

# DIVERSITY

*calendar*  
2020



INTRO

JAN	FEB	MAR	APR
MAY	JUN	JUL	AUG
SEP	OCT	NOV	DEC



# Inclusion is one of the Aberdeen University's top strategic priorities.

## Key successes achieved in 2019 include:

**Strengthening the governance of equality and diversity:** the remit and membership of the previous Advisory Group on Equality and Diversity was reviewed and a new committee formed with a more strategic focus, and a remit to oversee and be accountable for the University's strategy on Equality, Diversity & Inclusion for staff and students

**Hosting a successful Inclusion Week** in March that celebrated the diverse staff and student communities on campus with a range of events.

**Publishing an updated Equality and Diversity Policy:** 'inclusion' is now incorporated into the policy to demonstrate the breadth of the diversity agenda. In addition, we highlight our commitment for our community not to be 'bystanders' to inequality or unfair treatment. We have a stronger reference to intersectionality which refers to how the protected characteristics link together and a recognition that individuals identify with more than one of the protected characteristics

**Rising 111 places** in the submission to Stonewall Employer of Choice

**A proud sponsor of Grampian Pride**

**Celebrating National Coming Out Day** that was marked with a panel event and the flying of the LGBT/ Pride flag from King's College

Continued implementation of the **Mental Health and Wellbeing Strategy**

Launching a new **Employee Assistance Programme**

The implementation of the **Equally Safe Toolkit** to support individuals who experience or wish to report incidents of Gender Based Violence

Signing up to the **Race Equality Charter**

## For 2020 it is important that we continue to focus on embedding our Equality, Diversity and Inclusion aims and build on the success of 2019 with a focus on:

Implementing the **Staff and Student Transgender Policy**

Taking forward work on the **Race Equality Charter**

Supporting the University and School applications for continued **Athena Swan Recognition**

Developing **Unconscious bias observer training**

Implementing a **Dignity at Work and Study policy** - The aim of this policy is to underline the University's commitment that behaviour which can be construed as harassment, bullying or discrimination is not acceptable and will not be tolerated. This policy will set out a framework for raising, addressing and resolving issues about individual and/or organisational behaviour and will signpost areas where people can get help.

Continuing the work of the **Equality Research Group** who are collating data on the impact of equality issues in strategic areas of importance for the University such as the National Student Survey and the REF exercise

Running **2020 Inclusion Week** to celebrate and learn from our diverse University Community

Enhance our **Equality & Diversity training** for employees.

Celebrate the **Black History Month**

Engagement with all University Stakeholder is vital to continue developing with our initiatives, if you would like to get involved please contact Janine Chalmers, Equality & Diversity Adviser, by email [Janine.chalmers@abdn.ac.uk](mailto:Janine.chalmers@abdn.ac.uk) or Maria-Grazia Cascio, Athena SWAN Co-ordinator, by email [m.cascio@abdn.ac.uk](mailto:m.cascio@abdn.ac.uk), or Rhiannon Thompson, Athena SWAN Officer, by email [r.thompson@abdn.ac.uk](mailto:r.thompson@abdn.ac.uk)

# 01 JAN 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		<b>Global Family Day</b> <b>Grantan-sai (New Year) - Shinto</b> <b>New Year's Day</b> 1	<b>Birthday of Guru Gobind Singh (2-5)-Sikn</b> 2	3	<b>World Braille Day</b> 4	5
<b>Epiphany - Christian</b> 6	<b>Feast on the Nativity** - Orthodox Christian</b> 7	8	9	<b>Mahayana New Year ** (start) - Buddhist</b> 10	<b>International Thank You Day</b> 11	<b>Mahayana New Year ** (end) - Buddhist</b> 12
13	14	15	16	17	18	<b>World Religion Day - Baha'i</b> 19
20	21	22	23	24	<b>Chinese New Year - Confucian/Daoist/Buddhist</b> <b>Robert Burns Night</b> 25	26
<b>Holocaust Memorial Day</b> 27	28	29	30	31		

Notes: In this calendar we report only the main religious dates.

\*Holy days usually begin at sundown the day before this date. \*\*Local or regional customs may use a variation of this date.

