

Equality Diversity Inclusion

E: equalityanddiversity@kent.ac.uk

www.kent.ac.uk/equality-diversity-inclusivity



Equality Diversity Inclusion

Awareness
and celebration
days calendar

www.kent.ac.uk/equality-diversity-inclusivity/news-and-events



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find out more

At the University of Kent, we aim to put inclusion at the heart of everything we do, in every team, in every department. That's why we created this calendar.

To promote an inclusive and diverse culture, we are sharing a calendar filled with awareness and celebration days that cover all the protected characteristics under the Equality Act 2010 (and beyond). Use this calendar to plan and share events, introduce new initiatives within your teams, or just to strike up a conversation with a colleague and learn something new.

If you run events to celebrate any awareness days, you can add them to our web pages by using the category 'Equality and Diversity' when creating your event on Events Factory. You can find this online calendar using the QR code or link found in every month. Use this feature to share your events and celebrate diversity across our campuses!

www.kent.ac.uk/equality-diversity-inclusivity

Equality, Diversity and Inclusion

The University of Kent is committed to the creation and support of a balanced, inclusive and diverse community.

The University of Kent aims to:

- Embed EDI practices into all planning processes and functions of the University
- Promote and share good EDI practice
- Develop, support and implement EDI policies and procedures
- Advise on the legislative framework
- Engage staff, students, departments and services in EDI projects and initiatives
- Provide relevant and up to date information to all staff and students
- Support the Staff and Student Equalities Networks

If you'd like to find out more about our projects of significance, please visit our website:
www.kent.ac.uk/equality-diversity-inclusivity/projects-of-significance

www.kent.ac.uk/equality-diversity-inclusivity

Staff Equalities Networks

The Staff Equalities Networks provide an opportunity for new and existing staff to meet people outside their own department, take part in events, activities and socials, and contribute specialist knowledge to policy and process development at the University.

The networks at the University are:

- Staff Disability Network
- The LGBTQ+ Staff Network
- The Women's Network
- BAME (Black, Asian, Minority Ethnic) Staff Network

For more information about the Staff Equalities Networks, please visit the webpage below.

If you would like to join one of the networks, please email equalityanddiversity@kent.ac.uk

www.kent.ac.uk/equality-diversity-inclusivity/staff-edi/staff-equalities-networks

September 2022

1 Thu	●●	12 Mon	●●	23 Fri	Welcome Week ●●●▲
2 Fri	●●	13 Tue	●●▲	24 Sat	●●■
3 Sat	●●	14 Wed	●●▲	25 Sun	●●■
4 Sun	●●	15 Thu	●●▲	26 Mon	Term starts ●●●■
5 Mon	●●	16 Fri	●●▲	27 Tue	●●●■
6 Tue	●●	17 Sat	Arrivals Weekend ●●▲	28 Wed	●●●
7 Wed	●●	18 Sun	Arrivals Weekend ●●▲	29 Thu	●●●
8 Thu	●●	19 Mon	Welcome Week ●●	30 Fri	●●●
9 Fri	●●■	20 Tue	Welcome Week ●●■		
10 Sat	●●■	21 Wed	Welcome Week ●●■		
11 Sun	●●	22 Thu	Welcome Week ●●■		

Scan me
to find out
what's on



● Age	■ General equality	▲ Secular
● All	■ Mental health	▲ Sex
● Disability	■ Pregnancy / maternity	▲ Sexuality and gender identity
● Ethnicity	■ Religion	▲ Socio-economic background

● All Month	Thyroid Cancer Awareness Month
● All Month	World Alzheimer's Month
● All Month	Blood Cancer Awareness Month
● All Month	Vascular Disease Awareness Month
● All Month	Gynaecological Cancer Awareness Month
● All Month	East and South East Asian Heritage Month
● All Month	World Funfair Month
■ 9	Foetal Alcohol Syndrome Day
■ 10	World Suicide Prevention Day
● 5-10	Migraine Awareness Week
● 13-18	Orchid Male Cancer Awareness Week
● 13-18	Rheumatoid Arthritis Week
▲ 13-18	Sexual Health Week
● 13	World Sepsis Day
● 13	Jeans for Genes Day
● 15	World Lymphoma Day
■ 20-25	International Week of Happiness at Work
● 21	World Alzheimer's Day
▲ 23	Bi Visibility Day
■ 25-27	Rosh Hashanah
■ 26	World Contraception Day
● 26-2	National Inclusion Week

