

# DIVERSITY CALENDAR 2022 - 2023





**SEPTEMBER 2022**



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

**23** Autumn Equinox/Mabon (Wicca/Pagan)

**25-27** Rosh Hashanah (begins sunset of Sunday, ends nightfall of Tuesday; work not permitted) (Judaism)

**26-4** Sharad Navratri\*\* (Hindu)

**28** Fast of Gedaliah (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)

Image above: Honey, apple and pomegranate in preparation for Rosh Hashanah feasts



OCTOBER 2022





# OCTOBER 2022

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

- 4-5 Yom Kippur (begins sunset of Tuesday, ends nightfall of Wednesday; work not permitted) (Judaism)
- 5 Dusherra\*\* (Hindu)
- 8 Milad un-Nabi\* (Islam)
- 9-16 Sukkot (begins sunset of Sunday, ends nightfall of following Sunday; work not permitted 10th-11th) (Judaism)
- 16 Birth of the Báb (Bahá'í) (Work Not Permitted)
- 16-17 Shemini Atzeret & Simchat Torah (begins sunset of Sunday, ends nightfall of Monday; work not permitted) (Judaism)
- 17 Birth of Bahá'u'lláh (Bahá'í)
- 20 Installation of Scriptures as Guru Granth (Sikh)
- 24 Diwali (Hindu, Jain, Sikh)
- 30 Chhath Puja (Hindu)
- 31 All Hallow's Eve (Christian)
- 31 Samhain/Hallowe'en (Wicca/Pagan)

## All Hallow's Eve

Halloween is a celebration observed in many countries on the eve of the Western Christian feast of All Hallow's Day. It begins the 3-day observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallow's), martyrs, and all the faithful departed.

## Find out more:

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

Image above: A row of pumpkins decorated in preparation for Halloween



**NOVEMBER 2022**





# NOVEMBER 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6
7	8	9	10	11	12	13 Remembrance Sunday  Inter Faith Week (13-20)
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)
- 8 Kartik Purnima (Hindu, Jain, Sikh)
- 8 Guru Nanak Dev Sahib Birthday (Sikh)
- 28 Day of the Covenant† (Bahá'í)
- 28 Ascension of 'Abdu'l-Bahá† (Bahá'í)

## Remembrance Sunday

Remembrance Sunday is held in the United Kingdom as a day "to commemorate the contribution of British and Commonwealth military and civilian servicemen and women in the two World Wars and later conflicts". It is held at 11am on the second Sunday in November (the Sunday nearest to 11 November, Armistice Day, the anniversary of the end of hostilities in the First World War in 1918).

## Find out more:

[https://en.wikipedia.org/wiki/Remembrance\\_Sunday](https://en.wikipedia.org/wiki/Remembrance_Sunday)



DECEMBER 2022



# DECEMBER 2022

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	

- 3 Gita Jayanti (Hindu)
- 8 Bodhi Day (Buddhist)
- 16 Dhanu Sankranti (Hindu)
- 18-26 Chanukkah (begins sunset of Sunday, ends nightfall of Monday; work permitted except Shabbat) (Judaism)
- 21 Winter Solstice/Yule (Wicca/Pagan)
- 25 Christmas Day
- 28 Holy Innocents (Christian)

## Chanukkah

Chanukah commemorates the rededication of the Temple in Jerusalem after a group of Jewish warriors defeated the occupying mighty Greek armies.

## Find out more:

[https://www.chabad.org/holidays/chanukah/default\\_cdo/jewish/Hanukkah.htm](https://www.chabad.org/holidays/chanukah/default_cdo/jewish/Hanukkah.htm)

Image above: A candelabrum with nine burning candles



JANUARY 2023





# JANUARY 2023

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

- 3 Fast of Tevet 10 (Begins sunrise of Tuesday, ends nightfall of Tuesday; work permitted) (Judaism)
- 6 Epiphany (Christian)
- 7 Christmas Day (Orthodox)
- 7 Mahayana New Year \*\* (Buddhist)
- 13 Maghi (Sikh)
- 25-5 Vasant Panchami\*\* (Hindu)

## Chinese New Year

Chinese New Year (also known as the Spring Festival) celebrates the beginning of a new year on the traditional Chinese calendar or lunar calendar. It marks the end of winter and the beginning of spring. Observances traditionally take place from New Year's Eve to the Lantern Festival held on the 15th day of the year. .

