

Diversity Calendar 2023-4

The University is made up of a diverse community of staff and students and strives to create an inclusive and welcoming environment for all, fostering a sense of belonging in a culture of mutual respect.

The Diversity Calendar 2023-4 is designed to identify key diversity and awareness-raising days, as well as key days of observance and celebration in different faiths throughout the academic year. This calendar can be used to guide requests for flexibility on the grounds of religion or belief.

Calendar dates are accurate at the time of publishing, although some dates vary regionally in accordance with the lunar calendar. For more information, please contact EDI@hud.ac.uk.

You can [read more about our Equality, Diversity and Inclusivity Framework](#) on our EDI webpages.



September 2023

National Inclusion Week

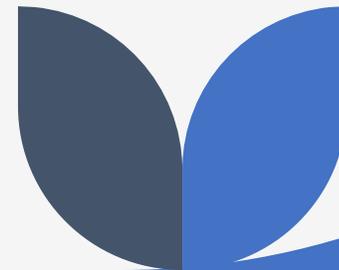
[National Inclusion Week](#) takes place from 25th September – 1st October 2023.

Founded by [Inclusive Employers](#), National Inclusion Week is a yearly initiative designed to celebrate inclusion and encourage action in the workplace. This year's theme is '**Take Action, Make Impact**'; a powerful message and call to action for all individuals in a workplace, encouraging us to consider what actions we can take to make a difference.

The University will be marking National Inclusion week; watch out for updates on the Staff Hub, our [EDI Events webpages](#), and via your school or service's [Diversity Champion](#).



**National
Inclusion Week**
2023 25 September
1 October



SEPTEMBER 2023

Mon	Tues	Weds	Thurs	Fri	Sat	Sun
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18 ●	19	20	21 ★	22	23 ★ ●	24 ●
25 ★	26	27 ●	28	29 ●	30	

Religious & cultural ●

- 6 – Krishna Janmashtami (Hindu)
- 15-17 – Rosh Hashanah (Judaism)
- 18 – Fast of Gedaliah (Judaism)
- 18 – Ganesh Chaturthi (Hindu)
- 23 – Autumn Equinox (Wicca/Pagan)
- 24-25 – Yom Kippur (Judaism)
- 27 – Milad un-Nabi* (Islam)
- 29-6 Oct – Sukkot (Judaism)

Awareness ★

- 10 – World Suicide Prevention Day
- 21 – UN International Day of Peace
- 23 – Bi Visibility Day
- 25 – National Inclusion Week



October 2023

Black History Month

October marks Black History Month, which celebrates the culture, origins, histories and achievements of African and Caribbean communities and their diaspora. It's also an opportunity to recognise and platform the contributions of Black people to British society.

This year, Black History Month will be dedicated to honouring the achievements of Black women. University events will be announced on the Staff Hub, our [EDI Events webpages](#), and via your school or service's [Diversity Champion](#)

'The theme '**Saluting our Sisters**' highlights the crucial role that Black women have played in shaping history, inspiring change, and building communities. This year's celebration will showcase pioneering Black women who have made remarkable contributions to literature, music, fashion, sport, business, politics, academia, social and health care, and more.'

– [Black History Month 2023 UK](#)



OCTOBER 2023

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30	31					

Religious and Cultural ●

- 7 – Shemini Atzeret (Judaism)
- 8 – Simchat Torah (Judaism)
- 12 – Bandi Chhor Divas (Sikhism)
- 16 – Birth of the Bab (Baha’i)
- 31 – Samhain – end of harvest/beginning of winter (Pagan)

Awareness ★

- 1-31 – Black History Month
- 1-31 – ADHD Awareness Month
- 1 – International Day of Older Persons
- 2-8 – Dyslexia Awareness Week
- 8 – International Lesbian Day
- 9-15 – Dyspraxia Awareness Week
- 10 – World Mental Health Day
- 18 – Anti-Slavery Day
- World Menopause Day
- International Pronoun Day



November 2023

Transgender Awareness Month

Transgender Awareness Month is celebrated annually in November, the month in which Transgender Day of Remembrance (20 Nov) falls, an annual observance honouring the memory of transgender people who lost their lives in acts of anti-transgender violence that year.

Transgender Awareness Month aims to raise visibility and awareness of transgender and gender non-conforming people, highlighting the issues the community faces and engendering support for the community.

Trans inclusion is a key strand of the University's EDI strategy. Alongside members of the LGBTQI+ Staff Network, the University has progressed trans inclusion in numerous ways; in 2023 [the University achieved a prestigious silver award](#) and was ranked within the top 100 LGBTQ+ Inclusive Employers by [Stonewall](#).