NOTES

October 2022

1 Sat	●●●●●	12 Wed	●●●●●■	23 Sun	●●●
2 Sun	●●●●●	13 Thu	●●●●●▲	24 Mon	●●●
3 Mon	●●●●●	14 Fri	●●●●●■	25 Tue	●●●●■
4 Tue	●●●●●	15 Sat	●●●●●■	26 Wed	●●●
5 Wed	●●●●●	16 Sun	●●●●●■	27 Thu	●●●
6 Thu	●●●●●	17 Mon	●●●●▲	28 Fri	●●●
7 Fri	●●●●●	18 Tue	●●●●●	29 Sat	●●●
8 Sat	●●●●●■	19 Wed	●●●●●	30 Sun	●●●
9 Sun	●●●●●■▲	20 Thu	●●●●●	31 Mon	●●●
10 Mon	●●●●●■	21 Fri	●●●●●		
11 Tue	●●●●●■▲	22 Sat	●●●●●■		

Scan me
to find out
what's on



- Age
- All
- Disability
- Ethnicity
- General equality
- Mental health
- Pregnancy / maternity
- Religion
- ▲ Secular
- ▲ Sex
- ▲ Sexuality and gender identity
- ▲ Socio-economic background

- All Month
- All Month
- All Month
- All Month
- All month
- All Month
- 26-2 (cont)
- 1
- 4-9
- 8-15
- 8
- ▲ 9
- 9-15
- 9-16
- 10
- 10
- ▲ 11
- 11-17
- 12-15
- ▲ 13
- 15
- 16-22
- ▲ 17
- 18
- 20
- 22
- 23
- 25
- 26-1
- Black History Month
- ADHD Awareness Month
- Breast Cancer Awareness Month
- Lupus Awareness Month
- National Bullying Prevention Month
- World Menopause Month
- National Inclusion Week
- International Day of Older Persons
- Dyslexia / Dyspraxia Awareness Week
- Hate Crime Awareness Week
- Mawlid al-Nabi
- Canadian Thanksgiving
- Baby Loss Awareness Week
- Sukkot
- World Mental Health Day
- Yom Kippur
- National Coming Out Day
- National Braille Week
- National Work Life Week
- Ada Lovelace Day
- Pregnancy and Infant Loss Remembrance Day
- Invisible Disabilities Week
- International Day for the Eradication of Poverty
- World Menopause Day
- Love Your Bones – World Osteoporosis Day
- International Stammering Awareness Day
- Wear it Pink
- Diwali
- International Brain Tumour Awareness Week

November 2022

1	Tue	■●	12	Sat	■●	23	Wed	Congs (Med)	■●
2	Wed	■●■	13	Sun	■●	24	Thu		■●▲
3	Thu	■●	14	Mon	■●	25	Fri	Congs (Cant)	■●▲
4	Fri	■●	15	Tue	■●	26	Sat		■●▲
5	Sat	■●	16	Wed	Open Day (Cant)	■●	27	Sun	■●▲
6	Sun	■●	17	Thu	■●	28	Mon	■●▲	
7	Mon	■●	18	Fri	■●	29	Tue	■●▲	
8	Tue	■●	19	Sat	Open Day (Cant)	■●▲	30	Wed	●■▲
9	Wed	■●■	20	Sun	■●▲				
10	Thu	■●	21	Mon	■●				
11	Fri	■●	22	Tue	■●				

