

The University of LCTM

OUR ENVIRONMENT IS ONE OF WHERE EVERYONE IS VALUED & BELONGS

'Equality', 'Diversity' and 'Inclusion' are becoming familiar terms across many organisations and higher education providers. They ultimately serve the same purpose, to ensure that fairness and equity underpin strategies and practice.

The University of Law is committed to ensuring all staff, students and visitors have fair and equitable access to work and study here. Our policies and practices are regularly reviewed to ensure that they do not unfairly exclude any individuals or groups of people based on their protected characteristics as defined in the Equality Act 2010.

By creating equality of access and progression, we can ensure our University community is one which has diverse representation of people from all backgrounds. Our diverse community invites diversity of thought, bringing in innovative practice and broadening the scope of what we set out to accomplish. This can only be achieved by ensuring our diverse environment is also one of inclusion, where everyone is valued and belongs.

For further information or if you have any questions about Equality, Diversity and Inclusion at the University please contact our EDI team at edi@law.ac.uk or our Students' Union group representatives (www.studentsunion.law.ac.uk)



### **JANUARY**

Burns Night marks the anniversary of Scotland's national poet, Robert Burns, born on 25th January 1759. Many people in Scotland and those of Scottish heritage celebrate the event by attending a 'Burns Supper', which is an evening event celebrating Robert Burns' life and work. The day is considered to be Scotland's 'other national day', alongside St Andrew's Day in November.

Burns' first collection of poems was first published in the Scottish Dialect, did much to popularise and champion the Scots language, and many, including the Scottish Parliament, believe that Burns Night is an opportunity to raise awareness of the cultural significance of Scots and its status as one of the indigenous languages of Scotland.

The first Burns supper was held in 1801, when nine of Burns' close friends got together to mark the anniversary of his death. The night included a meal, including haggis, neeps and tatties (a dish made primarily of swede and potatoes), whisky, performances of Burns' work, and speeches in his honour.

Modern day celebrations may include the traditional meal, as well as arts festivals, bagpipe playing, ceilidhs, and quizzes. Scotland's official tourism body, Visit Scotland, encourages everyone to celebrate Burns Night, and has curated a Spotify playlist for you to enjoy at your own celebration: open.spotify.com/playlist/1o4SqYwTNZ9czUa9C8otWw

#### Sources:

visitscotland.com/about/famous-scots/robert-burns/burns-night/scottishparliament.tv/meeting/celebrating-burns-and-the-scots-language-january-25-2017 blog.stir.ac.uk/a-brief-history-of-burns-night/

JANUARY

DRY JANUARY • MENTORING MONTH

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30	31					

1	DRY JANUARY MENTORING MONTH	Wellbeing Wellbeing	3
	NEW YEAR'S DAY	Commemoration	٥
4	WORLD BRAILLE DAY	Wellbeing	3
5	TWELFTH NIGHT	Christianity	Ť
7	MAHAYANA NEW YEAR ORTHODOX CHRISTMAS	Buddhism Christianity	<b>⇔</b> †
15	MAKAR SANKRANTI	Buddhism	₩
16	MARTIN LUTHER KING JR DAY	Race	
20	GURU GOBIND SINGH'S BIRTHDAY	Sikhism	Φ
22	LUNAR NEW YEAR/CHINESE NEW YEAR	Commemoration	<b>\delta</b>
25	BURNS NIGHT	Cultural	Ş
27	HOLOCAUST MEMORIAL DAY	Cultural	ŵ



#### **FEBRUARY**

Content warning: Mention of Eating Disorders
Eating Disorder Awareness Week (EDAW) runs from the
27 February – 5 March 2023 and is hosted by BEAT, the U.K.'s
leading eating disorder charity. It is estimated that 1.25
million (or 1 in 50) people in the U.K. have an eating disorder,
however they are still commonly misunderstood. EDAW aims
to challenge these misconceptions and raise awareness of
the symptoms, diagnosis and support options available. Each
year has a different theme to focus activities and awareness,
look out for this years' theme at nedic.ca/edaw

Eating Disorders are serious and complex mental illnesses and can affect anyone, regardless of age, gender, ethnicity or background, so it is important to recognise the symptoms and seek support as soon as possible. There is a range of specialist support available for those experiencing an eating disorder, as well as for those who are supporting or concerned about a loved one. BEAT offers a confidential helpline, email, and webchat service that provides initial support and advice, the contact details for which are below – Wales, Scotland, and Northern Ireland all have separate helplines, available here reportandsupport.law.ac.uk.

