

DIVERSITY CALENDAR 2024 - 2025



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



SEPTEMBER 2024



SEPTEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
September marks East & South East Asian Heritage Month						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 National Inclusion Week (23-29) Bi-Visibility Day	24	25	26	27	28	29
30						

- 6 Ganesh Chaturthi* (Hindu)
- 15-16 Milad un-Nabi* (Islam)
- 22 Autumn Equinox/Mabon (Wicca/Pagan)

Ganesh Chaturthi

Ganesh Chaturthi is a Hindu festival celebrating the birth of Lord Ganesha, the elephant-headed god of wisdom, prosperity, and good fortune. It typically falls in August or September and lasts for 10 days. The festival involves the installation of Ganesha idols at homes and public spaces, followed by rituals, prayers, and cultural events. It concludes with the immersion of the idols in water, symbolising Ganesha's return to his divine abode.

Find out more:

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

OCTOBER 2024



OCTOBER 2024

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

- 2-4 Rosh Hashanah (begins sunset of Wednesday, ends nightfall of Friday; work not permitted) (Judaism)
- 3-12 Sharad Navratri** (Hindu)
- 6 Fast of Gedaliah (Judaism)
- 11-12 Yom Kippur (begins sunset of Friday, ends nightfall of Saturday; work not permitted) (Judaism)
- 12 Dusherra** (Hindu)
- 16-23 Sukkot (begins sunset of Wednesday, ends nightfall of following Wednesday; work not permitted 17-18, permitted 20-23 with certain restrictions)
- 20 Installation of Scriptures as Guru Granth (Sikh)
- 23-25 Shemini Atzeret & Simchat Torah (begins sunset of Wednesday, ends nightfall of Friday; work not permitted) (Judaism)
- 31 All Hallows' Eve (Christian)
- 31 Samhain/Hallowe'en (Wicca/Pagan)

Rosh Hashanah

Rosh Hashanah is the Jewish New Year, a two-day celebration marking the beginning of the High Holy Days, characterised by prayer, reflection, and the blowing of the shofar (ram's horn).

Find out more:

https://www.chabad.org/library/article_cdo/aid/4644/jewish/Rosh-Hashanah-2024.htm

NOVEMBER 2024



NOVEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5	6	7	8	9	10 Remembrance Sunday Inter Faith Week (10-17)
11 Anti-Bullying Week (11-17)	12	13	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)
- 1 Diwali (Hindu, Jain, Sikh)
- 2 All Souls' Day (Christian)
- 2 Birth of the Báb (Bahá'í) (work not permitted)
- 3 Birth of Bahá'u'lláh (Bahá'í)
- 7 Chhath Puja (Hindu)
- 15 Kartik Purnima (Hindu, Jain, Sikh)
- 15 Guru Nanak Dev Sahib Birthday (Sikh)
- 25 Day of the Covenant† (Bahá'í)
- 27 Ascension of 'Abdu'l-Bahá† (Bahá'í)

Transgender Day of Remembrance

The Transgender Day of Remembrance (TDOR) honours the memory of transgender individuals who have lost their lives to anti-transgender violence. Established in 1999 by transgender advocate Gwendolyn Ann Smith, TDOR raises awareness about the violence and discrimination faced by the transgender community. The day involves memorial services, vigils, and educational events, promoting visibility, resilience, and solidarity while advocating for justice and the rights of transgender people.

Find out more:

<https://glaad.org/tdor/>

DECEMBER 2024



DECEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1 World AIDS Day
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					

- 1 Gita Jayanti (Hindu)
- 8 Bodhi Day (Buddhist)
- 15 Dhanu Sankranti (Hindu)
- 21 Winter Solstice/Yule (Wicca/Pagan)
- 25-2 Chanukah (begins sunset of Wednesday, ends nightfall of Thursday; work permitted except Shabbat) (Judaism)
- 28 Holy Innocents (Christian)

Christmas Day

Christmas Day, celebrated on December 25th, marks the birth of Jesus Christ in Christian tradition. It's a global holiday characterised by religious services, festive decorations, gift-giving, and family gatherings. The day embodies themes of joy, peace, and goodwill, often featuring Santa Claus, Christmas trees, and festive meals.