Scan me
to find out
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■	All Month	Islamophobia Awareness Month
●	All Month	November – Men's Health Awareness Month
●	All Month	Mouth Cancer Action Month
●	All Month	Lung Cancer Awareness Month
●	All Month	Pancreatic Cancer Awareness Month
●	1	Purple Tuesday
■	1	Día de los Muertos
■	1	Samhain
■	2	Stress Awareness Day
■	9	Social Media Kindness Day
	11	Remembrance Day
●	11-14	Anti Bullying Week
●	11-16	Alcohol Awareness Week
●	13	World Kindness Day
	13	Remembrance Sunday
●	14	World Diabetes Day
●	18	World Pancreatic Cancer Day
●	18-18	Disability History Month
▲	19	International Men's Day
▲	20	Transgender Day of Remembrance
▲	24	Thanksgiving
■	24	Jain New Year
▲	25-9	16 Days of Action Against Domestic Violence
	25	Carers Rights Day
▲	25	White Ribbon Day (Stand Up, Speak Out, International Day for the Eradication of Violence Against Women)
▲	30	St Andrews Day

December 2022

1	Thu	▲▲●
2	Fri	▲▲●■
3	Sat	▲▲●■
4	Sun	▲▲●■
5	Mon	▲▲●■
6	Tue	▲▲●■
7	Wed	▲▲●■
8	Thu	▲▲●
9	Fri	▲▲●
10	Sat	▲▲●■
11	Sun	▲▲●
12	Mon	▲▲●
13	Tue	▲▲●
14	Wed	▲▲●
15	Thu	▲▲●
16	Fri	Term ends ▲▲●
17	Sat	▲▲●
18	Sun	▲▲●■
19	Mon	▲▲
20	Tue	▲▲
21	Wed	▲▲
22	Thu	University closes ▲▲
23	Fri	▲▲
24	Sat	▲▲
25	Sun	▲▲
26	Mon	▲▲
27	Tue	Public Holiday ▲▲
28	Wed	▲▲
29	Thu	▲▲
30	Fri	▲▲
31	Sat	▲▲▲

Scan me
to find out
what's on



- Age
- All
- Disability
- Ethnicity
- General equality
- Mental health
- Pregnancy / maternity
- Religion
- ▲ Secular
- ▲ Sex
- ▲ Sexuality and gender identity
- ▲ Socio-economic background

- ▲ All Month DecemBeard
- All month Advent
- 18-18 (cont) Disability History Month
- 1 World Aids Day
- 2 International Day for the Abolition of Slavery
- 2-7 National Grief Awareness Week
- 3 International Day of Persons with Disabilities
- 8 Bodhi
- 10 Human Rights Day
- 18 International Migrants Day
- 18-26 Dec Hanukkah
- 21 Yule
- 25 Christmas Day
- 26 Feast of St Stephen / Boxing Day
- ▲ 31 New Year's Eve

NOTES

January 2023

1 Sun	12 Thu	23 Mon
2 Mon Public Holiday	13 Fri ■	24 Tue
3 Tue University opens	14 Sat	25 Wed
4 Wed	15 Sun ■	26 Thu
5 Thu	16 Mon ● Term starts	27 Fri ■
6 Fri	17 Tue	28 Sat
7 Sat ■	18 Wed	29 Sun
8 Sun	19 Thu	30 Mon
9 Mon	20 Fri	31 Tue
10 Tue	21 Sat ▲	
11 Wed	22 Sun	

Scan me to find out what's on



- 7 Mahayana
- 13 Lohri Maghi
- 15 World Religion Day
- 16 Martin Luther King Day
- ▲ 21 Lunar New Year
- 27 International Day of Commemoration in memory of the victims of the Holocaust

NOTES

● Age	■ General equality	▲ Secular
● All	■ Mental health	▲ Sex
● Disability	■ Pregnancy / maternity	▲ Sexuality and gender identity
● Ethnicity	■ Religion	▲ Socio-economic background

February 2023

1	Wed	▲
2	Thu	▲■
3	Fri	▲
4	Sat	▲●
5	Sun	▲
6	Mon	▲▲
7	Tue	▲▲
8	Wed	▲▲
9	Thu	▲▲
10	Fri	▲▲
11	Sat	▲▲
12	Sun	▲▲
13	Mon	▲
14	Tue	▲▲
15	Wed	▲■
16	Thu	▲
17	Fri	▲
18	Sat	▲■
19	Sun	▲
20	Mon	▲●
21	Tue	▲●●■
22	Wed	Open Day (Cant) ▲●
23	Thu	▲●
24	Fri	▲●
25	Sat	▲●
26	Sun	▲●
27	Mon	
28	Tue	

