The University is made up of a wide range of people with diverse backgrounds and circumstances, which we regard as a great asset. We strive to create an environment where everyone can reach their full potential and have a real opportunity to participate in and contribute to our activities.

This Religious Festivals & Events Calendar 2020 is produced as a guide to support timetabling, work scheduling and event planning to help ensure that we provide an inclusive environment which enables participation from all our students, staff and visitors.

The calendar can also be used for guidance when responding to requests for flexibility on the grounds of religion or belief.

The calendar focuses on seven key faiths:

- Bahai
- Buddhism
- Christianity
- Hinduism
- Islam
- Judaism
- Sikhism

The calendar highlights key diversity days, the main faith days observed or celebrated, awareness raising dates, public holidays and academic dates. This does not mean other religions, beliefs or non-belief are not equally valued.

Sources of information used to produce the calendar include external faith bodies, diversity organisations and national faith calendars. It was produced accurately at the time of publication, but some dates may vary regionally as they are determined by the lunar calendar. Many holy days begin at sunset the day before the date shown.

For more information, or to provide feedback, please contact equality@leeds.ac.uk
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**Religious**
- **5** Birthday of Guru Gobind Singh
- **6** Epiphany
- **10** Mahayana New Year
- **29** Basant Panchami-Saraswati Puja

**Awareness**
- **25** Chinese New Year
- **27** Holocaust Memorial Day

**University**
- **1** University closed
- **13** Term 2 starts
- **13–24** Exams
- **27** Semester 2 teaching starts

**Term 2 starts**

**Exams start**

**Exams end**

**Semester 2 teaching starts**
**FEBRUARY 2020**

**LGBT+ Staff Network**

The University of Leeds LGBT+ Staff Network exists to ensure that the views and concerns of LGBT+ staff and PhD students are represented and considered at organisational level, and that their interests continue to form a part of the University’s wider equality and diversity agenda.

It provides a safe, welcoming space and group for LGBT+ identifying staff, whatever their orientation, with an interest in LGBT+ equality to meet, socialise, and/or benefit from mutual support. Enquiries about the network and its activities can be addressed to **lgbt@leeds.ac.uk**

**Monthly informal drop-ins**

The LGBT+ Staff Network holds monthly informal drop-ins usually on the first Tuesday of each month. The drop-ins provide network members (or those potentially interested in joining/finding out more) an opportunity to meet up informally, outside of its more policy-focused meetings and/or larger social events.

The network has set up a regular, informal meet-up for Trans, Non-binary and Intersex staff. For more information, please email **trans@leeds.ac.uk**

If you are a student, Leeds University Union have an LGBT+ society open to all LGBT+ students including PGRs.
February 2020

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### Religious
- **8** Nirvana Day
- **25** Shrove Tuesday
- **26** Ash Wednesday
- **26F-1M** Intercalary Days
- **29F-19M** Nineteen Day Fast

### Awareness
- **1–29** LGBT+ History Month
Women at Leeds Network

The Women at Leeds Network is for women staff – academic, professional and technical services – and postgraduate researchers from across the University. All who identify as women are welcome to join us.

The aims of the Women at Leeds Network are:

• to support the personal and professional development of women at the University of Leeds
• to advance gender equality at the University, and to remove barriers that prevent women from achieving their potential
• to promote communication, networking and mutual support among women at the University
• to be a focus for discussion, reflection and information sharing on issues affecting gender equality at the University, and to raise awareness of these issues across the University.

Our activities include:

• a regular monthly network meeting – ‘Start the Month with the Women at Leeds Network’ – which offers the opportunity to meet female colleagues from across the University, hear invited speakers on a wide range of topics, and exchange advice, experience and support
• an online community for discussion and information-sharing via Microsoft Teams – join using the code 5dqedyq
• an email list for sharing details of events and opportunities – find the link to join at https://equality.leeds.ac.uk/staff-networks/waln/

If you would like more information about this network, email equality@leeds.ac.uk
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**Religious**

- 9 Magha Puja Day 🌞
- 10 Hola Mohalla 🌻
- 10 Purim 🌻
- 21 Naw-Rúz (New Year) 🌞
- 22 Mothers’ Day 💐

**Awareness**

- 8 International Women’s Day 🌟

**University**

- 27 Term 2 ends 🌟
The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
Religious

2  Rama Navami  
5  Palm Sunday  
7  Theravadin New Year  
9–16  Pesach (Passover)  
10  Good Friday  
12  Easter Sunday  
13  Baisakhi/Vaisakhi  
19  Easter Sunday (Orthodox)  
19  First Day of Ridván  
20  Yom HaShoah  
24  Ramadan begins

University

9–14  University closed  
27  Term 3 starts
Muslim Staff Network

The Muslim Staff Network is a peer support network which believes that, in order for every individual to reach their full potential, there must be no fear of discrimination or prejudice and a belief that career opportunities or experience of work is not predetermined by religion.