Find out more:

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

JANUARY 2025



JANUARY 2025

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 World Religion Day
20	21	22	23	24	25	26
27 Holocaust Memorial Day	28	29 Chinese New Year	30	31		

- 6 Epiphany (Christian)
- 7 Christmas Day (Orthodox)
- 10 Asarah B'Tevet (begins sunrise of Friday, ends nightfall of Friday; work permitted) (Judaism)
- 13 Maghi (Sikh)
- 14 Mahayana New Year ** (Buddhist)
- 27 Lailat al-Miraj* (Islam)

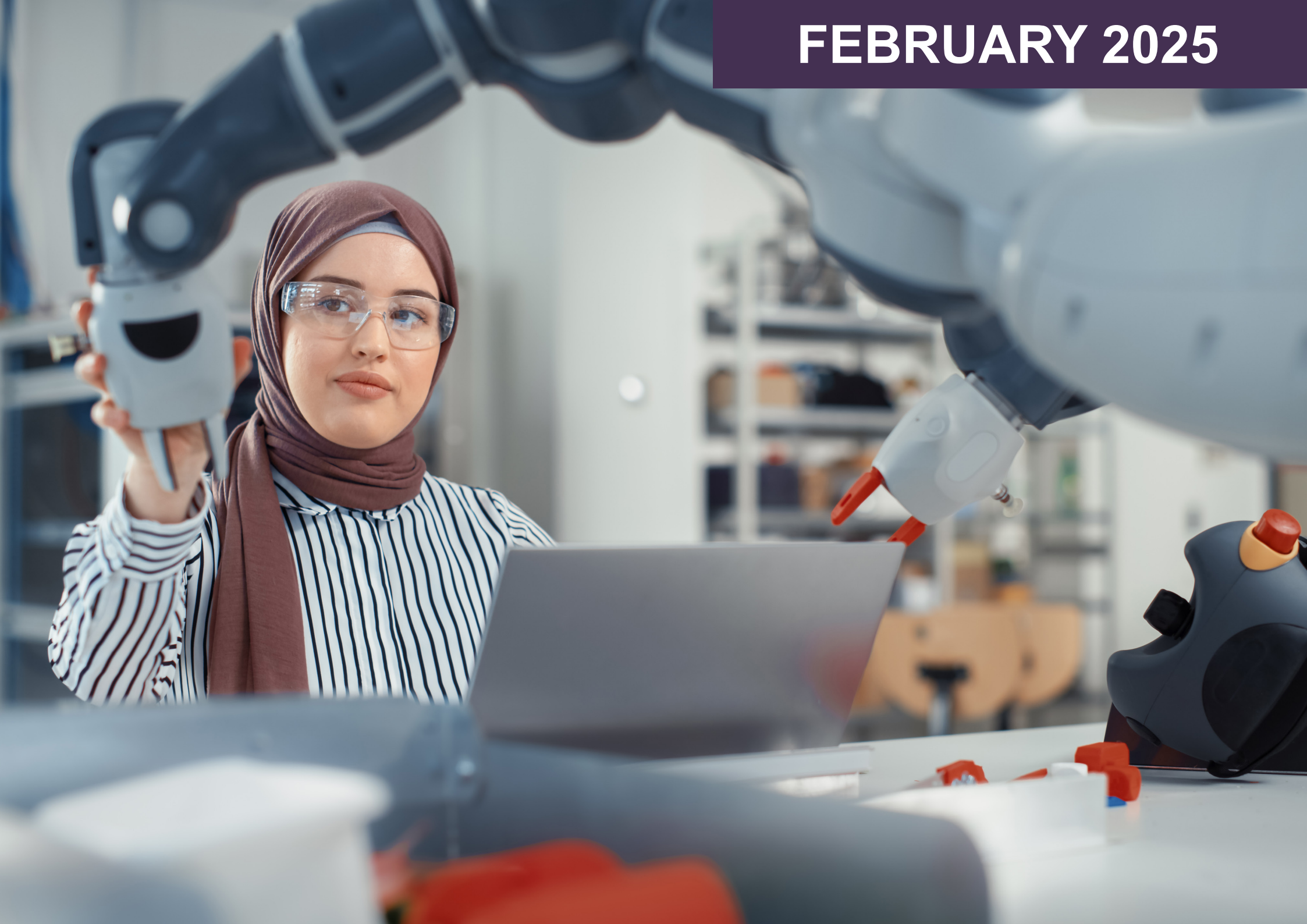
Chinese New Year

Chinese New Year, also known as the Spring Festival, is China's most important traditional holiday, celebrating the lunar new year. It involves family reunions, feasts, and various cultural traditions, such as lion dances, fireworks, and the giving of red envelopes. The festival lasts 15 days, ending with the Lantern Festival.

Find out more:

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

FEBRUARY 2025



FEBRUARY 2025

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 (Christian/Pagan/Wiccan)
- 2 Candlemas (Christian)
- 5 Vasant Panchami** (Hindu)
- 13 Tu B'Shevat (Judaism)
- 14 St. Valentine's Day (Christian)
- 15 Nirvana Day (Buddhist)
- 26 Maha Shivratri** (Hindu)

International Day of Women and Girls in Science

The International Day of Women and Girls in Science, observed on February 11th, aims to promote gender equality in science and technology fields. It highlights the contributions of women scientists and encourages young girls to pursue careers in STEM by addressing the barriers and biases that they face.

Find out more:

<https://www.womeninscienceday.org/>

MARCH 2025



MARCH 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
March marks Women's History Month					St. David's Day	1 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	21 International Day for the Elimination of Racial Discrimination	22	23
