Equality, Diversity and Inclusion Calendar

2022
Equality, Diversity and Inclusion are central to Lancaster University’s plans and activities. Raising awareness of specific dates relevant to EDI is an important part of creating an inclusive culture where diversity is celebrated, and all individuals feel free to be themselves. Our first EDI calendar lives out one of our values articulated in the new strategy for 2021-2026: “we respect each other by being open and fair and promoting diversity”. By embracing difference and increasing awareness, we can work to create a community built upon dignity, fairness, and respect for all. We hope that this calendar proves a useful resource to all members of the University community.

Professor Andy Schofield
Vice-Chancellor
How to use this calendar

The Equality, Diversity and Inclusion Calendar of Events runs from January to December. For each month, you'll see a header page, with all awareness dates in a list format, followed by a traditional calendar grid.

Religious Dates

For major religious holidays or festivals, on the calendar grid the following symbols are used to identify dates. A little information about each date is then given in the left hand sidebar.

- Buddhist
- Christian
- Jewish*
- Hindu
- Pagan
- Sikh
- Muslim

What is already being planned?

Celebrations and events for some of the dates in this planner will be co-ordinated by the EDI Team, or elsewhere around the University. The key below shows the symbols you can use to identify these dates on the monthly calendar grids:

- EDI Team
- Staff Wellbeing Engagement Group
- Lancaster University Students' Union
- Library and Learning Development Team
- Chaplaincy Centre

*Jewish festivals commence at sunset on the evening of the day prior to the date shown. Some festivals also commence the prior evening and where this is the case, an asterisk will appear in the sidebar. Certain festivals are also dependent upon lunar activity and so dates are subject to change (identified by ** in sidebar).
Getting Involved at LU - Staff Networks

At Lancaster University we have a range of staff networks that are open to all staff. Below, you can find information about these networks.

Clicking the network logos below will allow you to email or request to join the Teams Channel for each network.

The Disabled Employee Network (DEN+) is a staff network for all those who identify as disabled or as having a long-term condition, including mental health conditions. The network aims to facilitate discussion about working conditions, and provides information for all. DEN+ have a confidential mailing list.

The LGBT+ Staff Network aims to support and empower LGBT+ staff and postgraduate students. They are an inclusive and welcoming space for anyone who defines themselves as lesbian, gay, bi, trans, non-binary, queer, intersex, asexual or questioning. The network can also confidentially signpost to relevant services available within the University.

The Lancaster University Women’s Network was established to support women at LU by providing a forum for empowerment, discussion and individual development, as well as a platform for debate, awareness raising and to facilitate action for change.

The LU ‘Young Staff’ network is open to all permanent and temporary LU staff and PGR students that define themselves as in the younger staff bracket. The network aims to encourage a culture of continuous professional development, and provides support for younger staff.

There are many other staff groups around the University which offer meeting points, support, or to feed in to institutional plans too. For more information on these groups go to: Engagement | Lancaster University

Lancaster University Parents’ and Carers’ Network is a support network for all staff who count themselves as a parent of carer (of children or adults). The network provides an opportunity for members to share experiences and provide support to each other.
Getting Involved at LU - Student Networks

Lancaster University Students' Union has a range of liberation groups directly related to EDI. Additionally, there are a wide range of societies within the Students' Union that students are able to join.

The Women+ Forum is a safe space for self-identified women and non-binary folks who identify as a woman to any extent, regardless of assigned gender at birth, to socialise, discuss and campaign.

You can also email the Women+ Officer at: su.womenofficer@lancaster.ac.uk

LGBTQ+ stands for Lesbian, Gay, Bi*, Trans, Queer and the many other identities that fall under the ‘+’. Every student, no matter what sexuality or gender identity they are is welcome to join the forum, join in with campaigns and socials, and to go along to coffee evenings.

You can also email the LGBTQ+ Officer at: su.lgbtq@lancaster.ac.uk

The Students with Disabilities Forum is for any member of the Lancaster University community who self-identifies as having a disability.

You can also email the Students with Disabilities Officer at: su.disabilitiesofficer@lancaster.ac.uk

Getting Involved at LU - Student Networks

The Students with Disabilities Forum is for any member of the Lancaster University community who self-identifies as having a disability.

