox Easter (Christian)
- 22 Second Passover (work permitted) (Judaism)
- 24 Declaration of the Báb (Bahá'í)
- 26 Lag B'Omer (work permitted) (Judaism)
- 29 Ascension of Bahá'u'lláh (Bahá'í)

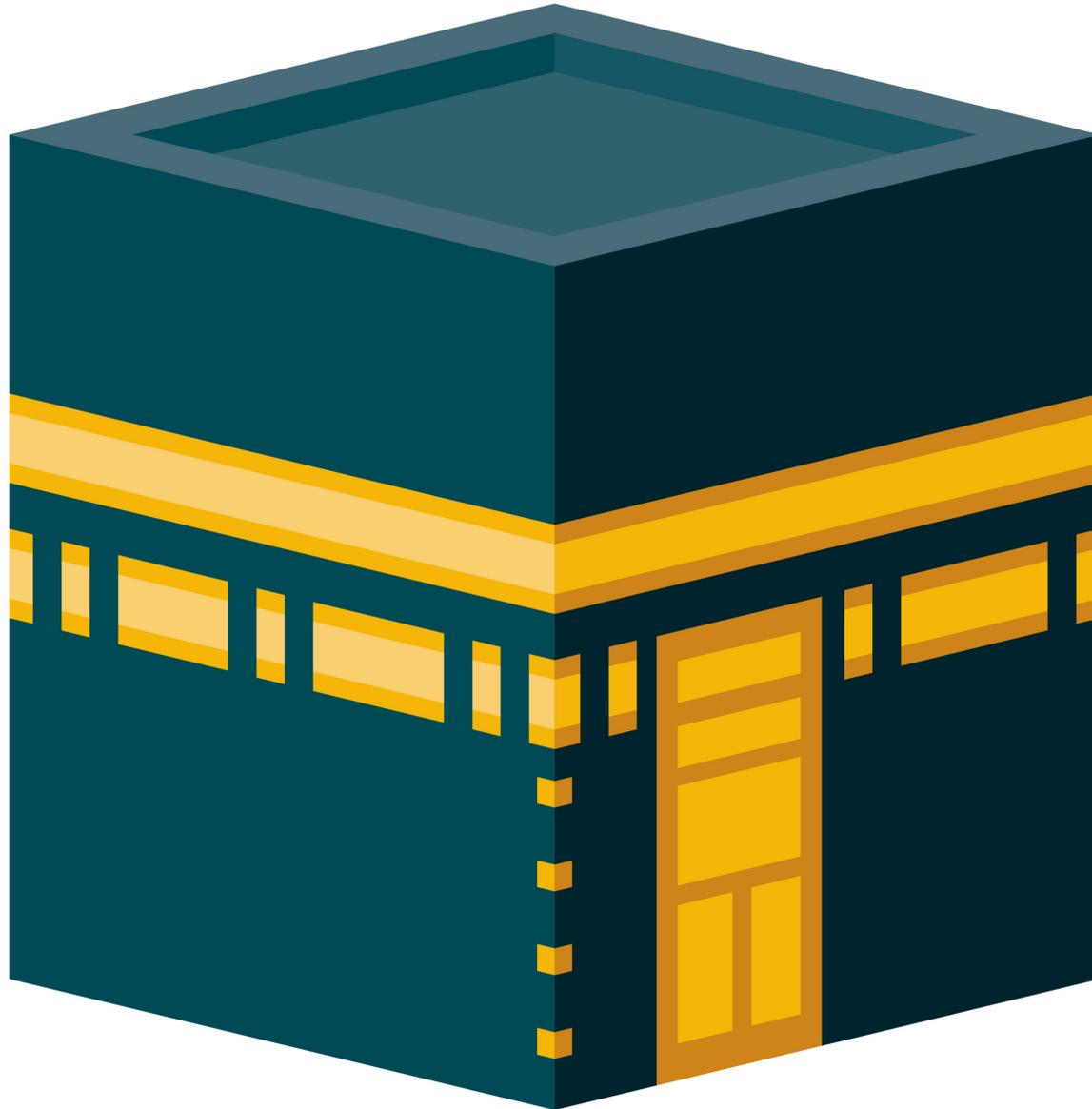
Mental Health Awareness Week

Mental Health Awareness Week is the UK's national week to raise awareness of mental health and mental health problems and inspire action to promote the message of good mental health for all.