24	25	26	27	28	29	30
31 International Transgender Day of Visibility						

- 1-30 Ramadan* (Islam)
- 4 Shrove Tuesday (Christian)
- 5 Ash Wednesday - Lent begins (Christian)
- 13-15 Purim (begins sunset of Thursday, ends nightfall of Saturday; work should be avoided) (Judaism)
- 14 Hola Mohalla (Sikh)
- 20 Spring Equinox/Ostara (Wicca/Pagan)
- 20 Naw-Rúz (Bahá'í)
- 27 Laylat al-Qadr* (Islam)
- 31 Eid al-Fitr* (Islam)

Ramadan

Ramadan is the ninth month of the Islamic lunar calendar, observed by Muslims worldwide as a period of fasting, prayer, reflection, and community. It commemorates the first revelation of the Quran to Prophet Muhammad. Muslims fast from dawn until sunset, focusing on spiritual growth, charity, and empathy for the less fortunate.

Find out more:

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

APRIL 2025

APRIL 2025

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6
7 National Stalking Awareness Week (7-11)	8	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				

- 12-20** Passover (begins sunset of Saturday, ends nightfall of Sunday; no work permitted 13-14 and 19-20. Work permitted on 15-18 with certain restrictions) (Judaism)
- 14** Vaisakhi** (Hindu, Sikh)
- 18** Good Friday (Christian)
- 20** Easter Sunday (Christian)
- 20** First Day of Ridván (Bahá'í)
- 21** Easter Monday (Christian)
- 28** Ninth Day of Ridván (Bahá'í)

International Lesbian Visibility Day

International Lesbian Visibility Day, celebrated on April 26th, promotes visibility and raises awareness about lesbian women's rights and issues globally. It aims to combat discrimination and foster acceptance and equality. The day encourages lesbian individuals to be proud of their identity and highlights their contributions to society.