Suffering from an eating disorder can be very physically and mentally exhausting, and it is likely to impact your work or studies. You are not alone, and the University is here to support you with any concerns you may have. If you are concerned that you or someone else may need support for an eating disorder, you can report a wellbeing concern using our Report & Support Portal here.

BEAT Webpage: beateatingdisorders.org.uk/get-information-and-support/

Helpline (England): 0808 801 0677

Email (England): help@beateatingdisorders.org.uk

FEBRUARY

LGBTQ+ HISTORY

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27	28					

1	IMBOLC LGBTQ+ HISTORY MONTH WORLD HIJAB DAY	Wicca/Pagan LGBTQ+ Islam	<b>⊕</b>
2	CANDLEMAS TIME TO TALK DAY	Christianity Wellbeing	<b>†</b>
4	WORLD CANCER DAY	Wellbeing	3
5	TU B'SHEVAT	Judaism	**
6	RACE EQUALITY WEEK	Race	
10	NATIONAL STUDENT PRIDE	LGBTQ+	
14	NATIONAL DONOR DAY ST VALENTINE'S DAY	Wellbeing Christianity	<b>3</b>
15	PARINIRVANA DAY	Buddhism	₩
18	MAHA SHIVARATRI	Buddhism	₩
19	AROMANTIC SPECTRUM AWARENESS WEEK	LGBTQ+	
21	SHROVE TUESDAY/PANCAKE DAY	Christianity	t
22	ASH WEDNESDAY	Christianity	t
27	EATING DISORDER AWARENESS WEEK	Wellbeing	3
28	RARE DISEASE DAY	Wellbeing	<b>3</b>



MARCH

WOMEN'S HISTORY

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1	ST DAVID'S DAY WOMEN'S HISTORY MONTH	Christianity Commemoration	<b>†</b>
3	WORLD HEARING DAY	Wellbeing	3
6	MAGHA PUJA DAY AND SANGHA DAY PURIM	Buddhism Judaism	₩
8	HOLI INTERNATIONAL WOMEN'S DAY	Hinduism Commemoration	3 <sup>8</sup> 0
13	ANNIVERSARY OF SAME SEX MARRIAGE BEING LEGALISED IN UK	LGBTQ+	
17	ST PATRICK'S DAY	Christianity	Ť
19	MOTHER'S DAY	Wellbeing	3
20	OSTARA/SPRING EQUINOX	Wicca/Pagan	
21	INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION	Race	
	WORLD DOWN SYNDROME DAY	Wellbeing	3
22	RAMADAN STARTS EXPECTED	Islam	G
26	PURPLE DAY (EPILEPSY)	Wellbeing	3
30	RAM NAVAMI WORLD BIPOLAR DAY	Christianity Wellbeing	<b>ॐ</b>
31	TRANSGENDER DAY OF VISIBILITY	LGBTQ+	



### **APRIL**

Passover (or Pesach, in Hebrew) is a Jewish holiday that commemorates freedom and the exodus of the Israelites from slavery in Egypt. The holiday originated in the Torah, where the word pesach refers to the sacrificial lamb and the idea that God "passed over" the houses of the Jews during the tenth plague on the Egyptians; the slaying of the first-born son.

Passover is celebrated for seven days in Israel and eight in the Jewish diaspora. Celebrations include the seder, which is a festive meal eaten on the first and second night and comprised of: bitter herbs, salt water, charoset (a sweet paste comprised of nuts and fruits), shank bone, egg, leafy vegetables and wine; each of which are symbolic of aspects of the original Passover. Leavened foods, including bread and pasta, are forbidden during this time and many Jews rid the house of such foods and symbolically sell them. The haggadah, the book of Exodus and related writings, is written in Aramaic and read in a specific order throughout the celebration.

Want to with your Jewish friends a happy holiday? The greeting for Passover is simply "Chag Sameach!" (Happy Holidays) or "Chag Pesach Sameach!" (Happy Passover Holiday).