NOVEMBER 2023

November is Transgender Awareness Month / Disability History Month / Islamophobia Awareness Month

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20	21	22	23	24	25	26
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27	28	29	30			
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Religious and Cultural ●

- 1 – Diwali (Hindu)
- 15 – Guru Nanak Birthday
- 24 – Martyrdom of Guru Tegh Bahadur Sahib
- 28 – Ascension of Abdu'l-Baha (Baha'i)

Awareness ★

- 1-30 – Transgender Awareness Month
- 1-30 – Islamophobia Awareness Month
- 13-17 Anti-Bullying Week
- 13-20 Inter Faith Week
- 16 Nov-16 Dec – Disability History Month
- 19 – International Men's Day
- 20 – Transgender Day of Remembrance



December 2023

International Day of People with Disabilities (IDPWD)

IDPWD takes place annually on 3rd December, an observance day promoting the rights, dignity and well-being of people with disabilities.

IDPWD is also about celebrating and recognising diversity in the community and raising awareness of the impact of disability in all aspects of an individual's life.

Our [Disability Network](#) aims to provide a supportive space for colleagues to discuss disability in the workplace and raise awareness of any arising inclusivity issues with the University's senior management.

If you would like to be involved, please [contact the EDI team](#).



World AIDS Day

World AIDS Day has taken place on 1st December every year since 1988, commemorating those who lost their lives to AIDS, and showing support for those currently living with or affected by HIV.

World AIDS Day also serves as a reminder to the public and government that HIV still exists today, particularly following the COVID-19 pandemic, where progress against HIV slowed and resources shrunk (UNAIDS, 2022).



DECEMBER 2023

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Religious and Cultural ●

- 8 – Rohatsu (Bodhi Day) (Buddhist)
- 8 – Chanukah begins (Judaism)
- 21 – Winter Solstice (Wiccan/Pagan)
- 24 – Christmas Eve (Christian)
- 25 – Christmas Day (Christian)

Awareness ★

- 16 Nov-16 Dec – Disability History Month
- 1 – World AIDS Day
- 2 – International Day for the Abolition of Slavery
- 3 – International Day of Persons with Disabilities

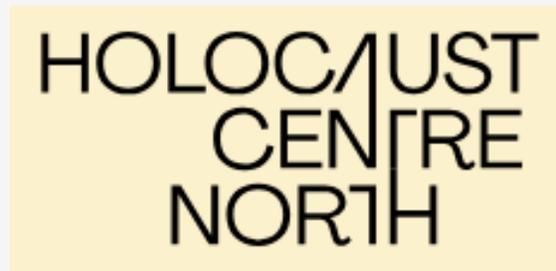
January 2024

Holocaust Memorial Day

Holocaust Memorial Day, taking place 27th January 2024, is observed in remembrance of the 6 million Jewish people murdered during the holocaust, alongside the millions of others killed under the Nazi regime.

27th January marks the anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi death camp (Holocaust Memorial Day Trust, 2023). 2024's theme is **Fragility of Freedom**. To find out more about the theme, you can [visit the Holocaust Memorial Day Trust website](#).

[The Holocaust Centre North](#) is a permanent exhibition and learning centre on campus, as a partnership between the University of Huddersfield and the Holocaust Survivors' Friendship Association, open Monday – Thursday 10am – 5pm. [You can visit their website](#) find out more about the story and history of the centre, and view their collections and research.



JANUARY 2024

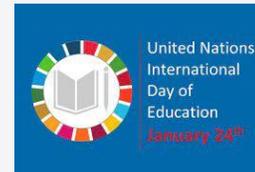
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8 ★	9	10	11	12	13	14
15 ●	16 ★	17	18	19	20 ●	21
22	23	24 ★	25 ●	26	27 ★	29
29	30	31				

Religious and Cultural ●

- 1 – New Year’s Day/Hogmanay
- 6 – Epiphany (Christian)
- 15 – Makar Sankranti (Hindu)
- 15-18 – Pongal (Hindu)
- 20 – Birthday of Guru Gobindh Singh (Sikh)
- 25 – Mahayana New Year (Buddhist)
- 24-25 Tu B’Shevat (Judaism)

Awareness ★

- 4 – World Braille Day
- 8 – Ethnicity Pay Gap Day
- 16 – Martin Luther King Jr Day
- 21 – World Religion Day
- 24 – International Day of Education
- 27 – Holocaust Memorial Day



February 2024



LGBT+ History Month

LGBT+ History Month is an annual observance of lesbian, gay, bi+, trans*, queer and intersex history and civil rights movements. It is celebrated in February each year to coincide with the 2003 abolition of [Section 28](#).

