

Diversity Calendar-2024



**Standing Together
Embracing Diversity at UL**



**UNIVERSITY OF
LIMERICK**
OLLSCOIL LUIMNIGH

**Human Rights,
Equality, Diversity
and Inclusion**



UL is a multicultural and inclusive community, fully embracing diversity.

We, at the Office of Human Rights, Equality, Diversity & Inclusion at the University of Limerick (UL), collaborate with our colleagues and students from diverse backgrounds to improve equity and inclusivity within UL and beyond.

Our vision for UL is to rebalance social progress within environmental constraints and become a truly egalitarian university. Our mission of egalitarianism is dedicated to advocating for equal opportunities, rights, and representation across all levels of our institution. We adhere to five key values in all of our actions: social justice, inclusivity, respect, empowerment, and agency.

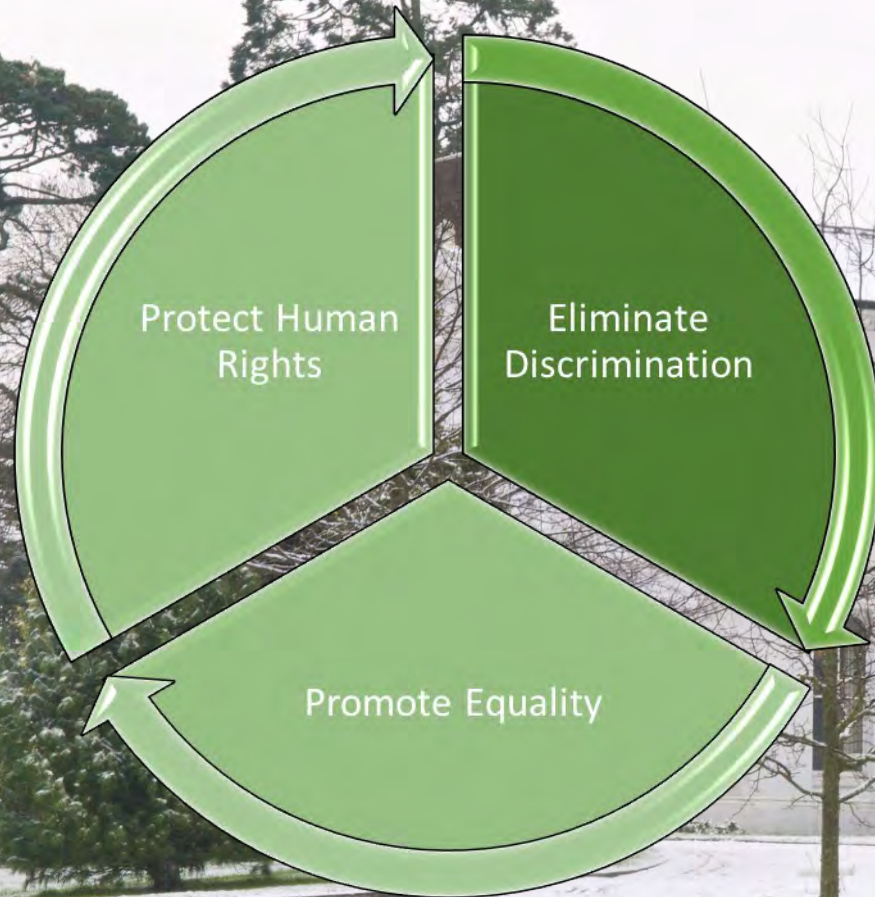
This calendar supports the UL community in recognising and celebrating diverse occasions throughout the year. While it features well-known events significant to various communities, it is not exhaustive. For feedback or suggestions for occasions, contact edi@ul.ie.

