



UCD Equality, Diversity and Inclusion

2024

DIVERSITY
CALENDAR





JANUARY

January 1st | New Year's Day

JANUARY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
New Year's Day Revolution Day (Cuba)					Epiphany La Befana (Italy)	Orthodox Christmas Day
1	2	3	4	5	6	7
						Orthodox New Year
8	9	10	11	12	13	14
Makar Sankranti World Religion Day						
15	16	17	18	19	20	21
				Australia Day Republic Day (India)	Holocaust Memorial Day	
22	23	24	25	26	27	28
29	30	31	1	2	3	4

DECEMBER 12/2022							FEBRUARY 02/2023						
MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA	SU
				1	2	3				1	2	3	4
4	5	6	7	8	9	10	5	6	7	8	9	10	11
11	12	13	14	15	16	17	12	13	14	15	16	17	18
18	19	20	21	22	23	24	19	20	21	22	23	24	25
25	26	27	28	29	30	31	26	27	28	29			

SIGNIFICANT DATES:	
1	New Year's Day/Revolution Day (Cuba)
6	Epiphany/La Befana (Italy)
7	Orthodox Christmas Day
14	Orthodox New Year
15	Makar Sankranti
15	World Religion Day
26	Australia Day/Republic Day (India)
27	Holocaust Memorial Day



FEBRUARY

February 9th | Carnival

FEBRUARY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			St Brigid's Day LGBT+ History Month begins			Independence Day (Sri Lanka)
29	30	31	1	2	3	4
				Carnival	Lunar New Year	International Day of Women and Girls in Science
5	6	7	8	9	10	11
	Mardi Gras/Shrove Tuesday	Ash Wednesday	Parinirvana Day National Day (Serbia)	Independence Day (Lithuania)		Maha Shivratri
12	13	14	15	16	17	18
					Magha Puja Independence Day (Estonia)	
19	20	21	22	23	24	25
Liberation Day (Kuwait)			Bahá'í Fast Begins			
26	27	28	29	1	2	3

JANUARY

01/2024

MO	TU	WE	TH	FR	SA	SU
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MARCH

03/2024

MO	TU	WE	TH	FR	SA	SU
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SIGNIFICANT DATES:

1	St Brigid's Day/LGBT+ History Month	15	Parinirvana Day/National Day (Serbia)
4	Independence Day (Sri Lanka)	16	Independence Day (Lithuania)
9	Carnival	18	Maha Shivratri
10	Lunar New Year	24	Magha Puja/Independence Day (Estonia)
11	International Day of Women and Girls in Science	26	Liberation Day (Kuwait)
13	Mardi Gras/Shrove Tuesday	29	Bahá'í Fast Begins
14	Ash Wednesday		



MARCH

March 17th | **St. Patrick's Day**

MARCH 2024



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				St David's Day		Liberation Day (Bulgaria)
26	27	28	29	1	2	3
		Independence Day (Ghana)		International Women's Day		Ramadan Begins
4	5	6	7	8	9	10
						St Patrick's Day
11	12	13	14	15	16	17
Neurodiversity Week	Bahá'í Fast Ends	Ostara (Spring Equinox) Nowruz (Persian New Year) Bahá'í New Year	International Day for the Elimination of Racial Discrimination World Down Syndrome Day			Palm Sunday
18	19	20	21	22	23	24
Holi Festival Independence Day (Greece)				Good Friday		Easter Sunday
25	26	27	28	29	30	31

FEBRUARY

02/2024

MO	TU	WE	TH	FR	SA	SU
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

APRIL

04/2024

MO	TU	WE	TH	FR	SA	SU
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

SIGNIFICANT DATES:

- | | |
|--|--|
| 1 St David's Day | 20 Bahá'í New Year |
| 3 Liberation Day (Bulgaria) | 21 International Day for
the Elimination of Racial
Discrimination |
| 6 Independence Day (Ghana) | 21 World Down Syndrome Day |
| 8 International Women's Day | 24 Palm Sunday |
| 10 Ramadan Begins | 25 Independence Day (Greece)/
Holi Festival |
| 17 St Patrick's Day | 29 Good Friday |
| 18 - 24 Neurodiversity Week | 31 Easter Sunday |
| 19 Bahá'í Fast Ends | |
| 20 Ostara (Spring Equinox)/Nowruz
(Persian New Year) | |