University events to celebrate the month will be announced on the Staff Hub, our [EDI Events webpages](#), and via your school or service's [Diversity Champion](#).

The logo for LGBT+ History Month, featuring the text "LGBT+ History Month" in a bold, black, sans-serif font. The "+" sign is stylized with a rainbow gradient.



International Day of Women and Girls in Science

11th February marks International Day of Women and Girls in Science, first founded by the United Nations General Assembly.

Science, technology, engineering and mathematics (STEM) fields across the world see a significant underrepresentation of women at all levels. Various social and cultural barriers often contribute toward this gender disparity. This observance day aims to promote equal access to STEM fields for women.

Did you know...

- Women are typically given smaller research grants than their male colleagues
- In cutting edge fields such as artificial intelligence, only 1 in 5 professionals are women
- Female researchers tend to have shorter, less well-paid careers, and their work is often underrepresented in high-profile journals ([United Nations, 2023](#))

FEBRUARY 2024

February is LGBT+ History Month

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26	27	28	29			
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Religious & cultural ●

- 5 – Maghi (Sikh)
- 14 – Vasant Panchami (Hindu)
- 15 – Parinirvana (Buddhist)
- 22 – Birthday of Guru Harrai Jayanti (Sikh)
- 24 - Magha Puja (Buddhist)
- 24-25 – Lailatul Barat (Islam)
- 26-29 – Ayyam-i-Hai - Intercalary Days (Baha'i)

Awareness ★

- 1 – World Hijab Day
- 2 – Time to Talk Day
- 5-11 – Sexual Assault Awareness Week
- 5-11 – Race Equality Week
- 6 – International Day of Zero Tolerance to Female Genital Mutilation
- 10 – Chinese New Year
- 11 – International Day of Women and Girls in Science
- 11 – Autism Sunday
- 13 – International Epilepsy Day
- 20 – World Day of Social Justice



March 2024

International Women's Day

International Women's Day is recognised annually on 8th March, aiming to celebrate the social, economic, cultural, and political achievements of women across the world, as well as raise awareness of the challenges women face. The 2024 theme is 'DigitALL: Innovation and Technology for gender equality'.

As well as University events, [Kirklees Council](#) recognise the day with a series of events you can view on their webpages.

At the University, our Women's Network aims to create and maintain a supportive and aspirational network for people who identify as women, providing a mechanism to discuss gender issues at the University, facilitating peer support, mentoring, networking and information sharing.

The Women's Network is open to any staff who identify as female. If you would like more information, please email Ruth Brooks (Chair), or [the EDI team](#).

Neurodiversity Celebration Week

Founded in 2018, Neurodiversity Celebration Week (13th – 19th March) is a worldwide initiative aiming to raise awareness of and celebrate neurodiverse minds.

'It aims to transform how neurodivergent individuals are perceived and supported by providing schools, universities, and organisations with the opportunity to recognise the many talents and advantages of being neurodivergent, while creating more inclusive and equitable cultures that celebrate differences and empower every individual.'
(Neurodiversity Week, 2023).

The Neurodiversity Staff Group aims to provide a safe space for staff to discuss neurodivergence, seek peer support and information sharing and raise awareness of neurodiversity in the workplace. If you would like more information, please [contact the EDI team](#).



MARCH 2024

 International Women's Day

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		★		★		●
18	19	20	21	22	23	24
		●	●	★	●	● ★
25	26	27	28	29	30	31
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Religious and Cultural ●

- 1 – Nineteen Day Fast (Baha'i)
- 10 – Ramadan
- 17 – St. Patrick's Day
- 19 – St. Joseph's Day
- 20 – Naw-Ruz (Baha'i New Year)
- 23-24 – Purim (Judaism)
- 24 – Sunday of Orthodoxy (Orthodox Christian)
- 24 – Palm Sunday (Christian)
- 24 – Holika (Hindu)
- 25 – Holi (Hindu)
- 25-27 – Hola Mohalla (Sikh)
- 25 – Feast of the Annunciation
- 26 – Khordad Sal (Birth of the Prophet Zaranthushtra)
- 28 – Maundy Thursday
- 31 – Easter Sunday (Christian)

Awareness ★

- 1 – International Wheelchair Day
- 3 – World Hearing Day
- 6-12 – LGBT+ Adoption and Fostering Week
- 8 – International Women's Day
- 9 – University Mental Health Day
- 15 – International Day to Combat Islamophobia
- 11-15 – University Inclusion Week
- 18-24 – Neurodiversity Celebration Week
- 21 – World Down Syndrome Day
- International Day for the Elimination of Racial Discrimination
- 24 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- 30 – World Bipolar Day
- 31 – International Transgender Day of Visibility

April 2024

Eid

Eid al-Fitr marks the end of Ramadan, the holy month of fasting for those observing Muslim religion. Translating to “the festival of breaking the fast”, Eid is a celebration ending the month-long fast of Ramadan. It is a significant three-day holiday for those of Muslim faith starting with prayer, and traditions include exchanging gifts in families, and preparing sweet dishes to enjoy with family or donate to those in need. Eid al-Fitr is sometimes referred to as ‘Sweet Eid’ for this reason.