For more information, please visit our website at:

[Equality, Diversity and Inclusion | University of Limerick \(ul.ie\)](https://www.ul.ie/equality-diversity-and-inclusion)

Email: edi@ul.ie

January 2024



University of Limerick (UL) is committed to ensuring equal opportunities and outcomes in rights, respect, representation, recognition and resources for all its students and staff.
[UL HR EDI Strategy 2023 - 2027](#)

January 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1 New Year's Day	2	3	4 World Braille Day	5	6 Epiphany	7 Orthodox Christmas Day
8	9	10	11	12	13	14 Orthodox Christmas New Year
15 Makar Sankranti	16	17	18	19	20	21 World Religion Day
22	23	24 International Day of Education	25	26	27 Holocaust Memorial Day	28
29	30	31				

February 2024

Social Justice

Inclusivity

Respect

Empowerment

Agency

We are grounded in 5 core values: social justice, agency, inclusivity, empowerment, and respect.

[UL HR EDI Strategy 2023 - 2027](#)

February 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1 St Brigid's Day LGBT+ History Month	2	3	4
5	6	7	8	9 Carnival Day	10 Chinese New Year-Lunar New Year	11 International Day of Women & Girls in Science
12	13 Pancake Tuesday	14 Ash Wednesday	15 Parinirvana Day (Buddhist holiday)	16	17	18 Care Day
19	20 World Day of Social Justice	21 International Mother Language Day	22 Ash Wednesday (Christianity)	23	24	25
26	27	28	29			



March 2024

Social Justice

From
Disadvantage &
barriers to
opportunity, progress,
& resources

To
Access, outcomes, &
positive action

We perceive social justice as ensuring equal opportunities for accessing resources, enabling individuals to flourish and attain equitable outcomes.

[UL HR EDI Strategy 2023 - 2027](#)

March 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1 Irish Traveller Ethnicity Day	2	3
4	5	6	7	8 International Women's Day	9	10 Holy Month of Ramadan Begins (Islam)
11 Neurodiversity Week	12	13	14	15	16 Young Carer's Action Day	17 St Patrick's Day
18 Great Lent Begins (Orthodox)	19	20 Persian New Year- Spring Equinox- Bahá'í New Year	21 International Day of Elimination of Racial Discrimination -World Down Syndrome Day	22	23	24 Palm Sunday
25	26	27	28	29 Good Friday	30	31 Easter Sunday Transgender Day of Visibility

April 2024

Empowerment

From
Low Engagement, Few
diverse Voices, Lack of
Influence

To
Representation, Diverse
Voices,
Influence, Meaningful
Engagement

The University of Limerick is committed to enabling a diversity of voices to be heard, paying positive attention to various viewpoints, and fostering meaningful engagement in decision-making processes. [UL HR EDI Strategy 2023 - 2027](#)

April 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	2 World Autism Awareness Day	3	4	5	6	7
8 International Traveller & Roma Day	9 Eid al-Fitr (Islam)	10 Eid al-Fitr (Islam)	11	12	13 Songkran Festival (Tai New Year)	14
15	16	17	18	19	20	21
22 Passover (Jewish holiday 22nd-30th April)	23	24	25	26	27 Freedom Day (South Africa)	28
29	30					

May 2024

Inclusivity

From
Rigid Systems,
Unrecognised Needs

To
Flexibility, recognition
for diversity,
accommodations of
specific needs

Our inclusivity is centred around valuing and respecting diversity, fostering a sense of belonging, and prioritising a person-centred approach.

[UL HR EDI Strategy 2023 - 2027](#)

May 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
		1 Labour Day	2	3	4	5 Orthodox Easter
6	7	8	9 Europe Day	10	11	12
13	14	15 Vesak (Buddha's Birthday)	16 International Day of living in Peace Together	17 International Day against Homophobia, Transphobia, Intersexism & Biphobia	18 Global Accessibility Awareness Day	19
20	21 World Day for Cultural Diversity for Dialogue & Development	22	23	24	25 Africa Day	26
27	28	29	30	31		

June 2024

Agency

From
Lack of choices and
limited pathways

To
Options, real choices,
& self-determination

Agency is about autonomy, choice, and self-determination at the level of the individual, involving availability of, and access to a range of options to enable this.

