

1495



UNIVERSITY OF  
ABERDEEN



*2021 calendar*

**DIVERSITY**

INTRO

JAN

FEB

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

DEC



# Introduction

Equality forms an integral part of our University's foundational purpose of being 'open to all and dedicated to the pursuit of truth in the service of others'.

Key areas we have been working on in the last year include:

**Aberdeen 2040**, the University Strategic Plan, which was launched in February 2020 after a wide consultation with staff and students. 'Inclusive' is at the core of Aberdeen 2040 and there are now robust Key Performance Indicators (KPIs) on Inclusion in place, designed to accelerate and steer the promotion of Equality, Diversity and Inclusion (EDI) across the University.

**Governance** in relation to EDI was reviewed to embed a strategic approach to the area by establishing an Equality, Diversity and Inclusion Committee (EDIC), chaired by the Senior Vice-Principal and reporting directly to Policy and Resources Committee. The Committee has a remit to oversee all matters related to EDI, including promoting an intersectional approach. In 2021, EDIC will play a leading role in the development of the University's Equality Outcomes for the next four years.

**A Dignity at Work and Study Working Group** was established to review policies and practices in relation to tolerance and respect and the revised versions will be launched in 2021.

**A Statement of Commitment on Sexual Violence and Harassment** was signed between the Principal and AUSA to prevent and tackle sexual violence and harassment. We have established the Gender Based Violence Working Group whose remit includes the implementation of the Equally Safe in Higher Education Toolkit.

The University is a member of the **Disability Confident Scheme** and has developed a British Sign Language (BSL) Action Plan which has been reviewed and updated. Support to BSL users has been provided at open days, graduation ceremonies, and key talks. Opportunity to learn basic BSL were provided during 2019 Inclusion week.

**To advance Race Equality** we have signed up to Advance HE's Race Equality Charter and the Declaration on Race, and to the British Medical Association Charter on Race Harassment, and are working to achieve accreditation on these; established the Race Equality Strategy Group which will deliver a Race Equality Strategy in 2021; developed a Tackling Racial Harassment Action Plan; launched an ongoing Listening Phase on race to inform, learn and support; established a Race Equality Network; and delivered an exciting programme of events for Black History Month in October. Race Equality Champions will be appointed across the University in 2021 and training will be rolled out.

**Covid-19 pandemic**, resulting in remote working and blended learning, has affected all staff and students in different ways. The University has been proactively enhancing its support mechanisms to address these issues, including undertaking the Covid staff survey and has been communicating these through different channels (incl. a dedicated webpage and emails).

As a University, we are proud of our longstanding commitment **to advancing gender equality**. As part of this commitment we have been working hard to adopt and embed the ten **Athena Swan** principles within our policies, procedures, and culture. The institution has held a Bronze award since 2012 and in 2018 became one of the few Universities to hold an Athena Swan Bronze award in all Schools. Recently, the School of Psychology has become the first School at the University to receive a Silver award. Our target is to have at least 50% of our Schools awarded Silver by 2025.

**Other initiatives** include the development of a Transgender Equality Policy, the establishment of a Women's Development Network, the publication of meeting guidelines and of a parents' guidebook. New procedures on tackling unconscious bias (incl. awareness sessions and a social bias observer scheme at promotion committee meetings) have been also introduced. A Mental Health First Aid Network has been established and a new Mental Health Network for staff will be launched soon.

# 01 JAN 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				New Year's Day 1	2	3
World Braille Day 4	5	6	Orthodox Christmas 7	8	9	10
11	12	13	14	15	16	17
18	Mental Health and resilience World Religion Day 19	20	21	22	23	24
25	26	Holocaust Memorial Day 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-school term and holidays can be found [here](#)

Aberdeen-shire school term and holidays can be found [here](#)

# 02 FEB 2021

**LGBT**  
history month



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

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# 03 MAR 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Zero Discrimination Day Self-harm Awareness Day 1	2	World Hearing Day 3	4	5	6	7
International Women's Day 8	9	10	11	12	13	14
15	16	17	18	19	20	International Day for the Elimination of Racial Discrimination World Down Syndrome Day 21
22	23	24	International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade Mahavir Jayanti **-Jain 25	World Epilepsy Day 26	27	Magha Puja Day** - Buddhist 28
29	30	31				