APRIL

April 21st | Eid al-Fitr

APRIL 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
World Autism Awareness Day			Ching Ming Festival	Shab-e-Qadar (Night of Destiny)	Chakri Day	
1	2	3	4	5	6	7
		Eid al-Fitr			Songkran Festival (Thai New Year)	
8	9	10	11	12	13	14
		Independence Day (Syria)			First Day of Ridván	
15	16	17	18	19	20	21
Pesach (Passover)	St George's Day		Liberation Day (Italy)		Freedom Day (South Africa)	Ninth Day of Ridván
22	23	24	25	26	27	28
Shōwa Day						
29	30	1	2	3	4	5

MARCH							03/2024							MAY							05/2024							SIGNIFICANT DATES:			
MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA	SU	2 World Autism Awareness Day				20 First Day of Riḍván													
				1	2	3			1	2	3	4	5	4 Ching Ming Festival				22 Pesach (Passover)													
														5 Shab-e-Qadar (Night of Destiny)				23 St George's Day													
4	5	6	7	8	9	10	6	7	8	9	10	11	12	6 Chakri Day				25 Liberation Day (Italy)													
11	12	13	14	15	16	17	13	14	15	16	17	18	19	10 Eid al-Fitr				27 Freedom Day (South Africa)													
18	19	20	21	22	23	24	20	21	22	23	24	25	26	13 Songkran Festival (Thai New Year)/Vaisakhi				28 Ninth Day of Riḍván													
25	26	27	28	29	30	31	27	28	29	30	31			17 Independence Day (Syria)				29 Shōwa Day													

MAY



May 15th | Vesak (Buddha's Birthday)

- 17** IDAHOBIT/Constitution Day (Norway)
- 21** World Day for Cultural Diversity Dialogue and Development
- 22** Declaration of the Báb
- 23** Wesak Day
- 25** Independence Day (Jordan)/ Revolution Day (Argentina)
- 26** Independence Day (Georgia)
- 27** Ascension of Bahá'u'lláh
- 28** Derg Downfall Day



JUNE

June 10th | Dragon Boat Festival

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MAY

JULY

07/2024

SIGNIFICANT DATES:

MO	TU	WE	TH	FR	SA	SU
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- | | |
|---|---|
| 1 International Children's Day | 16 Eid al-Adha |
| 2 Republic Day (Italy) | 17 Independence Day (Iceland) |
| 6 Flag Day (Sweden) | 20 World Refugee Day |
| 10 Portugal Day/Dragon Boat Festival | 20 Litha (Summer Solstice) |
| 11 Shavuot | 25 Independence Day (Croatia)/Statehood Day (Slovenia) |
| 12 Independence Day (Philippines)/Russia Day | |

A glowing Islamic lantern with a crescent moon on top, set against a blurred background of city lights and a mosque dome.

JULY

July 7th | Al Hijri (Islamic New Year)

JULY 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Canada Day Independence Day (Burundi)		Independence Day (Belarus)	Independence Day (USA)		Dalai Lama Birthday	Al Hijri (Islamic New Year)
1	2	3	4	5	6	7
Martyrdom of the Báb	Independence Day (Argentina)					Bastille Day (France)
8	9	10	11	12	13	14
						Asalha Puja (Dharma Day)
15	16	17	18	19	20	21
	Revolution Day (Egypt)					
22	23	24	25	26	27	28
	Throne Day (Morocco)					
29	30	31	1	2	3	4

JUNE							06/2024							AUGUST							08/2024							SIGNIFICANT DATES:	
MO	TU	WE	TH	FR	SA	SU								MO	TU	WE	TH	FR	SA	SU								1	8
					1	2											1	2	3	4								Canada Day/Independence Day (Burundi)	8 Martyrdom of the Báb
																												3	9
3	4	5	6	7	8	9							5	6	7	8	9	10	11								Independence Day (Belarus)	4 Independence Day (Argentina)	
10	11	12	13	14	15	16							12	13	14	15	16	17	18								Independence Day (USA)	14 Bastille Day (France)	
17	18	19	20	21	22	23							19	20	21	22	23	24	25								6	21 Asalha Puja (Dharma Day)	
24	25	26	27	28	29	30							26	27	28	29	30	31									7	23 Revolution Day (Egypt)	
																												30	Throne Day (Morocco)



