

DIVERSITY CALENDAR 2018 - 2019



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



SEPTEMBER 2018



SEPTEMBER 2018

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
				UN International Day of Peace		Bi Visibility Day
24	25	26	27	28	29	30

- 2-3 Krishna Janmashtami* (**Hindu**)
- 8 Birthday of the Blessed Virgin Mary (**Christian**)
- 10-11 Rosh Hashanah (no work permitted - begins sunset of Wednesday, ends nightfall of Friday) (**Judaism**)
- 12 Fast of Gedaliah (**Judaism**)
Muharram - New Year* (**Islam**)
- 13 Ganesh Chaturthi* (**Hindu**)
- 19-20 Yom Kippur (**Judaism**) (no work is permitted - begins sunset of Friday, ends nightfall of Saturday)
- 23-30 Sukkot (**Judaism**) (begins sunset of Sunday, ends nightfall of Sunday.
No work permitted on 24-25 Sept)
- 30-2 Shemini Atzeret* & Simchat Torah (**Judaism**) (**work not permitted**)

Ganesh Chaturthi

Ganesh Chaturthi is the 10 day Hindu festival that reveres Ganesh. The festival ends on the tenth day wherein the idol is carried in a public procession, then immersed in a nearby body of water such as a river or ocean. In Mumbai alone, around 150,000 statues are immersed annually.

Find out more:

en.wikipedia.org/wiki/Ganesh_Chaturthi

OCTOBER 2018

Chief Justice Sobolew was born in the Yoruba state of Ibadan, Nigeria around 1906. In 1932 he qualified in England to practise as the legal adviser to the U.K. (1932-35). After completing his degree, he was temporarily employed as a teacher of French at School of Oriental and African Studies, and subsequently qualified as a barrister.

While studying in Britain, Sobolew experienced poverty and racism which inspired him to organise other Nigerian students in Britain, and with the assistance of Prof. Adeniran Ogunniyi, Mervyn Dymally with, he formed the Nigerian Progress Union in London in 1938. In 1952 Sobolew and 14 Yoruba Kings founded the West African Students Union (WASU) in London. Under Sobolew's leadership WASU became the main social, cultural, and political focus for West Africans in Britain for the next twenty five years. It served as a training ground for many future political leaders, and played an important role in leading towards an end to colonial rule in Britain's West African colonies.

Throughout his life he wrote many letters and articles demanding self government for the West African colonies, especially the first person to make a radio broadcast in Yoruba.

After becoming a barrister, Sobolew returned to Nigeria to work in Lagos. He was elected to the Nigerian Legislative Council in 1948. He was also elected a University College Lecturer in Law at Arthur S. Leitch School of English Studies (University of Lagos) in collaboration with other African nationalist students and was elected as the first African Professor.

As part of a campaign against British rule in West Africa, Sobolew and other African nationalists called for the creation of a new university, and the creation of a new African centre in West Africa, inspired educational opportunities for West Africans, the report of that and other issues representative for West Africans in the Legislative Council and further to general nationalist interest.

In collaboration with the British, Sobolew was a key member of the committee for Nigeria, which became independent in 1960. He was elected a member of the Senate of the University of Lagos. For his role in leading Nigeria's independence and for his strong advocacy for self-government throughout his time as a professor, Sobolew became influential throughout Africa. He also served as the first Vice-Chancellor of the University of Lagos in 1962, and following without a break a period of administration and speaker (1965).

UCLU



OCTOBER 2018

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

30-2 Shemini Atzeret* & Simchat Torah (Judaism) (work not permitted)

9-16 Navratri** (Hindu)

19 Daserra** (Hindu)

20 Installation of Scriptures as Guru Granth (Sikh)

31 All Hallow's Eve (Christian)

Black History Month

"Black History Month is an international annual month, celebrating, recognising and valuing the inspirational individuals and events from within the BME communities. During Black History Month, we remember and celebrate the important people from the past and also who contribute to and help our society today. First celebrated in the UK in 1987, Black History Month in the UK is marked annually during the month of October."