Find out more:

<https://www.mentalhealth.org.uk/our-work/public-engagement/mental-health-awareness-week>

JUNE 2024



JUNE 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18 Autistic Pride Day	19	20	21	22 National Windrush Day	23 International Women in Engineering Day
24	25	26	27	28	29	30

- 10** Guru Arjan Martyrdom (Sikh)
- 11-13** Shavuot (begins sunset of Tuesday, ends nightfall of Thursday; work not permitted) (Judaism)
- 15** Waqf al Arafa - Hajj Day* (Islam)
- 16-19** Eid al-Adha* (Islam)
- 20** Summer Solstice/Litha (Wicca/Pagan)

Waqf Al Arafa

The Day of Arafah is an Islamic holiday that falls on the 9th day of Dhu al-Hijjah of the lunar Islamic Calendar. It is the second day of the Hajj pilgrimage and the day after is the first day of the major Islamic holiday of Eid al-Adha. At dawn of this day, Muslim pilgrims will make their way from Mina to a nearby hillside and plain called Mount Arafah and the Plain of Arafah. It was from this site that Muhammad gave one of his last famous sermons in the final year of his life. Muslims hold that part of the Qur'anic verse announcing that the religion of Islam had been perfected was revealed on this day.

Find out more:

https://en.wikipedia.org/wiki/Day_of_Arafah

JULY 2024



JULY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8	9	10	11	12	13	14 International Non-Binary People's Day
15	16	17	18 Nelson Mandela Day South Asian Heritage Month begins	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 8 Muharram - New Year* (Islam)
- 10 Martyrdom of the Báb (Bahá'í)
- 21 Asalha Puja / Dharma Day** (Buddhist)
- 23 Shivah Asar B'Tammuz (begins dawn of Tuesday, ends at nightfall of Tuesday; work permitted)
- 23-13 The Three Weeks (Work permitted, except Shabbat) (Judaism)
- 25 St James the Great Day (Christian)

Asalha Puja / Dharma Day

Asalha Puja, also known as Dharma Day, is one of Theravada Buddhism's most important festivals, celebrating as it does the Buddha's first sermon, the "Sermon in the Deer Park" at Sarnath, in which he set out to his five former associates the doctrine that had come to him following his enlightenment.

Find out more:

https://en.wikipedia.org/wiki/Asalha_Puja

AUGUST 2024



AUGUST 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23 International Day for the Remembrance of the Slave Trade & its Abolition	24	25
26 Late Summer Bank Holiday	27	28	29	30	31	

- 1 Lughnassadh/Lammas (Wicca/Pagan)
- 12 Tisha B'Av (begins dawn of Tuesday, ends nightfall of Tuesday; work permitted.)
- 13 Obon ** (Buddhist)
- 19 Tu b'Av (work permitted) (Judaism)
- 19 Raksha Bandhan** (Hindu)

Raksha Bandhan

Raksha Bandhan is a popular, traditionally Hindu, annual rite, or ceremony, which is central to a festival of the same name, celebrated in India, some other parts of South Asia, and among people around the world influenced by Hindu culture. On this day, sisters of all ages tie a talisman, or amulet, called the rakhi, around the wrists of their brothers, symbolically protecting them, receiving a gift in return, and traditionally investing the brothers with a share of the responsibility of their potential care.

Find out more:

https://en.wikipedia.org/wiki/Raksha_Bandhan

Image above: hands placing a rakhi bracelet around another's wrist

At UCL it has been agreed that student requests to be absent due to religious commitments should be considered sympathetically by departments. Students should not be registered as 'absent without good cause' if they are absent due to religious commitments, provided this has been discussed and agreed in advance with their tutor.

Staff wishing to observe religious festivals and holy days should discuss this with their manager in advance. Managers in turn are encouraged to sympathetically consider requests for annual leave or flexible work schedules from staff wishing to participate in religious festivals, and to be prepared to make changes to working arrangements as long as they don't cause undue disruption in terms of service, or unduly impact on others. Each academic year, a calendar of the main religious holidays is available so these can be considered by departments with reference to drafting teaching timetables, coursework deadlines and field trips etc.

The above dates are not intended to be a prescriptive list. Staff, students, parents, or members of the public are welcome to contact the EDI Team (equalities@ucl.ac.uk) to suggest other noteworthy dates.

Please refer to www.interfaith.org.uk/resources/religious-festivals for a fuller list of interfaith events/festivals.

Useful Links:

Religion & Belief: guidance for UCL managers

<https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/religion-and-belief-equality/religion-and-belief-guidance-managers>

Religion & Belief Equality Policy for Students

<https://www.ucl.ac.uk/current-students/guidelines/religious-equality>

Supporting Muslim staff during Ramadan

<https://www.ucl.ac.uk/equality-diversity-inclusion/equality-areas/religion-and-belief-equality/supporting-muslim-staff-during-ramadan>

Interfaith Calendar

www.interfaith-calendar.org/

Jewish holidays and festivals

www.chabad.org/holidays/default_cdo/jewish/holidays.htm

* **Holy days usually begin at sundown the day before this date.**

** **Local or regional customs may use a variation of this date.**

† **Bahá'ís are enjoined to suspend work on all but these holy days.**

Thank you to IfWH for the use of some of their images.