#### Sources:

toriavey.com/what-is-passover/britannica.com/topic/Passover

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-1	STRESS AWARENESS MONTH	Wellbeing	3
2	PALM SUNDAY WORLD AUTISM DAY	Christianity Wellbeing	† ***
5	PASSOVER	Judaism	*
6	MAUNDY THURSDAY	Christianity	t
7	GOOD FRIDAY ORTHODOX GOOD FRIDAY WORLD HEALTH DAY	Christianity Christianity Wellbeing	† †
8	HOLY SATURDAY ORTHODOX HOLY SATURDAY	Christianity Christianity	†
9	EASTER SUNDAY ORTHODOX EASTER	Christianity Christianity	†
10	EASTER MONDAY ORTHODOX EASTER MONDAY	Christianity Christianity	†
13	LAST DAY OF PASSOVER	Judaism	***
14	BIRTHDAY OF THE KHALSA	Sikhism	Ф
17	LAYLATUL QADR (NIGHT OF POWER) EXPECTED	Islam	G
	YOM HASHOAH	Judaism	***
21	EID UL-FITR (TENTATIVE)	Islam	G
22	STEPHEN LAWRENCE DAY	Race	
23	ST GEORGE'S DAY	Christianity	t
24	LESBIAN VISIBILITY WEEK	LGBTQ+	
25	YOM HAATZMAUT	Judaism	苁



#### MAY

'Mental health' is a term which can refer to our emotions, feelings, and psychological wellbeing, as well as specific health conditions. We all have mental health, which means each of us is vulnerable to having periods of adverse mental health and wellbeing. As a community we can create an environment which prevents contributing to mental health issues, removes stigma and facilitates access to early support and treatment.

In 2022, The University of Law signed up to the Student Minds University Mental Health Charter. This is a framework of principles of good practice, which universities commit to uphold. As part of our commitment, The University of Law has embarked on a project to identity areas for improvement and action changes needed in a whole university approach. This project covers the themes under each of the four domains of the Charter – Learn, Support, Live, Work – and the five enabling themes. The project is informed by a diverse representation of university staff and students to create cultural change.

There is further information about the Charter and the University's project at <a href="mailto:law.ac.uk/about/diversity-and-inclusion/#mental-wellbeing">law.ac.uk/about/diversity-and-inclusion/#mental-wellbeing</a>

## MAY

Key

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1	BELTANE/MAY EVE	Wicca/Pagan	<b>⊗</b>
5	WESAK	Buddhism	₩
7	INTERNATIONAL FAMILY EQUALITY DAY	Commemoration	٥
8	LAG B'OMER	Judaism	歘
15	MENTAL HEALTH AWARENESS WEEK	Wellbeing	3
16	ACTION FOR BRAIN INJURY WEEK	Wellbeing	3
17	IDAHOBIT (INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA, INTERSEXPHOBIA AND TRANSPHOBIA)	LGBTQ+	
18	ASCENSION DAY GLOBAL ACCESSIBILITY AWARENESS DAY	LGBTQ+ Disability	<b>3</b>
	WORLD AIDS VACCINE DAY	Disability LGBTQ+ Race	<b>3</b>
24	PANSEXUAL AND PANROMANTIC VISIBILITY DAY	LGBTQ+	
25	SHAVUOT	Judaism	歘
28	MENSTRUAL HYGIENE DAY PENTECOST	Wellbeing Christianity	<b>?</b>
29	WHIT MONDAY	Christianity	Ť



### JUNE

Carer's week is an annual campaign offering recognition to the hundreds of unpaid carers in the UK. The campaign also raises awareness of what a Carer is, with the aim of supporting many more to recognise this as an accurate description of the work they do.

A Carer is someone who regularly helps a friend or family member with any aspect of daily life in an unpaid capacity. Their assistance may be required for support relating to a mental health condition, disability, illness, or particular needs relating to age. Caring for others can have an impact on the mental and physical wellbeing of the carer, as well as a financial impact. In 2022, over 10 million adults in the UK were carrying out unpaid caring responsibilities; those providing over 50 hours of unpaid care per week had risen by 30% and this number is expected to grow.