You can also email the Students with Disabilities Officer at: su.disabilitiesofficer@lancaster.ac.uk

LANCASTER UNIVERSITY STUDENTS’ UNION

As well as the Forums listed on this page, Lancaster University Students’ Union has over 175 societies covering a huge range of activities, hobbies, and causes. Click the logo above to learn more.

There are also six Full-Time Officers who lead the Students’ Union, as well as several more Liberation and Campaigns Officers, who are elected to represent the student body on a range of issues. For more information on the Officers please click here.
In January...
- 4th - World Braille Day
- 16th - World Religion Day
- 17th - Martin Luther King Day
- 24th - International Day of Education
- 27th - Holocaust Memorial Day
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*denotes University closure period

- World Braille Day
- Martin Luther King Day
- International Day of Education
- Holocaust Memorial Day
In February...

- LGBT+ History Month
- Women's History Month
- Begins 1st - World Interfaith Harmony Week
- 3rd - Time to Talk Day
- 4th - World Cancer Day
- 6th - International Day of Zero Tolerance to Female Genital Mutilation
- 7th - 13th - National Apprentice Week
- 7-13th - UK Race Equality Week
- 11th - International Day of Women and Girls in Science
- 20th - World Day for Social Justice
- 28th Feb - 6th Mar - Eating Disorder Awareness Week
Talking about mental health is still, to some extent, considered taboo. Time to Talk Day aims to encourage conversations about mental health and break down the barriers that exist. Openness and willingness to have conversations, be that with friends, with family, or with colleagues, about mental health is the focus of this date. Only by having such conversations can we reach a point where mental health is accepted as being something which impacts us all.

Sarah Randall-Paley
Director of Finance

It can be hard to speak up about your experiences when something is wrong when you are in the early stages of your career due to fears of repercussions or stigma. Feeling of imposter syndrome can also convince people that they don’t have any insights that are worth sharing. This can mean that the voices of early career staff can go unheard. Time to talk is a great opportunity to encourage open conversations around our mental health and our experiences within the workplace.

Young Staff Network
World Interfaith Harmony Week represents a global effort to help neighbours and friends of differing faiths get to know one another, and to create conversation which fosters peace and improved tolerance and understanding of one another’s beliefs. Whether individuals belong to a particular faith community or not, this week allows us to learn more about one another, and our different faiths.

Giles Carden
Director of Strategic Projects and Chief of Staff

All of the world’s major religions talk in some way about kindness and compassion. To meet with others of a different belief, of any faith or none, is to embrace humility, to celebrate diversity, and to honour our shared humanity. Conversations with those of different beliefs is never easy, but when we truly engage in the difficult conversations, we can build stronger communities that are rooted in empathy. In a world that feels increasingly volatile, the ability to build bridges and seek peace with “The Other” is vital now more than ever.

Kara Cooper
Spiritual Care Coordinator
### Religious Festivals in February

**Buddhism**
- **15th - Parinirvana Day**
  Celebrating nirvana—the complete liberation from this world and transcendence of the Buddha

**Paganism**
- **1st - Imbolc**
  Also called Brigid's Day.
  Festival that marks the beginning of spring, the start of the lambing season, and how life always cycles back to new birth.

### February 2022 Calendar

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In March...
- 28th Feb - 6th March - Eating Disorder Awareness Week
- 1st - Zero Discrimination Day
- 8th - International Women's Day
- 18th - World Sleep Day
- 21st - International Day for the Elimination of Racial Discrimination
- 21st - World Down Syndrome Day
- 25th - International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- 31st - International Transgender Day of Visibility
International Women’s Day gives us an opportunity to highlight the achievements of women, and also to draw attention to ongoing work to achieve gender parity. For 2022, the theme of International Women’s Day is #BreakTheBias, in recognition of the biases that still exist and disadvantage women both in the workplace and in wider society. On the 8th March, we can take the opportunity to examine everything we do, and make sure that in the year to come, gender biases are countered wherever possible.