Scan me
to find out
what's on



● Age	■ General equality	▲ Secular
● All	■ Mental health	▲ Sex
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▲ All Month	LGBT History Month
■ 2	Time To Talk Day
● 4	World Cancer Day
▲ 6-12	Sexual Assault and Sexual Violence Awareness Week
▲ 14	Valentine's Day
■ 15	Parinirvana
■ 18	Maha Shivaratri
● 20-26	Eating Disorders Awareness Week
■ 21	Shrove Tuesday / Pancake Day
● 21	International Mother Language Day

NOTES

March 2023

1 Wed	▲■●	12 Sun	▲	23 Thu	▲
2 Thu	▲	13 Mon	▲	24 Fri	▲
3 Fri	▲■	14 Tue	▲	25 Sat	▲
4 Sat	▲	15 Wed	▲	26 Sun	▲
5 Sun	▲	16 Thu	▲	27 Mon	▲
6 Mon	▲●	17 Fri	▲	28 Tue	▲
7 Tue	▲●■	18 Sat	▲	29 Wed	▲
8 Wed	▲●	19 Sun	▲	30 Thu	▲■
9 Thu	▲●	20 Mon	▲■		
10 Fri	▲●	21 Tue	▲●●		
11 Sat	▲	22 Wed	▲■		

Scan me
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what's on



- ▲ All Month Women's History Month
- TBC Antisemitism Awareness Week
- TBC Neurodiversity Awareness Week
- 1 Zero Discrimination Day
- 1 International Wheelchair Day
- 3 Day of World Prayer
- 6-10 Worldfest
- 7 Purim
- 7 Holi
- ▲ 8 International Women's Day
- 20 International Day of Happiness
- 21 Newroz
- 21 International Day for the Elimination of Racial Discrimination
- 21 World Down Syndrome Day
- 22 Start of Ramadan
- 22 Ugadi / Telugu New year
- 30 Magha Puja (Sangha)

NOTES

● Age	■ General equality	▲ Secular
● All	■ Mental health	▲ Sex
● Disability	■ Pregnancy / maternity	▲ Sexuality and gender identity
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April 2023

1	Sat	Open Day (Cant)	●■
2	Sun		●■
3	Mon		●■
4	Tue		●■
5	Wed		●■■
6	Thu	Term ends	●■■▲
7	Fri	Good Friday	●■■
8	Sat		●■■
9	Sun	Easter Sunday	●■■
10	Mon	Easter Monday	●■■
11	Tue		●■■
12	Wed		●■■■
13	Thu		●■■●
14	Fri		●■●
15	Sat		●■
16	Sun		●■
17	Mon		●■●
18	Tue		●■
19	Wed		●■
20	Thu		●■■
21	Fri		●■■
22	Sat	Open Day (Cant)	●■
23	Sun		●■■
24	Mon		●■■
25	Tue		●■■
26	Wed		●■■
27	Thu		●■■
28	Fri		●■■
29	Sat		●■■
30	Sun		●■

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what's on



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|--------------|-------------------------|---------------------------------|
| ● Age | ■ General equality | ▲ Secular |
| ● All | ■ Mental health | ▲ Sex |
| ● Disability | ■ Pregnancy / maternity | ▲ Sexuality and gender identity |
| ● Ethnicity | ■ Religion | ▲ Socio-economic background |

- | | |
|-------------|---|
| ● All Month | Bowel Cancer Awareness Month |
| ■ All Month | Stress Awareness Month |
| ● TBC | MS Awareness Week |
| ● 2 | World Autism Day |
| ■ 5-13 | Passover |
| ■ 6 | Theravada |
| ▲ 6 | International Asexuality Day |
| ● 7 | World Health Day |
| ■ 9 | Easter |
| ● 12 | Equal Pay Day |
| ● 13 | Vaisakhi |
| ● 14 | Tamil New Year |
| ● 14 | Bihu / Bengali New Year |
| ● 17 | Holocaust Memorial Day |
| ■ 20 | End of Ramadan |
| ■ 21 | Eid al-Fitr |
| ■ 23-29 | National Infertility Awareness Week |
| ● 25 | World Malaria Day |
| ● 28 | World Day for Safety And Health at Work |