## Find out more:

[https://en.wikipedia.org/wiki/Chinese\\_New\\_Year](https://en.wikipedia.org/wiki/Chinese_New_Year)



FEBRUARY 2023



# FEBRUARY 2023

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 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 Imbolc/Candlemas (Wicca/Pagan)
- 6 15 Shevat (Judaism)
- 14 St. Valentine's Day (Christian)
- 15 Nirvana Day (Buddhist)
- 18 Maha Shivratri\*\* (Hindu)
- 18 Lailat al-Miraj\* (Islam)
- 21 Shrove Tuesday (Christian)
- 22 Ash Wednesday - Lent begins (Christian)

## 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.

## Find out more:

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

Image above: A gold statue of Buddha against a blue sky



MARCH 2023





# MARCH 2023

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 International Day for the Elimination of Racial Discrimination	21	22	23	24	25	26
27	28	29	30	31 International Transgender Day of Visibility		

**6-7** Purim (begins sunset of Monday, ends nightfall of Tuesday; work should be avoided) (Judaism)

**8** Hola Mohalla (Sikh)

**20** Spring Equinox/Ostara (Wicca/Pagan)

**21** Naw-Rúz (Bahá'í)

**23** Ramadan Begins\* (Islam)

## 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 women's equality.

## Find out more:

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



APRIL 2023



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

**5-13** Passover (begins sunset of Wednesday, ends nightfall of Thursday; no work permitted 5-6 and 12-13. Work permitted on 7- 11 with certain restrictions) (Judaism)

**7** Good Friday (Christian)

**9** Easter Sunday (Christian)

**10** Easter Monday (Christian)

**14** Vaisakhi\*\* (Hindu, Sikh)

**16** Orthodox Easter (Christian)

**17** Laylat al-Qadr\* (Islam)

**21** First Day of Ridván (Bahá'í)

**21** Eid al-Fitr\* (Islam)

**29** Ninth Day of Ridván (Bahá'í)

## Vaisakhi

Vaisakhi is a historical and religious festival in Sikhism and Hinduism celebrating the start of the month of Vaisakha. For Sikhs, the day commemorates the formation of Khalsa panth of warriors under Guru Gobind Singh in 1699. For many Hindus, the holiday is known as Vaisakha Sankranti and celebrates the Solar new year. Additionally, it a spring harvest festival for many Indians.

## Find out more:

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

Image above: Sikh gurus at a Vaisakhi festival



MAY 2023





# MAY 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 May Day Bank Holiday  Deaf Awareness Week (1-7)	2	3	4	5	6	7 International Family Equality Day
8 Mental Health Awareness Week (8-14)	9	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 Spring Bank Holiday	30	31				

- 1 Beltane/May Eve (Wicca/Pagan)
- 2 Twelfth Day of Ridván (Bahá'í)
- 5 Second Passover (work permitted) (Judaism)
- 9 Lag B'Omer (work permitted) (Judaism)
- 24 Declaration of the Báb (Bahá'í)
- 25-27 Shavuot (begins sunset of Thursday, ends nightfall of Saturday; work not permitted) (Judaism)
- 29 Ascension of Bahá'u'lláh (Bahá'í)

## Deaf Awareness Week

This week reminds the public that deaf people have their own communities, cultures, languages, and sign languages, which unite them. Deaf Awareness Week also aims to bring attention to the isolation that deaf people can occasionally experience, and heightens the importance of inclusion in the deaf community.

## Find out more:

<https://ukcod.org/deaf-awareness-week/>



**JUNE 2023**



# JUNE 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 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)
- 21 Summer Solstice/Litha (Wicca/Pagan)
- 27 Waqf al Arafah - Hajj Day\* (Islam)
- 29 Eid al-Adha\* (Islam)

**International Women In Engineering Day**  
International Women in Engineering Day will celebrate its 10th year in 2023. The day gives women engineers around the world a profile when they are still hugely under-represented in their professions. As the only platform of its kind, it plays a vital role in encouraging more young women and girls to take up engineering careers.

**Find out more:**  
<https://www.inwed.org.uk/about/>



JULY 2023

they

them



# JULY 2023

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						

**3** Asalha Puja / Dharma Day\*\* (Buddhist)

**6-27** The Three Weeks (Work permitted, except Shabbat) (Judaism)

**10** Martyrdom of the Báb (Bahá'í)

**19** Muharram - New Year\* (Islam)

**25** St James the Great Day (Christian)

## International Non-Binary People's Day

International Non-Binary People's Day is an LGBTQ+ awareness day observed annually on July 14. It was created in 2012 to celebrate people who identify outside the gender binary, as well as to raise awareness of the issues that affect them and the challenges they face on a daily basis.

## Find out more:

[https://en.wikipedia.org/wiki/International\\_Non-Binary\\_People%27s\\_Day](https://en.wikipedia.org/wiki/International_Non-Binary_People%27s_Day)



AUGUST 2023



# AUGUST 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	22	23 International Day for the Remembrance of the Slave Trade & its Abolition	24	25	26	27
28 Late Summer Bank Holiday	29	30	31			

- 1 Lughnassadh/Lammas (Wicca/Pagan)
- 2 The 15th of Av (work permitted) (Judaism)
- 13 Obon \*\* (Buddhist)
- 30 Raksha Bandhan\*\* (Hindu)

## Obon

Obon is a Japanese Buddhist custom to honour the spirits of one's ancestors. This Buddhist-Confucian custom has evolved into a family reunion holiday during which people return to ancestral family places and visit and clean their ancestors' graves when the spirits of ancestors are supposed to revisit the household altars. It has been celebrated in Japan for more than 500 years and traditionally includes a dance, known as Bon Odori.

## Find out more:

[https://en.wikipedia.org/wiki/Bon\\_Festival](https://en.wikipedia.org/wiki/Bon_Festival)



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**

<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/](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)

\* 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.