During Eid you’ll often hear ‘Eid Mubarak!’, which means ‘blessed Eid’, as a traditional greeting.

Chaplaincy Team: there is a team of Faith Advisers and Chaplains based in the Jo Cox More in Common Centre at various times throughout the week. Though they are open for drop-in conversations, if you wish to speak to them specifically, you are advised to contact them directly to confirm their availability. [Click here to contact and find out more](#) about the team.

Prayer and Worship on Campus: [click here to see prayer and worship options](#) available on campus.



May 2024

National Day for Staff Networks

The National Day for Staff Networks is Wednesday 8th May 2024, dedicated to recognising staff networks and their invaluable contribution to the workplace.

The University of Huddersfield has a range of staff networks designed to support staff, provide a space for peer support, a mechanism for feedback to the University and provide invaluable contributions to our EDI strategy. You can find out more about each network or group and how to join on the Staff Hub:

[Black, Asian and Minority Ethnic Staff Network](#)

[LGBTQI+ Staff Network](#)

[Disability Staff Network and the Neurodiversity Staff Group](#)

[Women's Staff Network](#)



MAY 2024

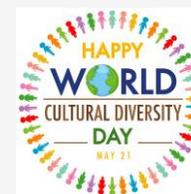
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	★	★ ●	●	★	●	●
27	28	29	30	31		
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Religious and Cultural ●

- 1 – Twelfth Day of Ridvan
- 3 – Feast of Saints Philip and James (Christian)
- 5-6 – Yom HaShoah (Judaism)
- 9 – Ascension of Jesus
- Ascension of the Lord (Orthodox Christian)
- 10 – Akshaya Tritiya (Hindu, Jain)
- 12-13 – Yom Hazikaron (Judaism)
- 13-14 – Yom Ha-Atzmaut (Judaism)
- 14 – Feast of Saint Matthias (Christian)
- 19 – Pentecost (Christian)
- 22-23 – Declaration of the Bab (Baha’i)
- 23 – Vesak (Buddhist)
- 25-26 – Lag B’Omer (Judaism)
- 26 – Trinity Sunday (Christian)
- 27-28 – Ascension of the Baha’u’llah (Baha’i)
- 30 – Corpus Christi (Catholic Christian)
- 31 – Visitation of the Blessed Virgin Mary (Catholic Christian)

Awareness ★

- 5 – African World Heritage Day
- 13-19 – Mental Health Awareness Week
- 17 – International Day against Homophobia, Transphobia and Biphobia
- 18 – Global Accessibility Awareness Day
- 21 – World Day for Cultural Diversity
- 22 – Harvey Milk Day
- 24 – Pansexual Awareness and Visibility Day
- 28 – World Hunger Day
- 29 – International Day of United Nations Peacekeepers
- 30 – MS Awareness Day



June 2024

LGBTQ+ Pride Month



June is LGBTQ+ Pride Month, designed to celebrate and support the LGBTQ+ community. The University of Huddersfield supports our Lesbian, Gay, Bi, Trans*, Queer and Intersex + (LGBTQI+) Staff Network. Our staff networks provide an opportunity for staff who share a protected characteristic to network, obtain peer support and share information. The network also typically hosts a range of events throughout the academic year to support various LGBTQIA+ inclusion awareness days and activities, which you will find publicised on the Staff Hub and [the EDI event webpages](#). Staff can also collect a Progress Flag lanyards [from the EDI team](#).

Local Kirklees Pride events will also be taking place during June, and you can find these events and past Pride celebrations [published on the Kirklees Council website](#).

To find out more about the network, including future meeting dates, please email lgbt@hud.ac.uk or contact [Carson McCombe](#) (Chair).



