

DIVERSITY CALENDAR 2021 - 2022

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



SEPTEMBER 2021



SEPTEMBER 2021

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 UN International Day of Peace	21	22 Bi-Visibility Day	23	24	25	26
27	28	29	30			

6-8 Rosh Hashanah (begins sunset of Monday, ends nightfall of Wednesday; work not permitted) (Judaism)

9 Fast of Gedaliah (Judaism)

15-16 Yom Kippur (begins sunset of Wednesday, ends nightfall of Thursday; work not permitted) (Judaism)

20-27 Sukkot (begins sunset of Monday, ends nightfall of following Monday; work not permitted 20th-21st) (Judaism)

22 Autumn Equinox/Mabon (Wicca/Pagan)

27-29 Shemini Atzeret & Simchat Torah (begins sunset of Monday, ends nightfall of Wednesday; work not permitted) (Judaism)

Sukkot

The seven days of Sukkot—celebrated by dwelling in the sukkah, taking the Four Kinds, and rejoicing—is the holiday when we expose ourselves to the elements in covered huts, commemorating God's sheltering our ancestors as they travelled from Egypt to the Promised Land. The Four Kinds express our unity and our belief in God's omnipresence. Coming after the solemn High Holidays, it is a time of joy and happiness.

Find out more:

https://www.chabad.org/library/article_cdo/aid/4126/jewish/Sukkot.htm

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

OCTOBER 2021

DYSSITEXIA

OCTOBER 2021

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

7-14 Sharad Navratri** (Hindu)

15 Dusherra** (Hindu)

19 Milad un-Nabi* (Islam)

20 Installation of Scriptures as Guru Granth (Sikh)

31 All Hallow's Eve (Christian)

31 Samhain/Hallowe'en (Wicca/Pagan)

Dyslexia Awareness Week

In 2021, the British Dyslexia Association (BDA) will be putting aside 4-10 October to explore 'Dyslexia Creates' – looking at the power of dyslexia to create ideas, organisations and society and the invaluable contribution this makes to the UK. The BDA recognise however, that dyslexia also creates challenges and barriers so this theme will enable them to raise awareness of these and explore best practice in dyslexia support that empowers individuals to achieve their potential.

Find out more:

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

NOVEMBER 2021



NOVEMBER 2021

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8	9	10	11	12	13	14 Remembrance Sunday Inter Faith Week (14-21)
15	16	17	18 UK Disability History Month begins	19 International Men's Day	20 Transgender Day of Remembrance	21
22	23	24	25	26	27	28
29	30 St. Andrew's Day	31				

- 1 All Saints' Day (Christian)
- 2 All Souls' Day (Christian)
- 4 Diwali (Hindu, Jain, Sikh)
- 6 Birth of the Báb (Bahá'í)
- 7 Birth of Bahá'u'lláh (Bahá'í)
- 10 Chhath Puja (Hindu)
- 19 Kartik Purnima (Hindu, Jain, Sikh)
- 19 Guru Nanak Dev Sahib Birthday (Sikh)
- 25 Day of the Covenant† (Bahá'í)
- 27 Ascension of 'Abdu'l-Bahá† (Bahá'í)
- 28-6 Chanukkah (begins sunset of Sunday, ends nightfall of Monday; work permitted except Shabbat) (Judaism)

Inter Faith Week (14-21)

Inter Faith Week highlights the good work done by local faith, interfaith and faith-based groups and organisations, drawing new people into interfaith learning and cooperation. It enables greater interaction between people of different backgrounds and helps to develop integrated and neighbourly communities. It celebrates diversity and commonality and opens new possibilities for partnership.

Find out more:

<https://www.interfaithweek.org>

DECEMBER 2021



DECEMBER 2021

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2 International Day for the Abolition of Slavery	3 International Day of Persons 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	25 Boxing Day	26
27	28	29	30	31		

- 8 Bodhi Day (Buddhist)
- 14 Fast of Tevet 10 (Begins sunrise of Tuesday, ends nightfall of Tuesday; work permitted) (Judaism)
- 14 Gita Jayanti (Hindu)
- 16 Dhanu Sankranti (Hindu)
- 21 Winter Solstice/Yule (Wicca/Pagan)
- 25 Christmas Day
- 28 Holy Innocents (Christian)

Christmas Day

Christmas (or Feast of the Nativity) is an annual festival commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world. A feast central to the Christian liturgical year, it is preceded by the season of Advent or the Nativity Fast and initiates the season of Christmastide, which historically in the West lasts twelve days and culminates on Twelfth Night; in some traditions, Christmastide includes an octave. Christmas Day is a public holiday in many of the world's nations, is celebrated religiously by a majority of Christians, as well as culturally by many non-Christians, and forms an integral part of the holiday season centred around it.

