

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



uc

# DIVERSITY CALENDAR 2020 - 2021



**SEPTEMBER 2020**



# SEPTEMBER 2020

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	26	27
28	29	30				

- 18-20** Rosh Hashanah (begins sunset of Friday, ends nightfall of Sunday; work not permitted) (Judaism)
- 21** Fast of Gedaliah (Judaism)
- 23** Autumn Equinox/Mabon (Wicca/Pagan)
- 27-28** Yom Kippur (begins sunset of Sunday, ends nightfall of Monday; work not permitted) (Judaism)

## Rosh Hashanah

Rosh Hashanah is the birthday of the universe, the day God created Adam and Eve, and it's celebrated as the head of the Jewish year. It is celebrated with candle lighting in the evenings, festive meals with sweet delicacies during the night and day, prayer services that include the sounding of the ram's horn (shofar) on both mornings, and desisting from creative work.

## Find out more:

[https://www.chabad.org/library/article\\_cdo/aid/4644/jewish/Rosh-Hashanah.htm](https://www.chabad.org/library/article_cdo/aid/4644/jewish/Rosh-Hashanah.htm)

OCTOBER 2020



# OCTOBER 2020

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

- 2-9 Sukkot (begins sunset of Friday, ends nightfall of Friday; work not permitted 3rd-4th) (Judaism)
- 9-11 Shmini Atzeret & Simchat Torah (begins sunset of Friday, ends nightfall of Sunday; work not permitted) (Judaism)
- 17-26 Navratri\*\* (Hindu)
- 18 Birth of the Báb (Bahá'í)
- 19 Birth of Bahá'u'lláh (Bahá'í)
- 20 Installation of Scriptures as Guru Granth (Sikh)
- 25 Dusherra\*\* (Hindu)
- 29 Milad un-Nabi\* (Islam)
- 31 All Hallow's Eve (Christian)

## All Hallow's Eve

All Hallow's Eve begins the three-day observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallow), martyrs, and all the faithful departed.

## Find out more:

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

NOVEMBER 2020



# NOVEMBER 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4	5	6	7	8 Interfaith Week (8-15) Remembrance Sunday
9	10	11	12	13	14	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

- 1 All Saints Day (Christian)
- 1 Samhain/Hallowe'en (Wicca/Pagan)
- 2 All Souls' Day (Christian)
- 14 Diwali (Hindu, Jain, Sikh)
- 20 Chhath Puja (Hindu)
- 25 Day of the Covenant† (Bahá'í)
- 27 Ascension of 'Abdu'l-Bahá† (Bahá'í)
- 29 Kartik Purnima (Hindu, Jain, Sikh)
- 30 Guru Nanak Dev Sahib Birthday (Sikh)
- 30 St Andrew's Day (Christian)

## Diwali

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

## Find out more:

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

DECEMBER 2020





# DECEMBER 2020

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 Christmas Day	26 Boxing Day	27
28	29	30	31			

- 8 Bodhi Day (Buddhist)
- 10-18 Chanukkah (begins sunset of Thursday, ends nightfall of Friday; work permitted except Shabbat) (Judaism)
- 15 Dhanu Sankranti (Hindu)
- 21 Winter Solstice/Yule (Wicca/Pagan)
- 25 Gita Jayanti (Hindu)
- 28 Holy Innocents (Christian)

## International Day of Persons With Disabilities

IDPWD is for:

- Celebration – to recognize and value the diversity of our global community, and to cherish the role we all play, regardless of our abilities;
- Learning – to understand and learn from the experiences of people with living with a disability;
- It is a day for optimism – to look towards the future and the creation of a world where a person is not characterised by their disabilities, but by their abilities;
- Action – where all people, organisations, agencies and charities not only show their support for International Day of People with Disabilities, but take on a commitment to create a world characterised by equal human rights.

Find out more: <https://idpwd.org/about/>

**JANUARY 2021**



# JANUARY 2021

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				New Year's Day 1	2	3
World Braille Day 4	5	6	7	8	9	10
11	12	13	14	15	16	17 World Religion Day
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)
- 28 Mahayana New Year \*\* (Buddhist)
- 28 15 Shevat (Judaism)

### Holocaust Memorial Day

The Holocaust Memorial Day Trust encourages remembrance in a world scarred by genocide. They promote and support Holocaust Memorial Day to remember the six million Jews murdered during the Holocaust, alongside the millions of other people killed under Nazi Persecution and in subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. 27 January marks the anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi death camp.