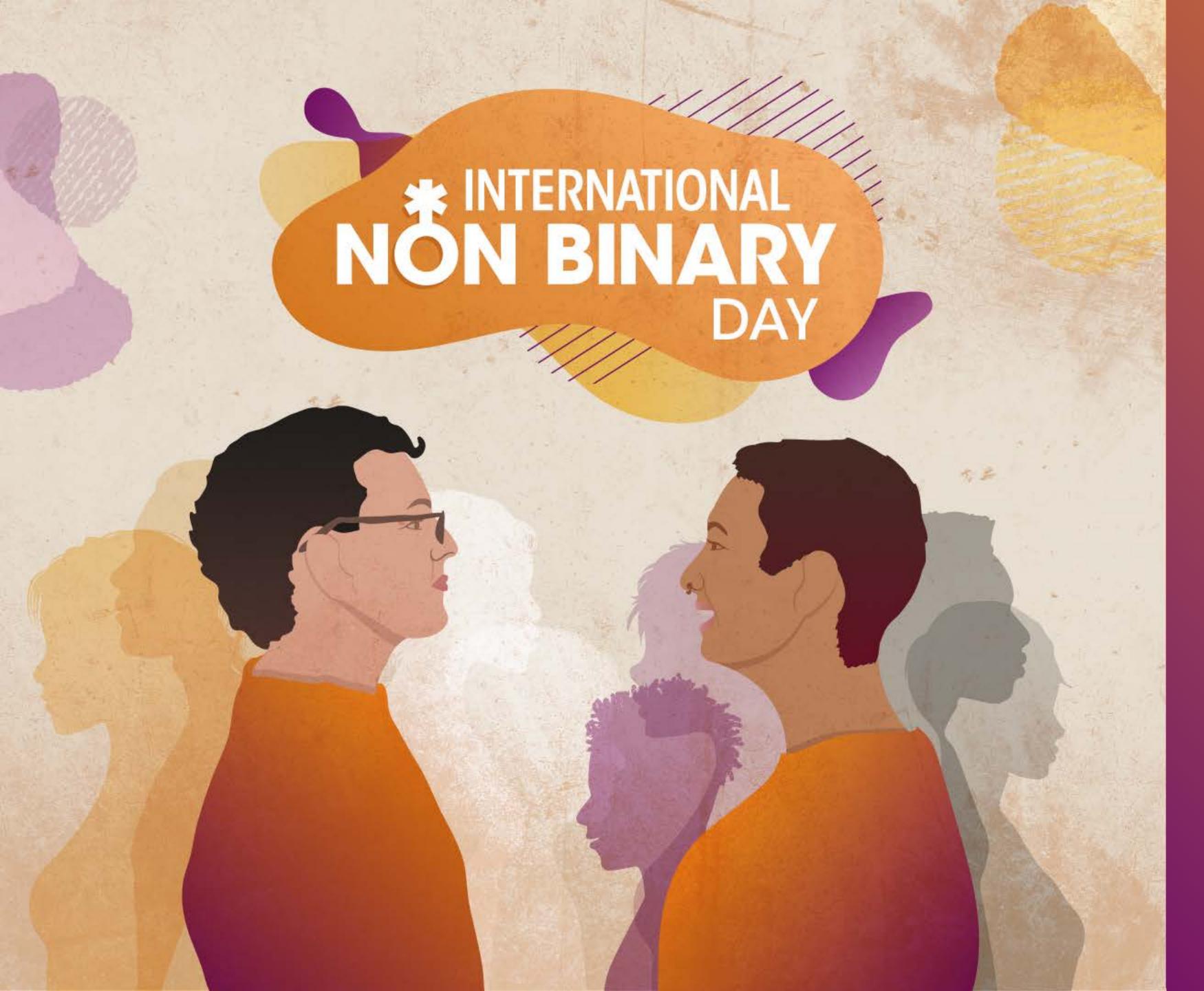
Carers week is supported by the charities Rethink Mental Illness, Age UK, Carers UK, Carers Trust, MND Association, Oxfam GB and The Lewy Body Society who are campaigning for a detailed respite and recovery plan which includes mental health support, financial assistance and carers leave.