Nicola Owen
Deputy Chief Executive

International Women's Day is an annual reminder of how far we have come and of all that we achieved. It is also a fantastic opportunity to recognise achievements of women across our campus. As we celebrate accomplishments of our own communities such as Lancaster Women's Network, members of which are working tirelessly to make university a better place, this day also reminds us of how much work still needs to be done to ensure equality and inclusion of women in the workplace.

Anastasia Ushakova
Lecturer in Biostatistics (Health Informatics), Lancaster Medical School & Womens' Network Steering Group Member
### Religious Festivals in March

#### Hinduism
- **1st** Maha Shivarati
  - The Great Night of Shiva, when Shiva (the highest Hindu God) performs the great dance of creation and destruction. Observed with fasting and prayer.

#### Christianity
- **2nd** - Ash Wednesday
  - The beginning of the season of Lent—a time of repentance, prayer, fasting.

#### Hinduism/Sikhism
- **18th** - Holi/Hola Mohalla
  - Festival of colour. Welcoming spring, new beginnings. Celebrated with festive clothing, coloured body paints and powders.

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- **Eating Disorder Awareness Week**
- **World Sleep Day**
- **International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade**
- **International Trans Day of Visibility**
In April...
- Stress Awareness Month
- Autism Awareness Month
- 2nd - Autism Awareness Day
- 6th - International Asexuality Day
- 22nd - Stephen Lawrence Day
- 26th - Lesbian Visibility Day
Autism in the workplace can mean the solution to a problem -- the missing piece that it took an autistic brain to conjure and the deep focus to develop. Autism in the workplace can also mean distress -- the pain brought on by loud noises or bright lights, the confusion around unwritten social rules and expectations, the despair of feeling like the odd one out. Autism Awareness Month is about both of these aspects, and it's about working together to build more inclusive communities where all can thrive.

Dr Natasha Blitvic
EDI Lead Maths and Statistics and Ally of the Disabled Employee's Network

Autism remains a largely misunderstood term which relates to, though is not co-extensive with, neurodiversity. There are a broad range of neurotypes, both autistic and otherwise, all people worthy of equitable and inclusive treatment. This month, we are being asked to explore this, which is a necessarily complex process. So, let's start with empathy. Have you ever imagined what it would be like to be someone else? To see the world through their eyes? Only by learning more about autism and by listening to autistic people themselves – about work, study, and society as a whole – can we work to improve inclusion. This month, I hope that you take the opportunity to learn more about autism, and to think about ways of supporting our autistic colleagues and students that centre their voices.

Professor Pete Atkinson
Dean - Faculty of Science and Technology
### Religious Festivals in April

**Islam**
- **2nd** - Ramadan**
  - The beginning of a month long fast.
  - *NB - date is lunar based, exact date may change nearer the time.*

**Sikhism**
- **14th** - Vaisakhi
  - Punjabi new year, harvest festival, and celebrates the day that Sikhism as a faith began.

**Judaism**
- **15th** - Passover*
  - An eight day festival when Jewish people commemorate the Exodus from their slavery in Egypt.

**Christianity**
- **17th** - Easter Sunday
  - Celebrating the resurrection of Jesus from the dead

- **18th** - Easter Monday
  - Lesbian Visibility Day

**2022 Calendar for April**

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- **1st** - Autism Awareness Day
- **6th** - International Asexuality Day
- **17th** - Easter Sunday
- **18th** - Easter Monday
- **26th** - Lesbian Visibility Day

*denotes University closure period
MAY 2022

In May...

- Mental Health Awareness Month
- National Walking Month
- 9-15th Mental Health Awareness Week
- 11th - National Staff Networks Day
- 13th - National Numeracy Day
- 17th - International Day Against Homophobia, Transphobia and Biphobia
- 19th - Global Accessibility Awareness Day
- 24th - Pansexual/Panromantics Day
MENTAL HEALTH AWARENESS WEEK
9th to 15th May

Mental health affects every single one of us. Research shows that one in four will experience mental ill health every year. Mental Health Awareness Month is a great opportunity for us to come together and learn about mental health, to understand the impacts of a variety of factors upon our mental health, and the ways we can improve our wellbeing. Over the years, I've discovered that reading fiction, playing vinyl records and taking urban walks works for me. Recently I have added meditation to my life, which has had an amazing impact on my wellbeing. This is of course my personal approach, and wellbeing strategies differ from person to person. This month allows us to pause, to think about our mental health and wellbeing, and to raise awareness of the ways in which we can support ourselves and each other.