### Find out more:

<https://www.hmd.org.uk/what-is-holocaust-memorial-day/>

FEBRUARY 2021



# FEBRUARY 2021

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

- 2 Imbolc/Candlemas (Wicca/Pagan)
- 8 Nirvana Day (Buddhist)
- 14 St Valentine's Day (Christian)
- 16 Shrove Tuesday (Christian)
- 16 Vasant Panchami\*\* (Hindu)
- 17 Ash Wednesday - Lent begins (Christian)
- 25-26 Purim (begins sunset of Thursday, ends nightfall of Friday; work should be avoided) (Judaism)

## Nirvana Day

Nirvana Day is a Mahayana Buddhist holiday celebrated in East Asia. It celebrates the day when the Buddha is said to have achieved Parinirvana, or complete Nirvana, upon the death of his physical body. Passages from the Nirvana Sutra describing the Buddha's last days of life are often read on Parinirvana Day. Other observances include meditation and visits to Buddhist temples and monasteries.

## Find out more:

[https://en.wikipedia.org/wiki/Parinirvana\\_Day](https://en.wikipedia.org/wiki/Parinirvana_Day)

MARCH 2021



# MARCH 2021

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)
- 11 Lailat al-Miraj\* (Islam)
- 11 Maha Shivratri\*\* (Hindu)
- 20 Naw-Rúz (Bahá'í)
- 21 Spring Equinox/Ostara (Wicca/Pagan)
- 27-4 Passover (begins sunset of Saturday, ends nightfall of Sunday; no work permitted March 28-29 and April 3-4. Work permitted on March 30 - April 2 with certain restrictions) (Judaism)
- 29-31 Hola Mohalla (Sikh)

### International Women's Day

International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity.

### Find out more:

<https://www.internationalwomensday.com/>

**APRIL 2021**





# APRIL 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	21	22	23	24	25
26 Lesbian Visibility Day	27	28	29	30		

- 2 Good Friday (Christian)
- 4 Easter Sunday (Christian)
- 5 Easter Monday (Christian)
- 13 Vaisakhi\*\* (Hindu, Sikh)
- 12 Ramadan Begins\* (Islam)
- 20 First Day of Ridván (Bahá'í)
- 23 St. George's Day (Christian)
- 26 Second Passover (work permitted) (Judaism)
- 28 Ninth Day of Ridván (Bahá'í)
- 30 Lag B'Omer (work permitted) (Judaism)

## 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](https://en.wikipedia.org/wiki/Good_Friday)

**MAY 2021**



# MAY 2021

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

- 1 Twelfth Day of Ridván (Bahá'í)
- 1 Beltane/May Eve (Wicca/Pagan)
- 9 Laylat al-Qadr\* (Islam)
- 13 Eid al-Fitr\* (Islam)
- 16-18 Shavuot (begins sunset of Sunday, ends nightfall of Tuesday; work not permitted) (Judaism)
- 23 Declaration of the Báb (Bahá'í)
- 28 Ascension of Bahá'u'lláh (Bahá'í)

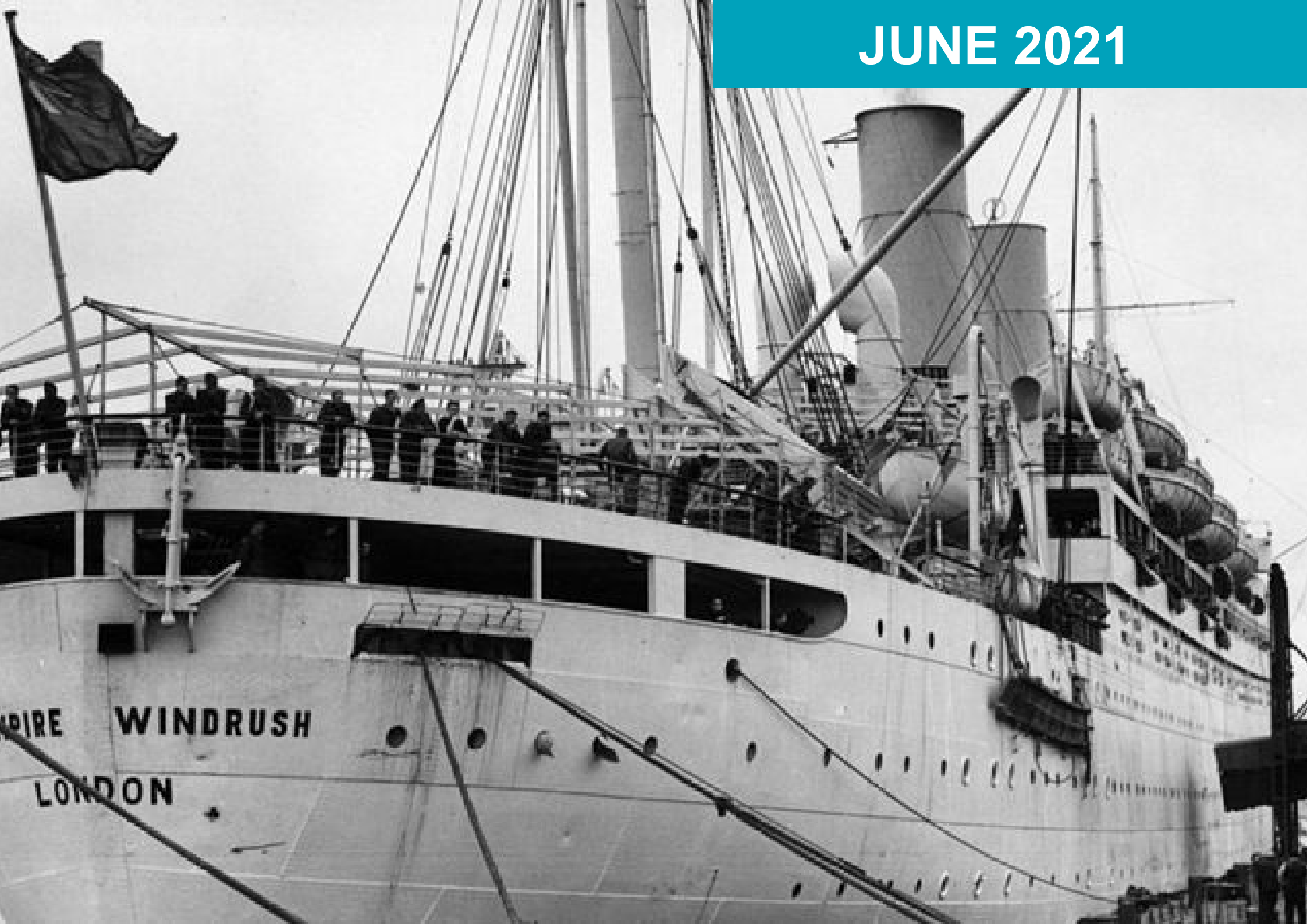
### International Day Against Homophobia, Transphobia and Biphobia