JUNE

GYPSY, ROMA AND TRAVELLER HISTORY • PRIDE

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1	GYPSY, ROMA AND TRAVELLER HISTORY MONTH	Cultural	Şi
	PRIDE	LGBTQ+	
4	TRINITY SUNDAY	Christianity	Ť
6	CARER'S WEEK	Wellbeing	<b>3</b>
	NATIONAL GROWING FOR WELLBEING WEEK	Wellbeing	3
7	WORLD HEART RHYTHM WEEK	Wellbeing	<b>3</b>
8	CORPUS CHRISTI	Christianity	+
12	DIABETES WEEK	Wellbeing	3
	MEN'S HEALTH WEEK	Wellbeing	3
	PULSE NIGHT OF REMEMBRANCE	LGBTQ+	
16	GURU ARJAN'S MARTYDOM	Sikhism	Ф
18	FATHER'S DAY	Commemoration	
19	LEARNING DISABILITY WEEK	Wellbeing	<b>3</b>
20	REFUGEE WEEK	Race	
21	SUMMER SOLSTICE/LITHA	Wicca/Pagan	
22	WINDRUSH DAY	Race	
25	DEAFBLIND AWARENESS WEEK	Wellbeing	<b>3</b>
28	EID AL-ADHA (TENTATIVE)	Islam	G
	STONEWALL RIOTS ANNIVERSARY	LGBTQ+	



#### JULY

International Non-Binary People's Day is a day dedicated to celebrating and supporting non-binary people. Non-binary, often abbreviated to 'NB', is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

The date of 14 July was chosen because it falls exactly halfway between International Women's Day (March 8) and International Men's Day (November 19).

Observance of the day often involves raising awareness about issues that affect nonbinary people, including the discrimination that they frequently face. The day is observed with educational events and efforts to make spaces, such as schools and workplaces, more inclusive for nonbinary people. Some people use this day as an occasion to publicly identify as nonbinary for the first time.

Some non-binary people may choose to use pronouns other than 'he' or 'she'. One of the most common alternatives is 'they'. For example, if referring to a non-binary person who uses the 'they' pronoun, rather than "He/she is reading the library magazine", you would say "They are reading the library magazine".

Whilst the use of they as a singular pronoun has become more common in recent years, the BBC has reported that its use in the singular is not novel. Singular they is used in Chaucer's The Canterbury Tales and Shakespeare's Hamlet, for example.

Stonewall has provided a list of 10 ways you can be an ally to non-binary people: stonewall.org.uk/about-us/news/10-ways-stepally-non-binary-people

#### Sources:

dictionary.com/e/gender-sexuality/international-non-binary-peoples-day/ pridesports.org.uk/events/international-non-binary-peoples-day/ lordslibrary.parliament.uk/international-non-binary-peoples-day/

#### M W

SOUTH ASIAN HERITAGE

3	DHARMA DAY	Buddhism	₩
14	INTERNATIONAL NON BINARY DAY	LGBTQ+	
18	SOUTH ASIAN HERITAGE MONTH	Race	
19	MUHARRAM STARTS/ISLAMIC NEW YEAR	Islam	G
25	NATIONAL SCHIZOPHRENIA AWARENESS DAY	Wellbeing	3
26	TISHA B'AV	Judaism	⇔
27	DAY OF ASHURA	Islam	G

JULY



### **AUGUST**

South Asian Heritage Month has been celebrated in the UK since 2019, co-founded by Dr Binita Kane and ULaw Alumnus Jasvir Singh OBE. August sees the culmination of events raising awareness of the history, cultures, traditions, and contributions of people of South Asian heritage.

The dates were chosen as they encompass several significant observations, including the commemoration of Partition and Independence Day celebrations for a number of South Asian countries. There are many events planned which fit under the SAHM motto of 'Celebrate, Commemorate, Educate' and many are listed at southasianheritage.org.uk/.



## AUGUST

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1	LUGHNASADH/LAMMAS	Wicca/Pagan	
	SOUTH ASIAN HERITAGE MONTH (UNTIL 17 AUGUST)	Cultural	Ş;
	WORLD BREASTFEEDING WEEK	Wellbeing	<b>3</b>
2	EUROPEAN HOLOCAUST MEMORIAL DAY FOR SINTI AND ROMA	Judaism	**
15	ASSUMPTION OF MARY	Christianity	+
0	RAKSHA BANDHAN	Buddhism	₩



#### SEPTEMBER

This day was first celebrated in 2018, after being proposed by the World Federation of the Deaf (WFD) and formally recognised by the United Nations General Assembly. The date commemorates the date the WFD, a federation of 135 national associations of deaf people and deaf people's human rights, was established.

The day is used to support and protect the linguistic identity and cultural diversity of all deaf people and sign language users. According to the World Federation of the Deaf, there are more than 70 million deaf people worldwide. More than 80% of them live in developing countries. Collectively, they use more than 300 different sign languages.