Membership is open to all University of Leeds staff from a Muslim background, and those with a positive interest in driving forward religious equality within the University as an inclusive employer. Our aims are to:

- encourage the University to maintain a safe and positive working environment for Muslim staff and support activities for the elimination of religious discrimination for employees
- support the University to develop and maintain a representative workforce with inclusive leadership, and to raise the visibility and profile of the contribution that University’s Muslim staff members make
- maintain and expand the membership of the University of Leeds Muslim Staff Network to provide a forum where Muslim staff can share experiences and issues affecting their work and professional development
- engage with other groups, including other internal and external staff networks, trade unions, employer associations and community groups who share a common agenda or experience of eliminating disadvantage, addressing unmet needs or increasing participation
- offer support and encouragement to other underrepresented or marginalised staff networks
- work in partnership with the University to ensure compliance with the equality legislation relating to religious equality, and to enable the development and implementation of national policies and strategy.

For more information about joining the network, contact msn@leeds.ac.uk
### Religious

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<td>Ascension of Bahá'u'lláh</td>
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### Awareness

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<tr>
<td>17</td>
<td>International Day Against Homophobia, Transphobia and Biophobia</td>
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### University

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JUNE 2020

The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
JULY 2020

**Religious**
- **9** Martyrdom of the Bab
- **5** Dharma Day (Asalha Puja)
- **30J–3A** Eid al-Adha
- **30** Tish’a B’Av

**Awareness**
- **5** LGBT+ STEMM Day

**University**
- **13–24** Degree ceremonies

Degree ceremonies start

Degree ceremonies end
AUGUST 2020

The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
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**Religious**
- 3 Raksha Bandhan
- 11 Krishna Janmashtami

**Awareness**
- 2 Pride (Leeds)

**University**
- 18–28 Exams
- 31A–1S University closed

*University of Leeds*
Staff Mental Health and Disability Network

The Staff Mental Health and Disability Network provides a welcoming space for all staff with a personal interest in experiences of distress and confusion, emotional wellbeing and a commitment to improving approaches to work and mental health.

We hope to generate an increased level of acceptance and understanding of experiences of distress and confusion (and creative ways to deal with this) across all areas of the University.

We are also interested in addressing social justice and human rights issues in relation to mental health problems and work. We hope to ensure that the views and concerns of staff who live with mental health challenges are represented and considered at organisational level, so that these will begin to form part of the University’s wider equality and diversity agenda.

The network will use the following principles of self-organisation:

• We recognise that there is no one best way of understanding this subject
• We hold the belief that each person has wisdom and expertise about their own experiences and what is likely to be real and or helpful for them, and that this wisdom needs to be valued and respected
• We encourage everyone who attends to contribute to decision making about both the content of the meeting and the way it is organised
• Everyone is welcome to attend these meetings.

The meetings are open to anyone and everyone and encourage debate and dialogue.

For further information visit Staff Networks pages at: www.equality.leeds.ac.uk
Leeds 11

Why Leeds 11? This name represents the percentage of staff who declared they are from a Black or Minority Ethnic (BME) background. Although the actual figure may change, we retain the name to keep the issue of racial and ethnic diversity amongst all levels of Academic and Professional Services staff at the University on the agenda. Our current members include colleagues from both of these constituencies.

The Leeds 11 network exists to provide an environment for BME staff to discuss the University Equality and Inclusion Strategy, socialise and receive mutual support. We want to provide a positive, supportive and active network, bringing together employees who identify as black and/or belonging to a minority ethnic group.

The network holds regular formal meetings and members also meet for informal socialising over lunch. You are very welcome to join us.

The Leeds 11 Chair is Professor Iyiola Solanke. Please contact her on i.solanke@leeds.ac.uk or leeds11@leeds.ac.uk for more information.

Further details of the network can be found on the Staff Networks pages at www.equality.leeds.ac.uk.
The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
DECEMBER 2020

The Equality Policy Unit’s key priorities:

**Awareness**
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

**Support**
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

**Implementation**
To support the four key workstreams identified in the Equality and Inclusion Strategy.
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**Religious**
- **8** Bodhi Day
- **11-18** Hanukkah/Chanukah
- **25** Christmas Day

**University**
- **11** Term 1 ends
- **24D-1J** University closed

**DECEMBER 2020**

**UNIVERSITY OF LEEDS**
CALENDAR 2020

The Equality Policy Unit’s key priorities:

Awareness
Raising awareness through publicity and marketing campaigns, events, articles, website promotion, toolkit templates and training.

Support
To support and advise faculties and services in their pivotal role of moving the strategy and framework forward.

Implementation
To support the four key workstreams identified in the Equality and Inclusion Strategy.