Andrew Barker
Director of Library Services and Learning Development

At Lancaster our goal is to build strong, supportive communities so that nobody ever feels isolated or lonely. To do this we need to challenge any enduring stigma in relation to mental health, and let everyone know that it’s always okay to talk.
When things get really tough, we also need to provide a safety net for our people. Our people & culture plan, policies, mandatory training, counselling and mental health service and employee assistance programme are all in aid of this goal. Mental Health Awareness Week is the perfect moment for us to pause, take time to connect and talk about all we can do in support of mental health.

Catherine Harrison
Associate Director of People & Organisational Effectiveness and Chair of the Staff Wellbeing Engagement Group
### Religious Festivals in May

**Paganism**
- **1st** - Beltane
  - Fire Festival honouring the Celtic deity Bel. When spring is at its height and summer is about to begin, earth energy is at its strongest; celebrating vitality and joy

**Islam**
- **2nd** - Eid ul Fitr**
  - The end of Ramadan; feasting after a month of fasting. NB - date is lunar based, may change nearer the time.

**Buddhism**
- **16th** - Vesak
  - The birthday festival of the Buddha; some cultures celebrate the birth, enlightenment, and death of the Buddha all in this festival

**Christianity**
- **26th** - Ascension Day
  - Celebrating that Jesus ascended into heaven

### MAY 2022

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In June...

- Pride Month
- Men's Health Awareness Month
- Gypsy, Roma and Traveller History Month
- 1-7th - Volunteers' Week
- 6-12th - National Carers' Week
- 11th - Global Wellness Day
- 14-20th - Men's Health Week
- 18th - Autistic Pride Day
- 20-26th - Learning Disability Week
- 20-26th - Refugee Week
- 22nd - UK Windrush Day
Pride Month is an important part of the fight for human rights and visibility of LGBTQIA+ communities. Through parades and events we acknowledge and celebrate the contributions of those who face oppression, violence, imprisonment and death for simply being themselves. Equally important is the label ‘Pride’. We are frequently told by society that we should be ashamed of who we are, and Pride is a fundamentally important part of reinforcing the opposite message. Pride lets us mark the value and worth of our lives, and the support, love and kindness that we as global citizens should have for one another.

Professor Paul Connolly
Dean - Faculty of Arts and Social Sciences

Dr. Terry Abbott
Lancaster University LGBT+ Staff Network Lead
The Lancaster University Sanctuary Network is an informal staff-student network that was established in 2018. We aim to support and share information about activities, events and initiatives relating to Asylum Seekers and Refugees (AS&R) both on campus and in the local Lancaster and Morecambe area. We work alongside and support groups like the LU student society (Red Roses Refugees) and members of Lancaster and Morecambe City of Sanctuary. In light of the Sanctuary Network’s aims, we are delighted to be supporting and contributing to Refugee Week at Lancaster University this year.

Refugee week is an annual UK-wide festival of arts, cultural and education events that are designed to raise awareness about the experiences of refugees and to promote a better understanding of why people seek and need sanctuary. In the context of the ongoing displacement of people from Ukraine alongside the continued conflict and displacement faced by others globally, Refugee Week events can play an important role in enabling our communities to become places of sanctuary and welcome for people seeking refuge.

Professor Simon Guy
Pro-Vice-Chancellor Global

Dr Sunita Abraham & Dr Ala Sirriyeh
Co-convenors of the Lancaster University Sanctuary Network
### Religious Festivals in June

**Judaism**
- **4th** - Shavuot
  - Celebrates the harvest and the giving of the law (the Torah)

**Christianity**
- **5th** - Pentecost
  - Celebrating the descent of the Holy Spirit and the birth of the church

### Calendar of June 2022

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- **National Volunteers' Week**
- **Men's Health Week**
- **Learning Disability Week**
- **Refugee Week**
- **UK Windrush Day**
- **Autistic Pride Day**
- **Global Wellness Day**
- **Progress Flag Dates:** 5 days TBC
In July...
- Health and Safety Month
- Disability Pride Month
- 11-17th - Non-Binary Awareness Week
- 14th - International Non-Binary People's Day
- 18th July - 17th August - South Asian Heritage Month
It's important for people with disabilities to be proudly visible in the University community, we bring real value to the table after all. July is Disability Pride month and this annual observance gives us the opportunity to celebrate disability culture, heritage and the unique perspectives, experiences and skills that people with disabilities offer to society.