Sign languages are fully fledged natural languages, structurally distinct from the spoken languages. There is also an international sign language, which is used by deaf people in international meetings and informally when travelling and socialising. It is considered a pidgin form of sign language that is not as complex as natural sign languages and has a limited lexicon.

The language used in the UK is British Sign Language (BSL) and there are an estimated 151,000 users in the country. One of the most helpful ways to become an ally to the deaf community is to learn and promote BSL. Learning simple and common BSL signs can help to open up communication. You can find hundreds of signs here: britishsignlanguage.com

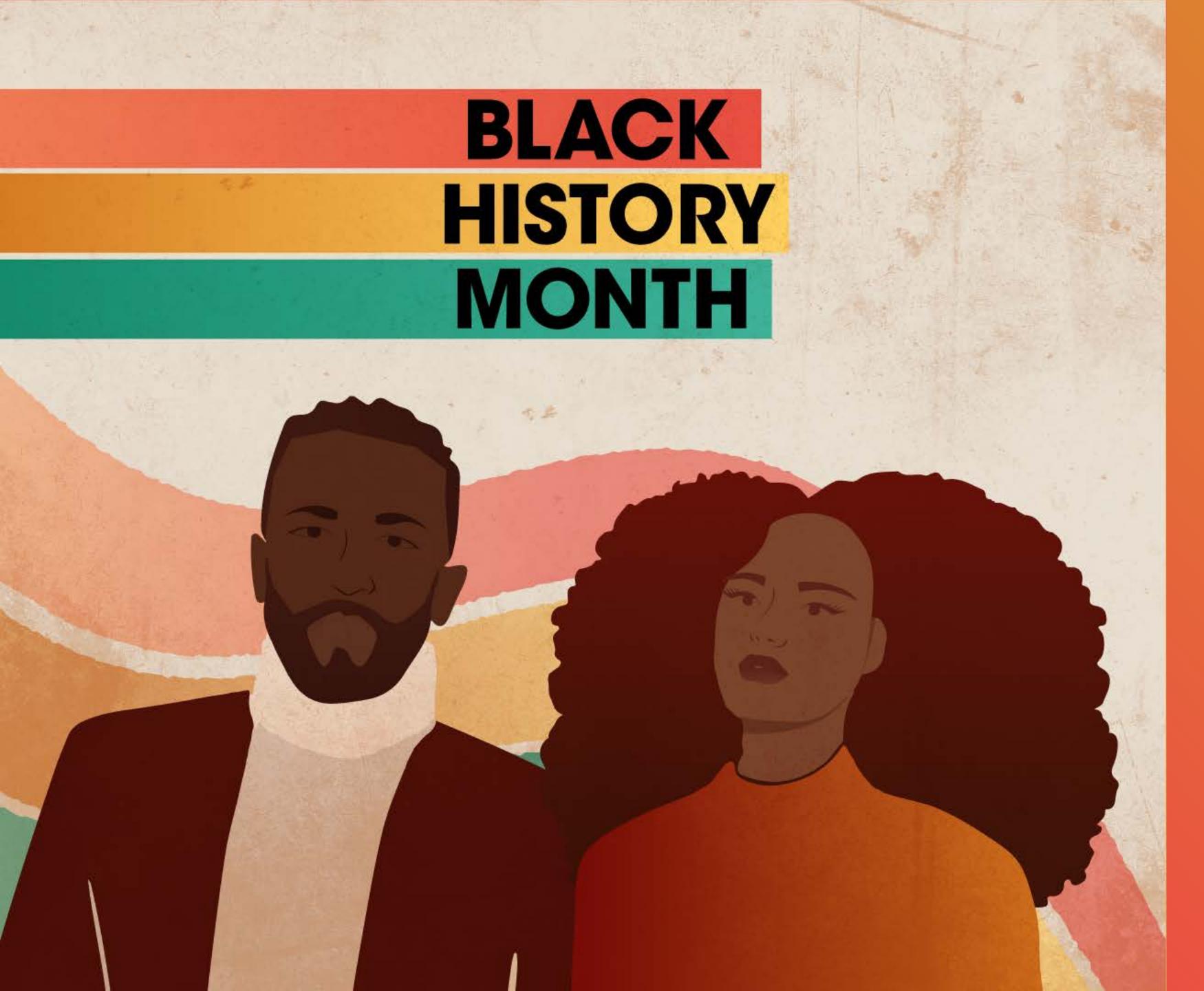
The Royal Association for Deaf people has a YouTube channel with a series of videos on health advice, children's stories, recipes, and support groups, all in BSL: youtube.com/c/RoyalDeaf