AUGUST

August 15th | Ferragosto

AUGUST 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			Lughnasadh International Childfree Day Swiss National Day			
29	30	31	1	2	3	4
	Independence Day (Jamaica)	Independence Day (Cote d'Ivoire)				Obon Festival
5	6	7	8	9	10	11
			Independence Day (India) Liberation Day (South Korea) Ferragosto		Independence Day (Gabon) Independence Day (Indonesia)	
12	13	14	15	16	17	18
Independence Day (Afghanistan)					Independence Day (Ukraine)	Independence Day (Uruguay)
19	20	21	22	23	24	25
Krishna Janmashtami					Independence Day (Malaysia) Independence Day (Kyrgyzstan)	
26	27	28	29	30	31	1

JULY							07/2024							SEPTEMBER							09/2024							SIGNIFICANT DATES:	
MO	TU	WE	TH	FR	SA	SU								MO	TU	WE	TH	FR	SA	SU									
1	2	3	4	5	6	7								2	3	4	5	6	7	8								1	19 Independence Day (Afghanistan)
8	9	10	11	12	13	14								9	10	11	12	13	14	15								2	24 Independence Day (Ukraine)
15	16	17	18	19	20	21								16	17	18	19	20	21	22								3	25 Independence Day (Uruguay)
22	23	24	25	26	27	28								23	24	25	26	27	28	29								4	26 Krishna Janmashtami
29	30	31												30														5	28 Obon Festival
																												6	31 Independence Day (Malaysia)/ Independence Day (Kyrgyzstan)



SEPTEMBER

September 17th | Mid-Autumn Festival (Mooncake Festival)

SEPTEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	26	27	28	29	30	31
						Constitution Day (Slovakia)
						1
	2	3	4	5	6	8
				Ganesh Chaturthi	Independence Day (Brazil)	
	9	10	11	12	13	15
Independence Day (Mexico) World Childless Week	16	17	18	19	20	22
						Mabon Independence Day (Mali)
International Day of Sign Languages	23	24	25	26	27	29
30	1	2	3	4	5	6

AUGUST

08/2024

MO	TU	WE	TH	FR	SA	SU
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OCTOBER

10/2024

MO	TU	WE	TH	FR	SA	SU
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SIGNIFICANT DATES:

1	Constitution Day (Slovakia)	20	Constitution Day (Nepal)
6	Ganesh Chaturthi	21	Independence Day (Malta)/ Independence Day (Armenia)/ Mabon
7	Independence Day (Brazil)	22	Independence Day (Mali)
16 - 22	World Childless Week	23	International Day of Sign Languages
16	Independence Day (Mexico)	28	Confucius' Birthday
17	Chuseok (Harvest Moon Festival)/ Mid-Autumn Festival (Mooncake Festival)		



OCTOBER

October 31st | Diwali

OCTOBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	National Day (China) Independence Day (Cyprus) Independence Day (Nigeria)	Independence Day (Guinea) Rosh Hashanah (Jewish New Year)	Day of German Unity			
30	1	2	3	4	5	6
7	8	9	10	11	12	13
Thanksgiving (Canada)			World Mental Health Day	Yom Kippur (Atonement Day)	National Day (Spain) Our Lady of Aparecida Day	
14	15	16	17	18	19	20
			Independence Day (Zambia)		National Day (Austria)	Independence Day (Turkmenistan)
21	22	23	24	25	26	27
			Samhain Diwali (Festival of Lights)			
28	29	30	31	1	2	3

SEPTEMBER 09/2024							NOVEMBER 11/2024							SIGNIFICANT DATES:	
MO	TU	WE	TH	FR	SA	SU	MO	TU	WE	TH	FR	SA	SU		
						1					1	2	3		
2	3	4	5	6	7	8	4	5	6	7	8	9	10		
9	10	11	12	13	14	15	11	12	13	14	15	16	17		
16	17	18	19	20	21	22	18	19	20	21	22	23	24		
23	24	25	26	27	28	29	25	26	27	28	29	30			
30															
														1	National Day (China)/ Independence Day (Cyprus)/ Independence Day (Nigeria)
														2	Independence Day (Guinea)/Rosh Hashanah (Jewish New Year)
														3	Day of German Unity
														10	World Mental Health Day
														11	Yom Kippur (Atonement Day)
														12	National Day (Spain)/Our Lady of Aparecida Day
														14	Thanksgiving (Canada)
														18	World Menopause Day
														24	Independence Day (Zambia)
														26	National Day (Austria)
														27	Independence Day (Turkmenistan)
														31	Samhain/Diwali (Festival of Lights)



