

1495



UNIVERSITY OF
ABERDEEN



20
22

calendar

DIVERSITY

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



Introduction

Equality, diversity and inclusion forms an integral part of our University's foundational purpose to be 'open to all and dedicated to the pursuit of truth in the service of others'. Highlights from 2021 include:

The University Strategic Plan, **Aberdeen 2040**, was launched in 2020 with Inclusive as a key strategic theme. The University has been embedding the Inclusive Commitments and targets included in the Strategy and continues to be dedicated to ensuring inclusivity guides our education, research, and the projects we deliver.

To drive the development of an **antiracist University** we established the Race Equality Strategy Group (RESG), began development work on an Antiracism Strategy, appointed 21 Race Equality Champions, delivered race literacy training to more than 400 frontline staff (including members of the Senior Management Team), and established the Race Equality Network for Staff and Postgraduate Researchers. Ongoing activities include networking with external societies and groups such as GREC and NHS Grampian, driving forward the work of the Decolonising the Curriculum Group, listening activities with staff and students and the implementation of the Tackling Racial Harassment Action Plan. To learn more please click [here](#)

Gender Based Violence

In 2021, the University launched an online Confidential Reporting Tool which can be used to report instances of sexual violence or harassment. Reports can be made by witnesses or victims. The Addressing Gender Based Violence and Sexual Harassment Strategy Group has progressed a Student and Staff policy that outlines how staff and students who have experienced gender-based violence or harassment will be supported by the University. Pilot training on handling disclosures has been delivered to key front-line staff.

We are proud of our longstanding commitment to **advancing gender equality**. As part of this commitment, we have been embedding the Athena Swan principles within our policies, procedures, and culture. The School of Psychology obtained a departmental silver Athena Swan Award in 2020 and the University is striving for a silver Institutional Award. We introduced a Staff Athena Swan Forum as a platform for sharing initiatives and driving discussion which has had a positive impact, leading to the introduction of a central maternity fund. 2021 also saw the transformation of the Athena Swan Charter and we look forward to seeing the impact of the new principles being embedded across Schools and the Institution. Additionally, the University held its first online International Women's Day celebration, reaching a worldwide audience and attracting record-breaking numbers. A Homeworking Policy and Workload Reduction Toolkit were launched to support staff during the Covid-19 pandemic.

Remote working and blended learning continued in 2021 following the outbreak of the **Covid-19 pandemic**. These changes have affected all staff and students in different ways. To address these issues, the University has been proactively enhancing its **support mechanisms**, including working with the Parents and Carers Network to develop measures to support students and staff.

A Dignity at Work and Study (DAWS) Toolkit has been developed in consultation with the campus Trade Unions to facilitate the promotion of an inclusive environment. The Toolkit, along with training to support its roll-out, will be launched in 2022.

The University is proud to be advancing equality for and raising awareness of learning disabilities through its Project SEARCH initiative. Despite the challenges posed by the Covid-19 pandemic, 75% of the Interns who graduated in June 2021 are in a positive destination, while the others are receiving support to undertake work experience placements or nationally recognised work-based qualifications. The University is a member of the **Disability Confident Scheme**, currently holding Committed status and progressing towards the Disability Confident Employer level. The Staff Disability Network continues to thrive, providing critical feedback on Equality Impact Assessments and working with the University on a range of accessibility issues and providing a safe space for staff to discuss disability-related issues.

Last year saw the establishment of an EDI Events and Engagement Group which comprises staff and student representatives, enabling high quality **EDI events** to be delivered throughout the year. The University delivered an exciting programme of events for Black History Month in October on topics from how African nations are tackling the energy and climate crisis to a talk from author, blogger and screenwriter Uju Asika. October also saw the BeWell and Inclusion week held with events and activities from a guided walking tour through the Cruickshank Botanic Gardens to mindfulness sessions with certified instructors. The University also held a virtual pride parade in June as well as developing an interactive trans history timeline marking major milestones from 1885 onwards.

Our academic Schools have been addressing EDI issues. By way of example, The School of Psychology developed a Staff Wellbeing Hub, overseen by a Clinical Psychologist and Wellbeing Coordinator. The School of Social Science's Equality and Diversity Committee hosted an online training session on an introduction to sexual violence and its impact, the barriers faced by survivors, and how staff should handle disclosures, safeguarding, and confidentiality. In April, The Business School hosted Professor Ilaria Boncori from the University of Essex to deliver a talk on understanding the experience of baby loss in the workplace.

Governance in relation to Equality, Diversity, and Inclusion (EDI) was reviewed to embed a strategic approach to the area by establishing an Equality, Diversity and Inclusion Committee (EDIC) in late 2019. The Committee, chaired by the Senior Vice-Principal, continues to meet every three months to oversee matters relating to EDI, including promoting an intersectional approach. This year, EDIC approved the Mainstreaming and Equality Outcomes Report to meet our duties under the Public Sector Equality Duty. The report can be accessed [here](#).

Student Partnership Agreement (SPA) continues to play a critical role in enhancing the Student Experience through collaboration between students and staff. In 2021 there was an emphasis on the inclusion and mental health of students. The Disabled Student Forum led two Disability Deepdive events, providing valuable insights and top tips for staff.