[UL HR EDI Strategy 2023 - 2027](#)

June 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
					1 LGBTQIA+ Pride Month begins	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16 Eid Al-Adha- 16th-19th (Islam)
17	18 Autistic Pride Day	19	20 World Refugee Day Summer Solstice	21	22	23
24	25	26	27	28	29	30

July 2024

Respect

From
Discrimination,
harassment &
Bullying

To
Equality of rights &
outcomes, and
inclusion

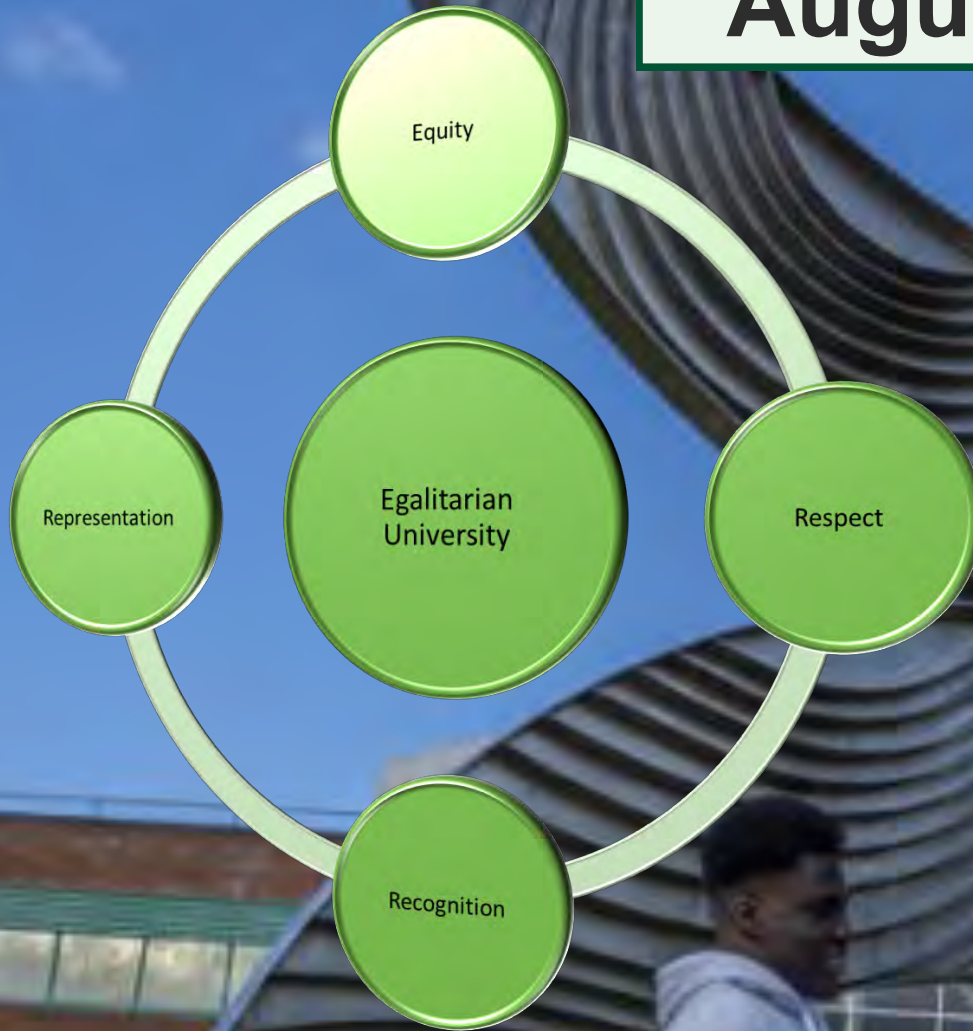
For us, respect entails upholding dignity, recognising human worth, and providing care.