For the Disabled Employees' Network, Disability Pride Month should be about awareness, fun, education and activism. It’s an opportunity to celebrate our differences and to highlight the ways in which a more inclusive workplace benefits everyone.

Rebecca McDonough  
Co-Chair of the Disabled Employees' Network

In July, we take the opportunity to focus on the achievements of disabled people, to celebrate their successes, and to amplify disabled voices. Too often, disability is cast as a problem. This month gives us an opportunity to celebrate disability, and to remember that disability is not tantamount to a lack of ability. Focusing on the achievements, the creativity, and the pioneering work of disabled people, this month is a cause for both raising awareness, and for celebration.

Professor Jo Rycroft-Malone  
Dean - Faculty of Health and Medicine
Religious Festivals in July

Islam

- **9th - Eid ul Adha**
  The feast of sacrifice, commemorating when Allah commanded Abraham to sacrifice his son Isaac, but Allah provided a ram instead.
In August...
- to 17th August - South Asian Heritage Month
- 19th - World Humanitarian Day
- 22nd - International Day Commemorating the Victims of Acts of Violence based on Religion or Belief
- 26th - Women's Equality Day
Women's Equality Day reflects the continued fight for women's equal rights. It commemorates women's suffrage, and acknowledges the bravery and drive demonstrated by those women who fought for equal voting rights for women. This day allows us to remember that parity for women is something we must strive to achieve.

In different parts of the world the struggle against patriarchy and the pursuit of gender equality has taken different forms and has had varying outcomes. In the UK, there have been many gains made, in the pursuit of this goal. Thus, for example, whilst women had no access to higher education in the UK of the mid-19th century, female students now out-number males at all levels of study in UK higher education institutions. This is a cause for celebration. However, research shows that, female students are still actively discouraged from studying some subjects which are still seen as the preserve of males, it also shows that females are poorly represented at senior academic and professional levels in this sector, and it also shows that the large majority of students and staff who are subjected to harassment and assault in UK universities are female and non-gender conforming students and staff.

Thus, whilst the doors of higher education have opened to female students and staff, the patriarchal norms that continue to be a characteristic of institutional cultures make the pursuit of education and careers in these spaces more challenging for females. So, we commemorate Women's Equality Day, and remember the achievements of the suffragette movement, to raise awareness and to encourage everyone to think about how we, individually and institutionally, can contribute to making our institutions and societies better spaces for women to live, study, work and thrive in.

Paulette Nhlapo
Race Equality Charter Programme Manager
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**Religious Festivals in August**

**Paganism**
- 1st - Lughnasadh
  - Harvest festival, giving thanks for food and bounty of the earth.

**Hinduism**
- 18th - Krishna Janmashtami
  - Divine birth, celebrating the birth of the god Lord Krishna.

**International Day**
- 22nd - Commemorating the Victims of Acts of Violence based on Religion or Belief

**World Humanitarian Day**
- 19th

**Women's Equality Day**
- 27th
SEPTEMBER 2022

In September ...
- World Alzheimer's Month
- World Dementia Awareness Month
- 10th - World Suicide Prevention Day
- 16-22nd - Bisexual Awareness Week
- 20-26th - International Week of Deaf People
- 21st - World Alzheimers Day
- 23rd - Bi Visibility Day
- 23rd - International Day of Sign Languages
- 25th - World Deaf Day
- 25th - World's Biggest Coffee Morning
- 26th - UK National Inclusion Week Begins
September is the World Alzheimer’s Society’s annual Alzheimer’s and Dementia Month. This month focuses upon the stigma, and aims to increase awareness of Alzheimer’s, dementia and of progressive cognitive illness, dispel myths and break down barriers. There are more than 850,000 people in the UK who have dementia, and so raising awareness is crucial in helping us spot the signs, and supporting those both affected by, and caring for, individuals developing Alzheimer’s or dementia.