Find out more:

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

Image above: A christmas parcel, a candy cane, lighted candles and foliage

JANUARY 2022



JANUARY 2022

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

- 6 Epiphany (Christian)
- 7 Christmas Day (Orthodox)
- 13 Maghi (Sikh)
- 17 15 Shevat (Judaism)
- 18 Mahayana New Year ** (Buddhist)

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 2022



FEBRUARY 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
February marks LGBT History Month	Chinese New Year 1	2	3	4	5	6 International Day of Zero Tolerance to Female Genital Mutilation
7	8	9	10	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						

1-2 Imbolc/Candlemas (Wicca/Pagan)

5 Vasant Panchami** (Hindu)

14 St. Valentine's Day (Christian)

15 Nirvana Day (Buddhist)

28 Maha Shivratri** (Hindu)

Chinese New Year

Chinese New Year (Spring Festival) is the Chinese festival that celebrates the beginning of a new year on the traditional Chinese calendar or lunar calendar. The festival is commonly referred to as the Spring Festival in China as the spring season in the lunisolar calendar traditionally starts with lichun, the first of the twenty-four solar terms which the festival celebrates around the time of. Marking the end of winter and the beginning of the spring season, observances traditionally take place from New Year's Eve, the evening preceding the first day of the year to the Lantern Festival, held on the 15th day of the year. The first day of Chinese New Year begins on the new moon that appears between 21st January and 20th February.

Find out more:

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

MARCH 2022



MARCH 2022

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	16	17 St. Patrick's Day	18	19	20
21 International Day for the Elimination of Racial Discrimination	22	23	24	25	26	27
28	29	30	31 International Transgender Day of Visibility			

- 1 Shrove Tuesday (Christian)
- 1 Lailat al-Miraj* (Islam)
- 2 Ash Wednesday - Lent begins (Christian)
- 16-17 Purim (begins sunset of Wednesday, ends nightfall of Thursday; work should be avoided) (Judaism)
- 19-21 Hola Mohalla (Sikh)
- 20 Spring Equinox/Ostara (Wicca/Pagan)
- 21 Naw-Rúz (Bahá'í)

International Transgender Day of Visibility

International Transgender Day of Visibility is honoured every year on March 31st and is a time to celebrate transgender people around the globe and the courage it takes to live openly and authentically, while also raising awareness around the discrimination trans people still face.

Find out more:

<https://www.hrc.org/resources/international-transgender-day-of-visibility>

Image above: A person holding the Transgender flag aloft against a blue sky

APRIL 2022



APRIL 2022

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 National Stalking Awareness Week (20-24)	21	22	23 St. George's Day	24
25	26 Lesbian Visibility Week (26-2)	27	28	29	30	

- 3 Ramadan Begins* (Islam)
- 14 Vaisakhi** (Hindu, Sikh)
- 15 Good Friday (Christian)
- 15-23 Passover (begins sunset of Friday, ends nightfall of Saturday; no work permitted 15-16 and 22-23. Work permitted on 17- 21 with certain restrictions) (Judaism)
- 17 Easter Sunday (Christian)
- 18 Easter Monday (Christian)
- 21 First Day of Ridván (Bahá'í)
- 29 Ninth Day of Ridván (Bahá'í)
- 29 Laylat al-Qadr* (Islam)

Ramadan

Ramadan is the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of fasting (sawm), prayer, reflection and community. A commemoration of Muhammad's first revelation, the annual observance of Ramadan is regarded as one of the Five Pillars of Islam and lasts twenty-nine to thirty days, from one sighting of the crescent moon to the next.