The International Day Against Homophobia, Transphobia and Biphobia is observed on May 17 and aims to coordinate international events that raise awareness of LGBT rights violations and stimulate interest in LGBT rights work worldwide. By 2016, the commemorations had taken place in 132 countries across the globe.

#### Find out more:

[https://en.wikipedia.org/wiki/International\\_Day\\_Against\\_Homophobia,\\_Transphobia\\_and\\_Biphobia](https://en.wikipedia.org/wiki/International_Day_Against_Homophobia,_Transphobia_and_Biphobia)

**JUNE 2021**



# JUNE 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 Autistic Pride Day	19	20
21	22 National Windrush Day	23 International Women in Engineering Day	24	25	26	27
28	29	30				

- 16 Guru Arjan Martyrdom (Sikh)
- 22 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 22 2018.

### Find out more:

[www.windrushday.org.uk/](http://www.windrushday.org.uk/)

JULY 2021



# JULY 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	21	22	23	24	25
26	27	28	29	30	31	

South Asian  
Heritage  
Month begins

- 9 Martyrdom of the Báb (Bahá'í)
- 13-15 Obon \*\* (Buddhist)
- 18 Nelson Mandela International Day
- 19 Waqf al Arafa - Hajj Day\* (Islam)
- 20-23 Eid al-Adha\* (Islam)
- 24 Asalha Puja / Dharma Day\*\* (Buddhist)
- 24 The 15th of Av (work permitted) (Judaism)
- 25 St James the Great Day (Christian)

## Waqf Al Arafah

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](https://en.wikipedia.org/wiki/Day_of_Arafah)

AUGUST 2021





# AUGUST 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	21	22
23	24	25	26	27	28	29
30 Late Summer Bank Holiday	31					

- 1 Lughnassadh/Lammas (Wicca/Pagan)
- 10 Muharram - New Year\* (Islam)
- 22 Raksha Bandhan\*\* (Hindu)
- 30 Krishna Janmashtami\*\* (Hindu)

## Krishna Janmashtami

Krishna Janmashtami is an annual Hindu festival that celebrates the birth of Krishna, the eighth avatar of Vishnu. It is observed according to the Hindu luni-solar calendar, on the eighth day (Ashtami) of the Krishna Paksha (dark fortnight) in Shraavana or Bhadrapad (depending on whether the calendar chooses the new moon or full moon day as the last day of the month), which overlaps with August/September of the Gregorian calendar.

## Find out more:

[https://en.wikipedia.org/wiki/Krishna\\_Janmashtami](https://en.wikipedia.org/wiki/Krishna_Janmashtami)

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](mailto: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](http://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](http://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](http://www.ucl.ac.uk/hr/equalities/belief/ramadan.php)

##### **Interfaith Calendar**

[www.interfaith-calendar.org/](http://www.interfaith-calendar.org/)

##### **Jewish holidays and festivals**

[www.chabad.org/holidays/default\\_cdo/jewish/holidays.htm](http://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.**