**Professor Wendy Robinson**
Pro-Vice-Chancellor for Education

We have quite a number of members within the Parents’ and Carers’ Network who are caring for relatives with Alzheimer’s or dementia so we’ve put on a number of events raising awareness of the support available locally. Something a lot of our carers have said is how difficult it can be to find information and support while dealing with the stress of a loved one’s illness, and that can lead to feeling quite isolated and being left with a lot of difficult feelings and emotions. Raising awareness of these conditions is vital so that people have an idea of the support available to them if they’re ever in that situation, and so that the challenges which can go along with caring for someone with Alzheimer’s or dementia can be more broadly understood.

**Parents' and Carers' Network**
UK National Inclusion Week aims to create workplaces and learning environments where every individual is able to fully participate, progress and be authentically themselves, without fear of repercussion or discrimination. We are wholeheartedly committed to making Lancaster University exactly this kind of community. This week presents a timely opportunity to take stock of where we are, and to think about the work we still have to do.

**Professor Andy Schofield**  
Vice-Chancellor

UK National Inclusion Week is an ideal opportunity for us all to take a moment to think about how we can recognise and value everyone to ensure that they feel respected and as though they belong to our Lancaster community. Sharing good practice and ideas about how we can all be more inclusive, in our daily lives, our teaching, learning, assessment, and our working lives, is one way of us all learning more about the projects others have trialled and undertaken to advance inclusion. The Inclusive Learning Network allows individuals to come and share such examples with colleagues and peers at regular intervals, and I would like to thank all of the inspiring past and future speakers for the work they undertake, which is central to the aims of this week.

**Dr Ann-Marie Houghton**  
Dean for EDI and Chair of the Inclusive Learning Network
### Religious Festivals in September

**Buddhism**
- **12th** - **Ullambana Day**
  - Celebrating the spirits of the ancestors; offerings to liberate them from their sufferings

**Judaism**
- **16th** - **Rosh Hashanah**
  - Jewish new year

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### September 2022 Calendar

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- **10th** - **World Suicide Prevention Day**
- **25th** - **World Deaf Day**
- **19th** - **World's Biggest Coffee Morning**

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**International Week of Deaf People**

**International Day of Sign Language**

**World Suicide Prevention Day**

**World's Biggest Coffee Morning**

**Bisexual Awareness Week**

**World Alzheimers Day**

**Bi Visibility Day**

**UK National Inclusion Week**
OCTOBER 2022

In October...

- Black History Month
- National Disability Employment Month
- Global Diversity Month
- Breast Cancer Awareness Month
- 3-9th Dyslexia Awareness Week
- 9-15th Baby Loss Awareness Week
- 9th - Ada Lovelace Day
- 10th - World Mental Health Day
- 11th - National Coming Out Day
- 18th - World Menopause Day
- 20th - International Pronouns Day
The Menopause remains an often-neglected topic of public discussion, despite its impact on so many individuals. World Menopause Day allows us to raise awareness of the Menopause, and to create space for conversations about the Menopause. This will ultimately normalise the topic and make supporting individuals affected by symptoms of the Menopause, or Perimenopause, something which many more of us feel equipped to do.

**Professor Louise Heathwaite**  
Pro Vice-Chancellor Research and Enterprise

Around a quarter of our colleagues are women over 45, who along with other staff members and students, may be affected by menopause issues. Symptoms of perimenopause and menopause can be wide ranging, and research shows many women find it difficult to cope with work, forcing a number to leave their careers due to the physical and mental effects on their wellbeing. We will use World Menopause Day as an opportunity to raise awareness of menopause and the ways we can support our colleagues, students and visitors who are affected by it, and I am really pleased to be involved in championing this activity.