NOVEMBER

November 5th | Guy Fawkes Day

NOVEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				All Saints Day Revolution Day (Algeria)	Día de los Muertos	
27	28	29	30	1	2	3
	Guy Fawkes Day (United Kingdom)				Independence Day (Cambodia)	
4	5	6	7	8	9	10
Independence Day (Poland)				Guru Nanak Jayanti		Democracy Day (Czech Republic/Slovakia)
11	12	13	14	15	16	17
Independence Day (Latvia)	International Men's Day	Transgender Day of Remembrance		Independence Day (Lebanon)		
18	19	20	21	22	23	24
International Day for the Elimination of Violence Against Women			Independence Day (Albania) Thanksgiving (USA)		St Andrew's Day (Scotland)	
25	26	27	28	29	30	1

OCTOBER

10/2024

MO	TU	WE	TH	FR	SA	SU
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
30	31					

DECEMBER

12/2024

MO	TU	WE	TH	FR	SA	SU
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SIGNIFICANT DATES:

1	All Saints Day/Revolution Day (Algeria)	19	International Men's Day
2	Día de los Muertos	20	Transgender Day of Remembrance
5	Guy Fawkes Day (UK)	22	Independence Day (Lebanon)
9	Independence Day (Cambodia)	25	International Day for the Elimination of Violence against Women
11	Independence Day (Poland)	28	Thanksgiving (USA)/ Independence Day (Albania)
15	Guru Nanak Jayanti	30	St Andrew's Day (Scotland)
17	Democracy Day (Czech Republic/ Slovakia)		
18	Independence Day (Latvia)		



DECEMBER

December 25th | **Christmas**

DECEMBER 2024

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						Unification Day (Romania)
25	26	27	28	29	30	1
National Day (UAE)	International Day of Persons with Disabilities			St Nicholas Day (BeNeLux) Independence Day (Finland)		Feast of the Immaculate Conception
2	3	4	5	6	7	8
	International Human Rights Day					
9	10	11	12	13	14	15
Independence Day (Kazakhstan)		National Day (Qatar)			Yule	
16	17	18	19	20	21	22
	Independence Day (Libya)	Christmas Day Hanukkah				Independence Day (Mongolia)
23	24	25	26	27	28	29
	Hogmanay (Scotland)					
30	31	1	2	3	4	5

NOVEMBER

11/2024

MO	TU	WE	TH	FR	SA	SU
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JANUARY

01/2025

MO	TU	WE	TH	FR	SA	SU
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SIGNIFICANT DATES:

1	Unification Day (Romania)	16	Independence Day (Kazakhstan)
2	National Day (UAE)	18	National Day (Qatar)
3	International Day of Persons with Disabilities	21	Yule
6	St Nicholas Day (BeNeLux)/ Independence Day (Finland)	24	Independence Day (Libya)
8	Feast of the Immaculate Conception	25	Christmas Day/Hanukkah
10	International Human Rights Day	29	Independence Day (Mongolia)
		31	Hogmanay (Scotland)



UCD Equality, Diversity and Inclusion

Cultivating a Culture of Respect and Belonging

About the UCD Diversity Calendar

As a Global University, UCD is committed to creating an environment where diversity is celebrated and everyone is treated fairly regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, or membership of the travelling community.

The UCD Diversity Calendar aims to celebrate UCD's diverse community and raise awareness of the various cultural festivals and celebrations around the world. We encourage you to use the calendar as a reference to assist in planning events, activities and deadlines.

The Calendar was created by the EDI Unit with contributions from a range of EDI groups. It is also available for download in PDF format or can be viewed as a slideshow on the EDI website, where information is provided about the diverse cultural celebrations and religious holidays.