Aberdeen & Shire School Holidays are marked **S** | Aberdeen-only School Holidays are marked **A** | Aberdeen-shire School Holidays are marked **AS**

# 02 FEB 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					World Hijab Day Start of the LGBT History Month 1	2
Children's Mental Health Week (Start) Sexual Abuse and Sexual Violence Awareness Week (Start) 3	World Cancer Day 4	5	International Day of Zero Tolerance to Female Genital Mutilation 6	7	8	Children's Mental Health Week (End) Sexual Abuse and Sexual Violence Awareness Week (End) 9
10	International Day of Women and Girls in Science 11	12	13	14	International Childhood Cancer Day 15	16
17	18	19	20	International Mother Language Day 21	22	23
24	25	26	27	28	Race Equality Charter Submission Deadline 29	Zero Discrimination Day Ovarian Cancer Awareness month (Start) Self-injury Awareness Day 1

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# 03 MAR 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<b>Eating Disorder Awareness Week (Start)</b> <b>Great Lent-Clean Monday (Start) - Christian</b> 2	<b>World Hearing Day</b> 3	4	5	6	7	<b>Eating Disorder Awareness Week (End)</b> <b>International Women's Day</b> <b>World Glaucoma Week (Start)</b> 8
<b>Magha Puja Day **</b> - Buddhist 9	10	11	12	13	<b>World Glaucoma Week (End)</b> 14	15
16	<b>St Patrick's Day</b> 17	18	19	<b>Equinox</b> <b>Naw-Rúz (New Year) - Baha'i</b> <b>Norooz (New Year)</b> - Persian/Zoroastrian <b>International Day of Happiness</b> 20	<b>World Down's Syndrome Day</b> <b>International Day for the Elimination of Racial Discrimination</b> 21	<b>Mother's Day</b> 22
23	24	<b>International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade</b> 25	26	27	28	29
<b>World Bipolar Day</b> <b>World Autism Awareness Week (Start)</b> 30	<b>International Transgender Day of Visibility</b> 31					

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# 04 APR 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		<b>Stress Awareness Month (Start)</b> <b>World Awareness Month (Start)</b> 1	<b>World Autism Awareness Day</b> 2	3	4	<b>World Autism Awareness Week (End)</b> <b>Palm Sunday</b> - Christian 5
<b>Mahavir Jayanti **</b> - Jain (S) 6	<b>World Health Day</b> (S) 7	<b>Passover (Pesach)</b> - Jewish (S) 8	<b>Passover (Pesach)</b> - Jewish (S) 9	<b>Passover (Pesach)</b> - Jewish (S) <b>Good Friday</b> - Christian 10	<b>Passover (Pesach)</b> - Jewish 11	<b>Passover (Pesach)</b> - Jewish <b>Palm Sunday</b> - Orthodox Christian <b>Easter Sunday</b> - Christian 12
<b>Passover (Pesach)</b> - Jewish (S) <b>Easter Monday</b> 13	<b>Passover (Pesach)</b> - Jewish (S) 14	<b>Passover (Pesach)</b> - Jewish (S) 15	<b>Passover (Pesach)</b> - Jewish (S) <b>World Voice Day</b> 16	<b>Holy Friday</b> - Orthodox Christian (S) 17	18	<b>Pasha-Easter</b> - Orthodox Christian 19
20 (A)	21	22	<b>St George's Day</b> 23	<b>Ramadan Begins</b> - Islam 24	<b>World Malaria Day</b> 25	26
<b>Mahavir Jayanti**</b> - Jain 27	<b>World Day for Safety and Health at Work</b> 28	29	<b>Buddha's Birthday</b> <b>Athena SWAN submission deadline</b> 30			

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# 05 MAY 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				<b>Maternal Mental Health Month (Start)</b> <b>Beltane-Samhain*</b> - Wicca/Pagan 1	2	3
<b>Deaf Awareness Week (Start)</b> 4	<b>International Day of the Midwife</b> 5	<b>ME Awareness Week (Start)</b> 6	<b>Visakha Puja-Buddha Day**</b> - Buddhist 7	8	9	<b>Deaf Awareness Week (End)</b> 10
<b>Dementia Action Week (Start)</b> 11	<b>ME Awareness Week (End)</b> <b>ME, Chronic Fatigue Syndrome and Fibromyalgia Awareness Day</b> 12	13	14	<b>International Day of Families</b> 15	16	<b>Dementia Action Week (End)</b> <b>International Day Against Homophobia, Transphobia and Biphobia</b> 17
<b>Mental Health Awareness Week (Start)</b> 18	19	20	<b>World Day for Cultural Diversity for Dialogue and Development</b> <b>World Meditation Day</b> 21	<b>International Day for Biological Diversity</b> 22	<b>Ramadan Ends/ Eid-Al-Fitr Begins</b> <b>Declaration of the Bab*</b> - Baha'i 23	<b>Mental Health Awareness Week (End)</b> 24
25	26	27	<b>Shavuot - Jewish</b> 28	<b>Shavuot - Jewish</b> <b>Ascension of Baha'u'llah*</b> - Baha'i 29	<b>Shavuot - Jewish</b> 30	<b>Pentecost - Christian</b> 31