Find out more:

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

MAY 2022



MAY 2022

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

- 1 Beltane/May Eve (Wicca/Pagan)
- 2 Twelfth Day of Ridván (Bahá'í)
- 3 Eid al-Fitr* (Islam)
- 15 Second Passover (work permitted) (Judaism)
- 19 Lag B'Omer (work permitted) (Judaism)
- 24 Declaration of the Báb (Bahá'í)
- 29 Ascension of Bahá'u'lláh (Bahá'í)

Global Accessibility Awareness Day

Every user deserves a first-rate digital experience on the web. Someone with a disability must be able to experience web-based services, content and other digital products with the same successful outcome as those without disabilities. This awareness and commitment to inclusion is the goal of Global Accessibility Awareness Day (GAAD), a global event that shines a light on digital access and inclusion for people with disabilities.

Find out more:

<https://globalaccessibilityawarenessday.org/>

JUNE 2022



JUNE 2022

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

4-6 Shavuot (begins sunset of Saturday, ends nightfall of Monday; work not permitted) (Judaism)

16 Guru Arjan Martyrdom (Sikh)

21 Summer Solstice/Litha (Wicca/Pagan)

National Windrush Day

The day honours the British Caribbean community, and the half a million people who travelled to the UK after the Second World War. The first Windrush Day was held on June 22nd 2018.

Find out more:

www.windrushday.org.uk/

Image above: The Empire Windrush ship that brought people from the Caribbean to the UK

JULY 2022



JULY 2022

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 South Asian Heritage Month begins Nelson Mandela Day	19	20	21	22	23	24
25	26	27	28	29	30	31

- 9 Waqf al Arafa - Hajj Day* (Islam)
- 10 Martyrdom of the Báb (Bahá'í)
- 10-13 Eid al-Adha* (Islam)
- 13 Asalha Puja / Dharma Day** (Buddhist)
- 16-7 The Three Weeks (Work permitted, except Shabbat) (Judaism)
- 25 St James the Great Day (Christian)
- 30 Muharram - New Year* (Islam)

Asalha Puja / Dharma Day

Asalha Puja is a Theravada Buddhist festival which typically takes place in July, on the full moon of the month of Āsāḍha. It is celebrated in Cambodia, Thailand, Sri Lanka, Laos, Myanmar and in countries with Theravada Buddhist populations. 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 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 2022

**INTERNATIONAL DAY
FOR THE REMEMBRANCE
OF THE SLAVE TRADE
AND ITS ABOLITION**

AUGUST 23



AUGUST 2022

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 South Asian Heritage Month ends	21
22	23 International Day for the Remembrance of the Slave Trade & its Abolition	24	25	26	27	28
29 Late Summer Bank Holiday	30	31				

- 1 Lughnassadh/Lammas (Wicca/Pagan)
- 11 Raksha Bandhan** (Hindu)
- 12 The 15th of Av (work permitted) (Judaism)
- 13-15 Obon ** (Buddhist)
- 18 Krishna Janmashtami** (Hindu)
- 30 Ganesh Chaturthi* (Hindu)

International Day for the Remembrance of the Slave Trade & its Abolition

This International Day is intended to inscribe the tragedy of the slave trade in the memory of all peoples. In accordance with the goals of the intercultural project "The Slave Route", it should offer an opportunity for collective consideration of the historic causes, the methods and the consequences of this tragedy, and for an analysis of the interactions to which it has given rise between Africa, Europe, the Americas and the Caribbean.

Find out more:

<https://en.unesco.org/commemorations/slavetraderemembranceday>

At UCL it has been agreed that student requests to be absent due to religious commitments should be dealt with 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 with their tutor.

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

Please note that the effect of these festivals will vary from person to person, and they will not necessarily impact on staff or students time whilst at university (for example they are celebrated in the evening or at weekends).

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.

Useful Links:

Religion & Belief: guidance for UCL managers

www.ucl.ac.uk/hr/equalities/belief/religion_belief_guidance_for_managers.pdf

Religion & Belief Equality Policy for Students

www.ucl.ac.uk/academic-manual/part-5/religion-belief-equality

Supporting Muslim staff during Ramadan

www.ucl.ac.uk/hr/equalities/belief/ramadan.php

Interfaith Calendar

www.interfaith-calendar.org/

Jewish holidays and festivals

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

Calendar Labs

<https://www.calendarlabs.com/holidays/religious/>

* 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.