Find out more:

www.officialblackhistorymonthuk.co.uk/
www.blackhistorymonth.org.uk/

Join RaceMatters@UCL - a social network for Black and Minority Ethnic staff at UCL:

www.mailinglists.ucl.ac.uk/mailman/listinfo/racematters

NOVEMBER 2018



NOVEMBER 2018

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

- 1 All Saints Day (**Christian**)
- 2 All Souls' Day (**Christian**)
- 7 Diwali (**Hindu, Jain, Sikh**)
- 21 Mawlid an Nabi* (**Muslim**)
- 23 Guru Nanak Dev Sahib Birthday (**Sikh**)
- 30 St Andrew's Day (**Christian**)

Transgender Day of Remembrance

Transgender Day of Remembrance was founded in 1999 by Gwendolyn Ann Smith, a transgender woman, to memorialize the murder of transgender woman Rita Hester in Allston, Massachusetts. TDoR has been held annually and it has slowly evolved from the web-based project into an international day of action.

Find out more:

en.wikipedia.org/wiki/Transgender_Day_of_Remembrance

Join Out@UCL, UCL's social network for LGBTQ+ staff:

www.mailinglists.ucl.ac.uk/mailman/listinfo/lgbt-staff-group

Or Friends of Out@UCL for allies:

www.mailinglists.ucl.ac.uk/mailman/listinfo/friends_of_out

DECEMBER 2018



DECEMBER 2018

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 Christmas Eve	25 Christmas Day	26 Boxing Day	27	28	29	30
31 New Year's Eve						

- 2-10 Chanukah* (**Judaism**)
- 18 Fast of Tevet 10* (**Judaism**)
- 21 Solstice (**Wicca/Pagan, Christian**)
- 25 Christmas Day (**Christian**)

International Day of Persons with Disabilities
 “The annual observance of the International Day of Disabled Persons was proclaimed in 1992, by the United Nations General Assembly resolution 47/3. It aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life.”

Find out more:
www.un.org/en/events/disabilitiesday/

Join Enable@UCL our network for Disabled Staff at UCL:
www.mailinglists.ucl.ac.uk/mailman/listinfo/enable

JANUARY 2019



JANUARY 2019

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 World Religion Day
21	22	23	24	25	26	27 National Holocaust Memorial Day
28	29	30	31			

- 6 Epiphany (**Christian**)
- 13 Maghi (**Sikhism**)
- 22 Vasant Paanchami** (**Hinduism**)
- 21 15 Shevat (**Judaism**)
- 21-23 Mahayana New Year ** (**Buddhist**)

World Religion Day

The origins of World Religion Day lie in the Bahá'í principles of the oneness of religion and of progressive revelation, which describe religion as evolving continuously throughout the history of humanity. The purpose of World Religion Day is to highlight the ideas that the spiritual principles underlying the world's religions are harmonious, and that religions play a significant role in unifying humanity.

Read more:

en.wikipedia.org/wiki/World_Religion_Day

FEBRUARY 2019



FEBRUARY 2019

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
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

- 5 Chinese New Year
- 13 Shrove Tuesday (**Christian**)
- 14 St Valentine's Day (**Christian**)
Maha Shivratri** (**Hinduism**)
Ash Wednesday - Lent begins (**Christian**)

Chinese New Year

Chinese New Year is also known as the Spring Festival. It is the most important celebration in the Chinese calendar. In Chinese tradition, each year is named after one of twelve animals, which feature in the Chinese zodiac.

Find out more:

www.bbc.co.uk/newsround/38668427

MARCH 2019



MARCH 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	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 St David's Day (**Christian**)
- 5 Shrove Tuesday (**Christian**)
- 6 Ash Wednesday (**Christian**)
- 20 Purim** (**Judaism**) (**begins at sunset, work should be avoided**)
- 21 Hola Mohalla (**Sikh**)

Purim

Purim commemorates the salvation of the Jewish people in ancient Persia from Haman's plot "to destroy, kill and annihilate all the Jews, young and old, infants and women, in a single day," as recorded in the Megillah (book of Esther).