JUNE 2024

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17	18	19	20	21	22	23
	★		★	★ ●	★	★ ●
24	25	26	27	28	29	30
	●			★	●	

Religious and Cultural ●

- 4 – Yom Yerushalayim (Judaism)
- 5 – The Apostles' Fast (Orthodox Christian)
- 7 – Sacred Heart of Jesus (Catholic Christian)
- 11-13 – Shavuot (Judaism)
- 14-16 – Hajj (Islam)
- 16 – Martyrdom of Guru Arjun Dev (Sikh)
- 16 – Waqf al Arafah (Islam)
- 16-19 – Eid al Adha (Islam)
- 23-24 – Nativity of Saint John the Baptist (Christian)
- 29 – Feasts of Saints Peter and Paul (Christian)

Awareness ★

- 10-16 – Carers' Week
- 12-18 – Men's Health Week
- 14 – World Blood Donor Day
- 18 – Autistic Pride Day
- 20 – World Refugee Day
- 21 – World Humanist Day
- 22 – UK Windrush Day
- 23 – International Women in Engineering Day
- 28 – Stonewall Riots Anniversary

July 2024

Disability Pride Month

July marks Disability Pride Month!

Disability Pride started in the USA, 1990, and is now an international annual celebration to promote disability awareness, inclusion, and visibility of people with disabilities.

The Disability Pride flag was designed by Ann Magill in 2019 and aims to highlight the diverse experiences in the disability community, with different colours representing various disabilities.

In order of appearance:

- Green: sensory disabilities, including deafness, blindness, lack of smell, lack of taste, audio processing disorder and all other sensory disabilities
- Blue: emotional and psychiatric disabilities, including mental illness, anxiety, and depression
- White: non-visible and undiagnosed disabilities
- Gold: neurodiversity
- Red: physical disabilities
- Charcoal background: commemorates and mourns disabled people who have died due to ableism, violence, neglect, suicide, rebellion, illness or eugenics.



JULY 2024

July is Disability Pride Month / 18th July – 17th August is South Asian Heritage Month

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15	16	17	18	19	20	21
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22	23	24	25	26	27	28
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29	30	31				
	★					

Religious and Cultural ●

- 5 – Birthday of Guru Hargobind (Sikh)
- 6-7 – Al-Hijra / Muharram – New Year (Islam)
- 9 – Martyrdom of the Bab (Baha’i)
- 15 – Saint Vladimir the Great Day (Orthodox Christian)
- 16-17 – Ashura (Islam)
- 21 – Asalha Puja (Dharma Day) (Buddhist)
- 22 – Feast Day of Saint Mary Magdalene (Christian)
- 23 – Birthday of Guru Har Krishan (Sikh)
- 25 – Saint James the Great Day (Christian)

Awareness ★

- 4 – Anniversary of the first Pride Parade Outside London
- 12 – Disability Awareness Day
- 14 – International Non-Binary People’s Day
- 18 – Nelson Mandela International Day
- 30 – World Day against Trafficking Persons

August 2024

South Asian Heritage Month

South Asian Heritage Month runs from 18 July – 17 August annually, celebrating and supporting British South Asian heritage in the UK.

“South Asian influences can be found everywhere in Britain, from our food and clothes to our music and even our words. The streets of our towns and cities are rich with colours, sights and sounds of proud South Asian identity. Its culture permeates all parts of British life and adds to the diversity of the nation”. – [South Asian Heritage Month](#)

Kirklees-based organisation [Sangam Festival](#) puts on an annual programme of virtual and local events each year.



AUGUST 2024

18th July – 17th August is South Asian Heritage Month

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19	20	21	22	23	24	25
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26	27	28	29	30	31	
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Religious and Cultural ●

- 1 – Lammas (Christian)
Fast in honour of Holy Mother of Lord Jesus (Christian)
- 6 – Feast of Transfiguration of our Lord (Christian)
Transfiguration of the Lord (Orthodox Christian)
- 10 – Feast of Saint Lawrence (Christian)
- 15 – Assumption of Blessed Virgin Mary (Christian)
Dormition of the Theotokos (Orthodox Christian)
- 19 – Raksha Bandhan (Hindu)
- 22 – Queenship of Mary (Catholic Christian)
- 24 – Saint Bartholomew the Apostle (Christian)
- 29 – Feast of Saint John the Baptist (Christian)

Awareness ★

- 1-7- World Breastfeeding Week
- 9 – International Day of the World’s Indigenous Peoples
- 19 – World Humanitarian Day
- 23 – International Day for the Remembrance of the Slave Trade and its Abolition
- 31 – International Day of People of African Descent

The University will recognise many of the awareness days and events listed with events and communications across the academic year. You can see upcoming events organised by the EDI team on [our News and Events staff webpage](#), and other regular communications on the Staff Hub. You will also receive updates on EDI activities via your school or service's [Diversity Champion](#).

If you would like to request more information, provide feedback, or suggest an event or day to be recognised, please [contact the EDI team directly](#).