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# 04 APR 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			Start of Stress Awareness Month 1	World Autism Awareness Day Good Friday 2	3	Easter Sunday* - Christian 4
5	6	World Health Day 7	8	9	10	11
12	Ramadan begins*- Islam 13	14	15	16	17	18
19	20	21	22	23	24	25
International Chernobyl Disaster Remembrance Day 26	27	28	29	Orthodox Good Friday 30		

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# 05 MAY 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	Pascha (Easter) - Orthodox Christian 2
3	4	5	6	7	8	9
10	11	12	13	14 Eid al Fitr-Ramadan ends* - Islam	15 International Day of Families Eid al Fitr - Islam	16 Eid al Fitr - Islam
17 International Day Against Homophobia, Transphobia and Biphobia	18	19	20 Global Accessibility Awareness Day	21 World Day for Cultural Diversity for Dialogue and Development	22	23
24	25	26	27	28	29	30
31						

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# 06JUN2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	Global Day of Parents 1	2	3	International Day of Innocent Children Victims of Aggression 4	5	6
7	8	9	10	11	World Day Against Child Labour 12	13
14	15	16	17	Autistic Pride Day Disability Awareness Day 18	19	World Refugee Day 20
21	22	International Women in Engineering Day 23	24	25	26	27
28	29	30				

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# 07 JUL 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
5	6	7	8	9	10	11 World Population Day
12	13	14	15 World Youth Skills Day	16	17	18 Nelson Mandela International Day
19	20 Eid al Adha - Sacrifice Day* - Islam	21 Eid al Adha - Sacrifice Day* - Islam	22 Eid al Adha - Sacrifice Day* - Islam	23 Eid al Adha - Sacrifice Day* - Islam	24 Asalha Puja Day** - Buddhist	25
26	27	28 World Hepatitis Day	29	30	31	

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# 08 AUG 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						World Breastfeeding Week (Start) 1
2	Krishna Janmashtami** - Hindu 3	4	5	6	World Breastfeeding Week (End) 7	8
9			International Youth Day 12		14	15
16			19		21	International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief 22
International Day for the Remembrance of the Slave Trade and Its Abolition 23	24	25	26	27	28	29
Grief Awareness Day 30	31					

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# 09 SEP 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	International Day of Charity 5
Rosh Hashanah* - Jewish 6	Rosh Hashanah* - Jewish 7	8	9	World Suicide Prevention Day 10	Paryushana Parva-Jain 11	12
Yom Kippur* - Jewish 13	14	15	16	17	International Equal Pay Day 18	19
20	International Day of Peace World Alzheimer's Day 21	22	23	24	25	European Day of Languages 26
27	28	29	30			

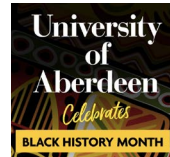
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# 10 OCT 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				Start of Black History Month International Day of Older Persons 1	International Day of Non-Violence 2	3
4	5	6	7	World Sight Day 8	9	World Mental Health Day 10
National Coming Out Day 11	12	13	14	Dasara** - Hindu 15	16	17
18	19	20	21	International Stammering Awareness Day 22	23	24
25	Intersex Awareness Day 26	National Mentoring Day 27	28	29	30	31

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# 11 NOV 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Start of Islamophobia Awareness Month 1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	Start of Disability History Month 18	International Men's Day 19	Trans Day of Remembrance 20	21
22	23	24	International Day for Elimination of Violence Towards Women 25	26	27	28
29	30					

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# 12 DEC 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		World Aids Day 1	International Day for the Abolition of Slavery 2	International Day of People with Disabilities 3	4	5
6	7	8	9	Human Rights Day 10	11	12
13	14	15	16	17	End of Disability History Month 18	19
20	21	22	23	24	Christmas* - Christian 25	26
27	28	29	30	31		

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