Find out more:

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

MAY 2025



MAY 2025

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

- 1 Beltane/May Eve (Wicca/Pagan)
- 1 Twelfth Day of Ridván (Bahá'í)
- 12 Second Passover (work permitted) (Judaism)
- 12 Vesak (Buddhist)
- 16 Lag B'Omer (work permitted) (Judaism)
- 20 Orthodox Easter (Christian)
- 23 Declaration of the Báb (Bahá'í)
- 28 Ascension of Bahá'u'lláh (Bahá'í)

Vesak

Vesak, or Buddha Purnima, is a significant Buddhist festival commemorating the birth, enlightenment (nirvana), and death (parinirvana) of Gautama Buddha. Celebrated on the full moon day in May or June, it involves prayer, meditation, and acts of kindness. Buddhists reflect on Buddha's teachings of compassion, peace, and enlightenment.

Find out more:

<https://www.britannica.com/topic/Vesak>

JUNE 2025

Happy
Muharram

ISLAMIC NEW YEAR



JUNE 2025

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

- 1-3** Shavuot (begins sunset of Sunday, ends nightfall of Tuesday; work not permitted) (Judaism)
- 6** Waqf al Arafa - Hajj Day* (Islam)
- 16** Guru Arjan Martyrdom (Sikh)
- 17** Eid al-Adha* (Islam)
- 21** Summer Solstice/Litha (Wicca/Pagan)
- 27** Muharram - New Year* (Islam)

Muharram

Muharram, the first month of the Islamic lunar calendar, is one of the four sacred months in Islam. It holds significant religious importance, particularly for Shia Muslims who commemorate the martyrdom of Husayn ibn Ali, the grandson of Prophet Muhammad, at the Battle of Karbala on the 10th day, known as Ashura. This period is marked by mourning, prayer, and fasting. For Sunni Muslims, it is a time for fasting and reflection, commemorating the day Moses and the Israelites were saved from Pharaoh's tyranny.

Find out more:

<https://muslimhands.org.uk/latest/2020/08/al-muharram>

JULY 2025

Celebrate
South Asian
Heritage Month

JULY 2025

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			

- 9** Martyrdom of the Báb (Bahá'í)
- 10** Asalha Puja / Dharma Day** (Buddhist)
- 13** Shivah Asar B'Tammuz (begins dawn of Tuesday, ends at nightfall of Tuesday; work permitted)
- 13-3** The Three Weeks (Work permitted, except Shabbat) (Judaism)
- 25** St. James the Great Day (Christian)

South Asian Heritage Month

South Asian Heritage Month, observed in the UK during July, celebrates the diverse cultures, histories, and contributions of South Asians. It aims to educate about South Asian heritage, challenge stereotypes, and promote understanding and integration. Events showcase arts, literature, cuisine, and achievements of South Asian communities to foster cultural pride and awareness.

Find out more:

<https://southasianheritage.org.uk/>

AUGUST 2025



AUGUST 2025

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 Late Summer Bank Holiday	26	27	28	29	30	31

- 1 Lughnassadh/Lammas (Wicca/Pagan)
- 2-3 Tisha B'Av (Begins nightfall Saturday and ends nightfall Sunday; work permitted.) (Judaism)
- 8 Raksha Bandhan** (Hindu)
- 9 Tu b'Av (work permitted) (Judaism)
- 13 Obon ** (Buddhist)
- 16 Krishna Janmashtami** (Hindu)

Obon

Obon, a traditional Japanese Buddhist festival, honours the spirits of deceased ancestors. Typically held in mid-August, it is a time when families return to their ancestral homes to pay respects. The festival features dances (Bon Odori), the lighting of lanterns to guide spirits, and offerings at graves and altars. Obon signifies a period of reflection, remembrance, and gratitude, celebrating the belief that ancestors' spirits visit the living during this time, fostering a sense of family and community.

Find out more:

<https://www.kanpai-japan.com/japan-lifestyle/obon>

Image above: coloured lanterns floating on a lake at night

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.