un.org/en/observances/sign-languages-day www.bbc.co.uk/newsround/56996599

## SEPTEMBER

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6	JANMASHTAMI (SMARTA)	Hinduism	35
10	WORLD SUICIDE PREVENTION DAY	Wellbeing	3
15	ROSH HASHANA	Judaism	口口
18	INTERNATIONAL WEEK OF HAPPINESS AT WORK	Wellbeing	<b>3</b>
	NATIONAL EYE HEALTH WEEK	Wellbeing	3
21	MABON/AUTUMN EQUINOX	Wicca/Pagan	
23	BISEXUAL VISIBILITY DAY INTERNATIONAL DAY OF SIGN LANGUAGES	LGBTQ+ Wellbeing	
24	YOM KIPPUR	Judaism	*
25	NATIONAL INCLUSION WEEK	Wellbeing	3
26	MILAD UN NABI (MAWLID) (TENTATIVE)	Islam	G
29	FIRST DAY OF SUKKOT	Judaism	苁



#### **OCTOBER**

This month in the UK is a celebration of the achievements and contribution of our Black community. It is also an opportunity to raise awareness of the struggles, injustices and biases that this group has had to overcome and still face. The month was originally founded in the 80s to challenge racism and cover the history of people of African and Caribbean heritage in the UK, not taught in schools. These days, many celebrations have expanded to include all Black and ethnic minority people and to ensure that their stories too are not lost through history.

UK Black History Month also strives to highlight how different the experiences of ethnically Black people living in the UK can be. It is an opportunity to learn about the evolution of cultural differences within the Black community, rather than the American-centric stories which are more commonplace. Use this month to learn more about the uniqueness dispersed across the UK Black diaspora, based on individual circumstances, experiences and historical context.

Whilst there is a focussed energy on highlighting the history of Black people during this month, it is important that work in this area is not put aside for the remaining 11 months of the year. The University of Law has a staff network group established to challenge inequalities and consult on policies and practice, as well as providing support and guidance to its members. The group termed 'REACH' (Race, Ethnicity and Cultural Heritage) is growing in membership and open to all colleagues who are from an underrepresented or historically marginalised racial or ethnic group.

If you would like to join REACH, please email **EDI@Law.ac.uk** and ask to be added to the group.

OCTOBER

# BREAST CANCER AWARENESS • BLACK HISTORY • STOPTOBER/GO SOBER OCTOBER • NATIONAL BULLYING PREVENTION

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Key LGBT	Q+ • Rac	ce e Reli	gion/Belief •	Wellbeing •	Other O	

1	BLACK HISTORY MONTH BREAST CANCER AWARENESS MONTH STOPTOBER NATIONAL BULLYING PREVENTION MONTH	Race Wellbeing Wellbeing Wellbeing	
2	DYSLEXIA WEEK NATIONAL WORK LIFE WEEK	Wellbeing Wellbeing	3
4	FEAST OF ST FRANCIS OF ASSISI	Christianity	t
5	HOSHANA RABBAH	Judaism	众
6	SHEMINI ATZERET	Judaism	蓉
7	SIMCHAT TORAH	Judaism	<b>\$</b>
9	BABY LOSS AWARENESS WEEK KATHINA	Wellbeing Buddhism	<b>₩</b>
10	WORLD MENTAL HEALTH DAY	Wellbeing	3
11	NATIONAL COMING OUT DAY	LGBTQ+	
12	WORLD SIGHT DAY	Wellbeing	<b>3</b>
15	NAVARATRI	Hinduism	35
18	ANTI SLAVERY DAY WORLD MENOPAUSE DAY	Race Wellbeing	
23	ASEXUAL AWARENESS WEEK	LGBTQ+	
26	INTERSEX AWARENESS DAY	LGBTQ+	
31	SAMHAIN/HALLOWEEN	Wicca/Pagan	



## NOVEMBER

Content warning: Transphobia, violence, racism
Transgender Day of Remembrance is an opportunity for
communities remember murdered trans, gender-variant,
and people perceived to be transgender. Rita Hester, an
American trans woman of colour, was murdered in November
1998. Transgender advocate, Gwendolyn Ann Smith, held a
vigil the following year to honour Rita's memory. Every year
since then, trans people and allies have marked the day with
vigils and awareness-raising activities of the violence trans
people face, even from within the LGBTQ+ community.