About EDI in UCD

The EDI Unit promotes the mainstreaming of EDI across UCD through various initiatives and collaborates with the various EDI groups, networks, and areas internally and externally to embed EDI into daily activities. Below is information regarding various EDI initiatives, groups, services, training and resources that will support you in making UCD an inclusive University.

EDI Groups and Networks

There are a number of EDI sub-groups and working groups in UCD who work to promote, support and implement EDI initiatives across the University. These include the UMT EDI Group and its subgroups (Gender Equality Action Group, LGBTI Sub-Group, Disability Sub-Group, Anti-Racism and Cultural Awareness Sub-Group, University of Sanctuary Sub-Group, Dignity and Respect Oversight Group and Public Sector Duty Group) as well as its working groups on Neurodiversity and Engaging Men.

Colleagues can also join our staff Networks, who spread awareness, promote a sense of belonging and provide opportunities to get together and make connections:

- Disability Staff Network
- LGBTI Staff Network
- Multicultural Employee Network at UCD (MENU)
- Women @ STEM



EDI Supports and Guidance

EDI work with key support services that are available to UCD employees:

The Mental Health and Wellbeing Support Colleagues: this peer support group was established to support employees who may be feeling overwhelmed at any stage of their lives or are concerned about their mental health and wellbeing. The Support Colleagues provide non-judgemental, confidential support and information to employees on a strictly confidential basis and are available for a chat or to find out more about available support. All members have been trained in Mental Health First Aid.

The Parent Buddies support employees preparing to be parents, going on and/or returning from maternity, adoption, paternity leave, parental leave or with children of any age. The Buddy programme is an informal arrangement connecting you with employees to give advice and tips on preparing for parenthood and balancing parenting with your career.

The Dignity & Respect Support Colleagues are fully trained diverse employees who provide support and a listening ear on a voluntary basis. They provide non-directive and non-judgemental support and information to employees experiencing difficulties of a bullying, harassment and/or sexual misconduct nature on a strictly confidential basis.

The dedicated Dignity & Respect Support Service, consisting of three full-time Support Advisers, works proactively with employees and students who disclose issues of bullying, harassment or sexual misconduct, and those who are reported for such issues. The Advisers, who are experienced and trained to support, respond and advise on all reports of a dignity and respect nature, will provide you with a supportive, confidential environment in which to discuss the issues and will support you to make a decision that is right for you and your situation.

The EDI Unit also regularly provides guidance on a number of EDI topics. Please visit the EDI website to access our inclusive recruitment tips, guidelines for visibility of under-represented groups and for inclusive events and communication, resources on cultural awareness, our anti-racism campaign, support for parents and carers, equality impact assessments and a lot more.

EDI Training and eLearning

The EDI Training and Awareness Raising Programme encompasses a variety of EDI-related training and awareness-raising sessions including topics like dignity and respect, gender identity, cross-cultural communication, unconscious bias awareness, inclusive recruitment, gender equality, mental wellbeing and much more. Some of the workshops are a great introduction to EDI topics to raise awareness, and others have been tailored for a particular audience, like people managers or members of interview panels.

The EDI eLearning portfolio also includes a range of interactive, modular, self-paced courses on our online platforms. EDI in Higher Education in particular is an essential introduction to EDI in the third level context and covers legislation, inclusive recruitment, inclusive teaching and practical tips to help put EDI policies into practice.

- Equality, Diversity and Inclusion in Higher Education
- Let's Talk about Race in the Higher Education Sector
- Supporting the Mental Health and Wellbeing of Employees
- Building a Respectful Culture at UCD
- Inclusive Recruitment and Selection (part of the Inclusive Recruitment Training Bundle)

EDI Policies

UCD's vision for EDI is to be a leader and role model in equality and diversity in the higher education sector nationally and internationally, and for EDI to be at the heart of all we do. Learn more about how we do this in our policy on Equality, Diversity & Inclusion. On the EDI website, you will also find information about a range of EDI-related policies, including Core Meeting Hours, Gender Balance on Committees, Bullying and Harassment, Sexual Misconduct and Gender Identity and Expression.

EDI Annual Report

UCD publishes an EDI Annual Report each year. The report sets out the main activities, initiatives, and achievements in the EDI space across the University over the previous Academic Year. For a copy of the current report and previous reports, please visit the EDI website.





www.ucd.ie/equality
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