NOTES

May 2023

1	Mon	Public Holiday	■●
2	Tue		■●
3	Wed		■●
4	Thu		■●
5	Fri		■●
6	Sat		■●
7	Sun		■●■
8	Mon	Term starts	■●■
9	Tue		■■
10	Wed		■■
11	Thu		■■
12	Fri		■■
13	Sat		■■
14	Sun		■■
15	Mon		■■●
16	Tue		■●
17	Wed		■●▲
18	Thu		■●
19	Fri		■●
20	Sat		■●
21	Sun		■●
22	Mon		■●
23	Tue		■●
24	Wed		■●▲
25	Thu		■●
26	Fri		■●
27	Sat		■●
28	Sun		■●
29	Mon	Public Holiday	■●
30	Tue		■●
31	Wed		■●

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● Age	■ General equality	▲ Secular
● All	■ Mental health	▲ Sex
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- All month Maternal Mental Health Month
- All month Skin Cancer Awareness Month
- 1-7 Deaf Awareness Week
- 15-15 Tourettes Awarness Month
- 7 International Family Equality Day
- 8 World Ovarian Cancer Day
- 8-15 Mental Health Awareness Week
- ▲ 17 International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)
- ▲ 24 Pansexual and Panromantic Visibility Day

NOTES

June 2023

1 Thu	▲●●	12 Mon	▲●●▲	23 Fri	▲●
2 Fri	▲●●■	13 Tue	▲●●▲	24 Sat	Open Day (Med) ▲●
3 Sat	▲●●	14 Wed	▲●●▲	25 Sun	▲●
4 Sun	▲●●	15 Thu	▲●●▲	26 Mon	▲●
5 Mon	▲●●	16 Fri	Term ends ▲●●▲	27 Tue	▲●
6 Tue	▲●●	17 Sat	▲●●	28 Wed	▲●■
7 Wed	▲●●	18 Sun	▲●●	29 Thu	▲●
8 Thu	▲●●	19 Mon	▲●	30 Fri	▲●
9 Fri	▲●●	20 Tue	▲●		
10 Sat	▲●●▲	21 Wed	▲●		
11 Sun	▲●●▲	22 Thu	▲●		

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▲ All Month	Pride Month
● All Month	Gypsy, Roma, Traveller History Month
● TBC	Carers Week
● 15-15 (cont)	Tourettes Awareness Month
▲ 1	Global Day of Parents
■ 2	Vesak
● 4	National Cancer Survivors Day
▲ 10	Canterbury Pride
▲ 10-17	Men's Health Week
● 18	Autistic Pride Day
● 22	Windrush Day
■ 28	Eid al-Adha

NOTES

July 2023

1 Sat	Open Day (Cant)	●
2 Sun		●
3 Mon		●■
4 Tue		●■
5 Wed		●
6 Thu		●
7 Fri		●
8 Sat		●
9 Sun		●
10 Mon		●
11 Tue		●
12 Wed		●
13 Thu		●
14 Fri		●▲
15 Sat		●
16 Sun		●
17 Mon		●
18 Tue		●●
19 Wed		●●
20 Thu		●●
21 Fri		●●
22 Sat		●●
23 Sun		●●
24 Mon		●●
25 Tue		●●
26 Wed		●●
27 Thu		●●
28 Fri		●●
29 Sat		●●
30 Sun		●●
31 Mon		●●

Scan me
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● Age	■ General equality	▲ Secular
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● Disability	■ Pregnancy / maternity	▲ Sexuality and gender identity
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● All month	Disability Pride Month
■ 3	Asalha Puja
■ 4	Independence Day
▲ 14	Bastille Day
● 18	Nelson Mandela International Day
● 18-18	South Asian Heritage Month