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# 06JUN2020



Gypsy, Roma and Traveller History month

CELEBRATE  
**IMMIGRANT  
HERITAGE  
MONTH**



1495



# UNIVERSITY OF ABERDEEN

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<b>Volunteers Week (Start)</b> <b>Start of Gypsy, Roma and Traveller History month</b> <b>Start of Immigrant Heritage Month</b> 1	2	3	<b>International Day of Innocent Children Victims of Aggression</b> 4	<b>World Environment Day</b> <b>Eid al Fitr* - Islam (Start)</b> 5	6	<b>Volunteers Week (End)</b> <b>Eid al Fitr* - Islam (End)</b> <b>Pentecost - Orthodox Christian</b> 7
<b>Carers Week (Start)</b> 8	9	10	11	<b>World Day against Child Labour</b> 12	13	<b>Carers Week (End)</b> 14
<b>World Elder Abuse Awareness Day</b> 15	16	<b>International Father's Mental Health Day</b> 17	<b>Autistic Pride Day</b> 18	19	<b>Solstice</b> <b>World Refugee Day</b> 20	<b>Father's Day</b> 21
22	<b>International Women in Engineering Day</b> 23	24	25	26	27	28
29	30					

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# 09 SEP 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31	Menopause Awareness Month (Start) 1	2	3	4	5	6
7	8	9	World Suicide Prevention Day 10	11	12	13
14	15	16	17	18 <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">A</span>	Rosh Hashanah* - Jewish 19	Rosh Hashanah* - Jewish 20
Paryushana Parva* - Jain International Day of Peace 21 <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">A</span>	22	Equinox Bi-Visibility Day 23	24	25	European Day of Languages 26	27
Yom Kippur* - Jewish National Inclusion Week (Start) 28	29	30				

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# 10 OCT 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			Breast Cancer Awareness Month Black History Month 1	World Cerebral Palsy Day 2		National Inclusion Week (End) World Dyslexia Awareness Day 4
5	6	World Smile Day 7	8	Baby Loss Awareness Week (Start) 9	World Mental Health Day 10	National Coming Out Day 11
World Arthritis Day <sup>S</sup> 12	World Sight Day <sup>S</sup> 13	<sup>S</sup> 14	Baby Loss Awareness Week (End) <sup>S</sup> 15	<sup>S</sup> 16	International Day for the Eradication of Poverty 17	18
<sup>S</sup> 19	<sup>S</sup> 20	<sup>S</sup> 21	International Stammering Awareness Day Multigenerational Workplaces <sup>S</sup> 22	<sup>S</sup> 23	Make a Difference Day 24	Dasara** - Hindu 25
26	National Mentoring Day 27	28	29	30	31	

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# 11 NOV 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						<b>Samhain-Beltane*</b> - Wicca/Pagan <b>November begins</b> <b>Islamophobia Awareness Month Begins</b> 1
2	3	<b>National Stress Awareness Day</b>	5	6	7	<b>Remembrance Sunday</b> <b>Inter Faith Week (Start)</b> 8
9	10	11	12	<b>World Kindness Day</b>	<b>Diwali (Deepavali)**</b> - Hindu-Jain-Sikh <b>Bandi Chhor Divas</b>	<b>Inter Faith Week (End)</b> 15
<b>Anti-Bullying Week (Start)</b>	17	<b>Global Entrepreneurship Week (Start)</b>	<b>International Men's Day</b> <sup>AS</sup>	<b>Anti-Bullying Week (End)</b> <sup>S</sup> <b>Transgender Day of Remembrance</b>	21	22
23	<b>Global Entrepreneurship Week (End)</b>	<b>International Day for the Elimination of Violence against Women</b>	26	27	28	29

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# 12 DEC 2020



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<b>Birthday of Guru Nanak Dev Sahib - Sikh</b> <b>St Andrew's Day</b> <b>Athena SWAN submission deadline</b> 30	1	2	<b>International Day of Persons with Disabilities</b> 3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	<b>Christmas*</b> - Christian <b>Feast of the Nativity**-</b> Orthodox Christian 25	26	27
28	29	30	31			

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