According to research undertaken by LGBTQ+ rights group, Stonewall:

- Half of trans people have hidden their identity at work for fear of discrimination
- 1 in 8 trans employees have been physically attacked at work in the last year
- 1 in 7 trans students have considered or have dropped out of a higher education course because of harassment or discrimination from students and staff. In the UK, there have been many headlines using trans stories as a political talking point.

According to research undertaken by British Social Attitudes (2020), the country is far less divided on trans issues than the media would suggest: equalityhumanrights.com/en/publication-download/attitudes-transgender-people

If you witness or are a victim of transphobia, you can use the university's Report and Support platform or the police's True Vision service. In an emergency always dial 999.

huffpost.com/entry/remembering-trans-heroine\_b\_785829 glaad.org/tdor

hrc.org/events/transgender-day-of-remembrance stonewall.org.uk/system/files/lgbt\_in\_britain\_-\_trans\_report\_final.pdf avp.org/wp-content/uploads/2017/04/ncavp\_transhvfactsheet.pdf NOVEMBER

**UK DISABILITY HISTORY** 

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- 1	ALL SAINTS DAY	Christianity	+
	NATIONAL STRESS AWARENESS DAY	Wellbeing	3
2	ALL SOULS DAY	Christianity	†
5	GUY FAWKES DAY	Commemoration	
12	DIWALI/DEEPAVALI	Hinduism	35
	REMEMBRANCE SUNDAY	Commemoration	
13	TRANSGENDER AWARENESS WEEK	LGBTQ+	
14	WORLD DIABETES DAY	Wellbeing	3
16	UK DISABILITY HISTORY MONTH	Disability	3
19	INTERNATIONAL MEN'S DAY	Wellbeing	3
20	TRANSGENDER DAY OF REMEMBRANCE	LGBTQ+	
24	GURU TEG BAHADUR'S MARTYRDOM	Sikhism	Ф
26	INTERSEX AWARENESS DAY	LGBTQ+	
27	GURU NANAK'S BIRTHDAY	Sikhism	Ф
30	ST ANDREW'S DAY	Christianity	t



#### **DECEMBER**

First celebrated in 1992 and created by the UN, the International Day of Persons with Disabilities is a day in which people with disabilities are celebrated and charities and organisations around the world commit to addressing human rights issues associated with accessibility. This may take the form of educating non-disabled people on key issues, the provision of training and employment opportunities, the provision of social enterprise grants, and the provision of social and personal support for those living with disabilities.

Annually, the World Health Organisation decides on a theme and develops materials that are shared with governments and charities globally. At the time of publication, the theme for 2023 had not yet been announced, but you can find out up to date information about the campaign here.

The organisation Diversability has published a guide on how to be a good ally to people living with disabilities: guidetoallyship.com/

The University of Law has a Disabled Staff Network that all disabled staff are welcome to join by emailing EDI@law. ac.uk. Student Support Services relating to disability can be found here:

law.ac.uk/students/support/disability-and-inclusion/

#### Sources:

idpwd.org/about/ un.org/en/observances/day-of-persons-with-disabilities who.int/campaigns/international-day-of-persons-with-disabilities

## DECEMBER

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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	WORLD AIDS DAY	Disability	<b>3</b>
		LGBTQ+ Race	
2	INTERNATIONAL DAY FOR THE ABOLITION OF SLAVERY	Race	
3	FIRST SUNDAY OF ADVENT INTERNATIONAL DAY OF PERSONS WITH DISABILITIES	Christianity Disability	+
7	FIRST DAY OF HANUKKAH	Judaism	**
8	FEAST OF THE IMMACULATE CONCEPTION	Christianity	t
10	HUMAN RIGHTS DAY	Wellbeing	3
15	LAST DAY OF HANNUKAH	Judaism	口口
21	YULE/WINTER SOLSTICE	Wicca/Pagan	
24	CHRISTMAS EVE	Christianity	t
25	CHRISTMAS DAY	Christianity	t
26	BOXING DAY/ST STEPHEN'S DAY	Christianity	t
31	NEW YEAR'S EVE	Commemoration	٥

Key Disability • LGBTQ+ • Race • Religion/Belief • Wellbeing • Other O