Find out more:

www.chabad.org/holidays/purim/article_cdo/aid/645309/jewish/What-Is-Purim.htm

APRIL 2019



APRIL 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 World Autism Awareness Week	2 World Autism Awareness Day	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19 Good Friday	20	21 Easter Sunday
22 Easter Monday	23	24	25	26 Lesbian Visibility Day	27	28
29	30					

- 3 Lailat al Miraj* (**Islam**)
- 14 Vaisakhi** (**Sikhism**)
- 19-27 Passover (**Judaism**) **No work permitted on April 20 - 21 and April 26 - 27.**
- 23 St. George's Day (**Christian**)

Lesbian Visibility Day

"Lesbian Day of Visibility is an important opportunity to celebrate the wonderful diversity in our community, as well as a chance to break some of the prevalent stereotypes about what it means to be LGBT."

Read more and watch a video on why lesbian visibility matters:

www.stonewall.org.uk/our-work/blog/lesbian-visibility-matters

MAY 2019



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

- 6 Ramadan begins* (**Islam**)
- 19 Second Passover* (**Judaism**) (**work is permitted**)
- 23 Lag B'Omer (**Judaism**)

Ramadan

Ramadan is the ninth month of the Islamic calendar, and a time when Muslims across the world will fast during the hours of daylight.

Ramadan is the fourth of the five pillars of Islam.

The Qur'an was first revealed to the Prophet Muhammad during this month.

Find out more:

www.bbc.co.uk/schools/religion/islam/ramadan.shtml

JUNE 2019



JUNE 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
UCL Festival of Culture					1	2
3	4	5	6	7	8	9
10 Carer's Week (10-16)	11	12	13	14	15	16
17	18	19	20	21 National Women in Engineering Day	22	23
24	25	26	27	28	29	30

- 1 Laylat al Kadr* (**Islam**)
- 5-7 Eid al Fitr* (**Islam**)
- 8-10 Shavout (**Judaism**) (**No work permitted**)
- 16 Guru Arjan martyrdom (**Sikhism**)
- 21 Summer Solstice (**Wicca/Pagan**)

UCL Festival of Culture

This five-day-long festival usually takes place at the beginning of June. It comprises of talks, workshops and exhibitions, showcasing the world-class research being carried out by staff and students from across the arts, social sciences and education.

For more information:

www.ucl.ac.uk/festival-of-culture

JULY 2019



JULY 2019

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	24	25	26	27	28
29	30	31				

13-15 Obon ** (Buddhist)

16 Asalha Puja / Dharma Day** (Buddhist)

20-11 The Three Weeks (Judaism) (work permitted except Shabbat)

25 St James the Great Day (Christian)

Asalha Puja / Dharma Day

Asalha Puja Day, also called Dharma Day, is a very important holy day for the Theravada Buddhists. This religious festival day is celebrated in the 8th lunar month according to the old Indian calendar, on the day of the full moon. It is meant to celebrate the very first teachings from Buddha.

Read more:

www.worldreligionnews.com/?p=6200

AUGUST 2019



AUGUST 2019

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	24	25
26 Late Summer Bank Holiday	27	28	29	30	31	

10 Waqf al Arafa - Hajj Day* (**Islam**)

12-15 Eid-ul-Adha* (**Islam**)

15 Raksha Bandhan** (**Hinduism**)

16 The 15th of Av (**Judaism**) (**work permitted**)

23 Krishna Janmashtami** (**Hindu**)

29 Beheading of St. John the Baptist (**Christian**)

Krishna Janmashtami

The Krishna Janmashtami festival marks the birth of Krishna, one of the most popular Gods in the Hindu pantheon.

Find out more:

www.bbc.co.uk/religion/religions/hinduism/holydays/janamashtami.shtml

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.

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

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

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