**Kathy New**  
Athena Swan Programme Manager
Black History Month is many things: celebration, education, collaboration. It brings to light people and events unjustly neglected, and explores in detail what has justly been studied widely. Black History Month carves out a precious space in historical memory, challenging the deliberate amnesia of the horrors of slavery and empire that afflicts Britain. By being multivocal and polycentric, it allows everyone – Black and other ethnic minorities as well as the majority population – to bring their passion, their anger, their joy, their personal experience, their allyship, all the knowledge hidden as well as painstakingly revealed, to society at large. Its flourishing is vital to our culture.

Histories of Black individuals in the UK, and in the local Lancaster area have often been overlooked and neglected. Lancaster’s past was shaped by Black people, and reflecting on the stories of these individuals helps us to think about creating an equal future for all. Black History Month gives us an opportunity to celebrate the contributions of Black individuals, and to acknowledge the racial inequities that still exist to this day.

**Professor Chakravarthi Ram-Prasad**  
Distinguished Professor of Comparative Philosophy and Religion and Co-Chair of the Race Equality Charter

**Professor Steve Bradley**  
Deputy Vice-Chancellor and Co-Chair of the Race Equality Charter
Religious Festivals in October

**Hinduism**
- **4th - Dussehra**: Celebrates the triumph of good over evil.

**Islam**
- **7th - Mawlid**: The birth of the prophet Muhammed

**Hinduism/Sikhism**
- **24th - Diwali/Divali**: Festival of light. Also, Hindu new year, wishes for prosperity and health for the new year.

**Paganism**
- **31st - Samhain**: Festival of the Dead. The veil between worlds is believed to be thinnest at this point, and the dead may mix more freely with the living.
In November...

- Disability History Month Begins (16th)
- 13-19th - Transgender Awareness Week
- 13-20th - Interfaith Week
- 14-18th - Anti Bullying Week
- 14th - World Diabetes Day
- 17th - International Students' Day
- 19th - International Men's Day
- 20th - Transgender Day of Remembrance
- 25th - Carer's Rights Day
- 25th - International Day for the Elimination of Violence Against Women
Disabled people continue to face unacceptable levels of discrimination, exclusion and stigma. Throughout Disability History Month we will actively reflect on the histories of disabled people, celebrate achievements, and confront ongoing injustices. By focusing on these social injustices, we can begin to look to the future and recognise what must change to ensure the inclusion of all disabled people, not just within the Lancaster University community, but within society at large.

**Professor Dame Sue Black**
Pro-Vice-Chancellor Engagement

UK Disability History Month creates a platform to focus upon the history of disabled people’s struggles in fighting for equality and human rights. It gives us chance to reflect on how to remove barriers, protect from discrimination, and to support our entire University community.

At Lancaster, we are committed to providing an inclusive environment that gives our disabled students and staff equal access and equal opportunities. We aim to draw from the widest possible pool of talent and secure high-quality staff who will help us reach our shared goals. Marking this day helps us create an attractive environment where everyone is treated fairly and equitably.

**Akhtar Zaman**
Equality, Diversity and Inclusion Manager
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**Religious Festivals in November**

**Sikhism**

- **8th Gurpurab**
  Celebrates the birth of Guru Nanak, the founder of Sikhism and the first of the Sikh gurus.
In December...

- 1st - World AIDS Day
- 2nd - International Day for the Abolition of Slavery
- 3rd - International Day for People with Disabilities
- 8th - Pansexual Pride Day
- 10th - International Human Rights Day
Religious Festivals in December

**Buddhism**
- **8th** - Bodhi Day
  
  Celebrating the enlightenment of the Buddha

**Judaisn**
- **18th** - Hannukah*
  
  Festival of light lasting eight evenings. For the eight evenings of the festival, candles are lit from right to left in a hanukkiah, a nine-branched menorah – one candle for each evening. The ninth candle is the shamash (the servant candle) from which the other candles are lit.

**Christian**
- **25th** - Christmas Day
  
  Christmas Day is traditionally a celebration of the birth of Jesus
This calendar includes awareness raising dates, celebration months, and religious holidays that staff and students around the University may wish to celebrate or mark in various ways. If there are events not listed on the calendar that you think we should include in future, let us know!

Get Involved!

To provide feedback on the events listed in this calendar, contact us:
edi@lancaster.ac.uk

www.lancaster.ac.uk/edi
@LancasterEqual