01 JAN 2022



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	Maghi (Sikh) 13	14	15	World Religion Day 16
Martin Luther King Jnr. Day 17	18	19	20	21	22	23
24	Burns Night 25	26	Holocaust Memorial Day 27	28	29	30
31	<p>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.</p> <p>Aberdeen school term and holiday dates can be found here: View school term and holiday dates Aberdeen City Council Aberdeenshire school term and holiday dates can be found here: School term dates and holidays Aberdeenshire Council</p>					

02 FEB 2022

LGBT
history month



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

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03 MAR 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	Zero Discrimination Day Self-Injury Awareness Day 1	Ash Wednesday (Christian) 2	World Hearing Day 3	4	5	6
7	International Women's Day 8	9	10	11	12	13
14	15	Young Carers Action Day 16	17	Holi** (Hindu) 18	19	Single Parents Day 20
International Day for the Elimination of Racial Discrimination World Down Syndrome Day Neurodiversity Celebration Week (21st - 27th) 21	22	23	24	International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade 25	26	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 holiday dates can be found here : View school term and holiday dates Aberdeen City Council Aberdeenshire school term and holiday dates can be found here : School term dates and holidays Aberdeenshire Council		

04 APR 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				Stress Awareness Month begins 1	World Autism Awareness Day 2	Ramadan begins*-(Islam) 3
4	5	6	World Health Day 7	International Roma Day 8	9	10
11	12	13	Mahavir Jayanti** (Jain) Vaisakhi** (Hindu, Sikh) 14	Good Friday 15	16	Easter Sunday* (Christian) 17
18	19	20	21	Orthodox Good Friday 22	23	Pascha (Orthodox Christian) 24
25	Lesbian Visibility Week (26th-2nd) 26	27	28	29	30	

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05 MAY 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
Deaf Awareness Week (2nd-8th) 2	Eid al Fitr* (Islam) 3	4	5	6	7	8
9	10	11	12	13	14	International Day of Families 15
16	International Day Against Homophobia, Transphobia and Biphobia 17	18	Global Accessibility Awareness Day 19	20	World Day for Cultural Diversity for Dialogue and Development 21	22
23	24	25	26	27	Grampian Pride 28	29
30	31	<p>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.</p> <p>Aberdeen school term and holiday dates can be found here: View school term and holiday dates Aberdeen City Council Aberdeenshire school term and holiday dates can be found here: School term dates and holidays Aberdeenshire Council</p>				

06JUN2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		Global Day of Parents Pride Month begins 1st -30th June - Gypsy, Roma and Traveller History Month 1	2	3	International Day of Innocent Children Victims of Aggression 4	5
6	7th-12th June – Carers Week	8	9	10	11	World Day Against Child Labour 12
13	14	15	16	17	18	19
20th -26th June – Refugee Week 20th June – World Refugee Day 20	21	Windrush Day 22	International Women in Engineering Day 23	24	25	26
27	28	29	30			

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07 JUL 2022



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

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08 AUG 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
World Breastfeeding Week (1st-7th) 1	2	3	4	5	6	7
8	9	10	11	International Youth Day 12	13	14
15	16	17	Krishna Janmashtami begins** (Hindu) 18	Krishna Janmashtami ends** (Hindu) 19	South Asian Heritage Month ends 20	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 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
International Day of Charity 5	6	7	8	9	World Suicide Prevention Day 10	11
12	13	14	15	16	17	International Equal Pay Day 18
19	20	International Day of Peace World Alzheimer's Day 21	22	Bi Visibility Day 23	24	Rosh Hashanah begins* (Judaism) 25
European Day of Languages 26	Rosh Hashanah ends* (Judaism) 27	28	29	30		

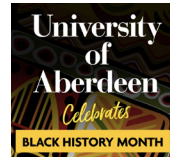
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10 OCT 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					Black History Month begins International Day of Older Persons 1	International Day of Non-Violence 2
3	Yom Kippur begins* (Judaism) 4	Yom Kippur ends* (Judaism) 5	6	Dyslexia Awareness Week (7th-13th) 7	8	Baby Loss Awareness Week (9th-15th) 9
World Mental Health Day 10	National Coming Out Day 11	12	World Sight Day 13	The Royal National Mòd begins 14	15	16
17	World Menopause Day 18	19	20	21	The Royal National Mòd ends International Stammering Awareness Day 22	23
Diwali** (Hindu, Jain, Sikh) 24	25	Intersex Awareness Day 26	National Mentoring Day 27	28	29	30

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11 NOV 2022



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	Islamophobia Awareness Month begins 1	2	3	4	5	6
7	8	9	10	11	12	Remembrance Sunday 13
World Diabetes Day 14	15	16	17	18	International Men's Day 19	Trans Day of Remembrance 20
21	Disability History Month in (22nd November – 22nd December) 22	23	24	International Day for Elimination of Violence Towards Women 25	26	27
28	International Day of Solidarity with the Palestinian People 29	30				

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12 DEC 2022



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

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