NOTES

August 2023

1 Tue	12 Sat	23 Wed
2 Wed	13 Sun	24 Thu
3 Thu	14 Mon	25 Fri
4 Fri	15 Tue	26 Sat
5 Sat	16 Wed	27 Sun
6 Sun	17 Thu	28 Mon Public Holiday
7 Mon	18 Fri	29 Tue
8 Tue	19 Sat	30 Wed
9 Wed	20 Sun	31 Thu
10 Thu	21 Mon	
11 Fri	22 Tue	

Scan me to find out what's on



- ▲ TBC
 - 18-18 (cont)
 - 9
 - 22
 - ▲ 26
 - 29
- Medway Pride
South Asian Heritage Month
Day of World's Indigenous People
Roma Holocaust Remembrance Day
Women's Equality Day USA
Onam

NOTES

- Age
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- ▲ Sex
- Disability
- Pregnancy / maternity
- ▲ Sexuality and gender identity
- Ethnicity
- Religion
- ▲ Socio-economic background

2023

September

M 4 11 18 25
T 5 12 19 26
W 6 13 20 27
T 7 14 21 28
F 1 8 15 22 29
S 2 9 16 23 30
S 3 10 17 24

October

M 2 9 16 23 30
T 3 10 17 24 31
W 4 11 18 25
T 5 12 19 26
F 6 13 20 27
S 7 14 21 28
S 1 8 15 22 29

November

M 6 13 20 27
T 7 14 21 28
W 1 8 15 22 29
T 2 9 16 23 30
F 3 10 17 24
S 4 11 18 25
S 5 12 19 26

December

M 4 11 18 25
T 5 12 19 26
W 6 13 20 27
T 7 14 21 28
F 1 8 15 22 29
S 2 9 16 23 30
S 3 10 17 24 31

2024

January

M 1 8 15 22 29
T 2 9 16 23 30
W 3 10 17 24 31
T 4 11 18 25
F 5 12 19 26
S 6 13 20 27
S 7 14 21 28

February

M 5 12 19 26
T 6 13 20 27
W 7 14 21 28
T 1 8 15 22 29
F 2 9 16 23
S 3 10 17 24
S 4 11 18 25

March

M 4 11 18 25
T 5 12 19 26
W 6 13 20 27
T 7 14 21 28
F 1 8 15 22 29
S 2 9 16 23 30
S 3 10 17 24 31

April

M 1 8 15 22 29
T 2 9 16 23 30
W 3 10 17 24
T 4 11 18 25
F 5 12 19 26
S 6 13 20 27
S 7 14 21 28

May

M 6 13 20 27
T 7 14 21 28
W 1 8 15 22 29
T 2 9 16 23 30
F 3 10 17 24 31
S 4 11 18 25
S 5 12 19 26

June

M 3 10 17 24
T 4 11 18 25
W 5 12 19 26
T 6 13 20 27
F 7 14 21 28
S 1 8 15 22 29
S 2 9 16 23 30

July

M 1 8 15 22 29
T 2 9 16 23 30
W 3 10 17 24 31
T 4 11 18 25
F 5 12 19 26
S 6 13 20 27
S 7 14 21 28

August

M 5 12 19 26
T 6 13 20 27
W 7 14 21 28
T 1 8 15 22 29
F 2 9 16 23 30
S 3 10 17 24 31
S 4 11 18 25

September

M 2 9 16 23 30
T 3 10 17 24
W 4 11 18 25
T 5 12 19 26
F 6 13 20 27
S 7 14 21 28
S 1 8 15 22 29

October

M 7 14 21 28
T 1 8 15 22 29
W 2 9 16 23 30
T 3 10 17 24 31
F 4 11 18 25
S 5 12 19 26
S 6 13 20 27

November

M 4 11 18 25
T 5 12 19 26
W 6 13 20 27
T 7 14 21 28
F 1 8 15 22 29
S 2 9 16 23 30
S 3 10 17 24

December

M 2 9 16 23 30
T 3 10 17 24 31
W 4 11 18 25
T 5 12 19 26
F 6 13 20 27
S 7 14 21 28
S 1 8 15 22 29