[UL HR EDI Strategy 2023 - 2027](#)

July 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
1 Disability Pride Month begins	2	3 Traveller Pride Week	4	5	6	7 Al Hijri (Islamic New Year)
8	9	10	11	12	13	14 International Non-Binary People's Day
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2024

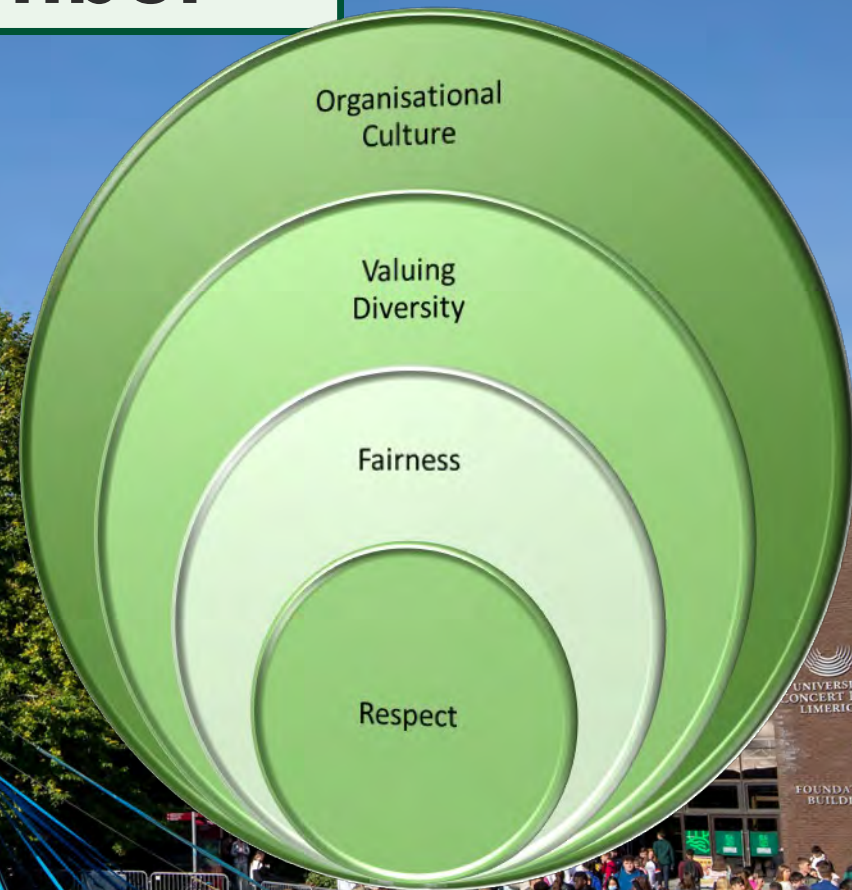


Our vision for UL is to become an egalitarian university by 2030, one that is fully dedicated to guaranteeing equity in terms of rights, respect, representation, and recognition for all its students and university staff. [UL HR EDI Strategy 2023 - 2027](#)

August 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1	2	3	4
5	6	7	8	9 International Day of the World's Indigenous People	10	11
12	13	14 International Youth Day	15	16	17	18
19 World Humanitarian Day	20	21 International Day of Remembrance & Tribute to the Victims of Terrorism	22	23 International Day for the Remembrance of the Abolition of the Slave Trade	24	25
26	27	28	29	30	31	

September



The university of Limerick establishes an organisational culture of equality and human rights based on respect, fairness and a valuing of diversity.

UL HR EDI Strategy 2023 - 2027

September

Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1
2	3	4	5	6	7	8
9	10 Suicide Prevention Day	11	12	13	14	15 Mawlid (Prophet Muhammad's Birthday) 15th-16th
16	17 Mid-Autumn Festival (Chinese)	18	19	20	21	22
23 International Day of Sign Language	24	25	26	27	28 Confucius Birthday	29 World Deaf Day
30						

October 2024

Assessment

Action

Reporting

The university adheres to the Public Sector Equality and Human Rights Duty through consistent assessment, action, and reporting.

[UL HR EDI Strategy 2023 - 2027](#)

October 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
	1 Black History Month begins - International Day of Older Persons	2 Jewish New Year (Rosh Hashana) 2nd-4th	3 Day of German Unity	4	5	6
7	8	9	10 World Mental Health Day, Sight Day	11 Yom Kippur (Judaism)	12 Our Lady Aparecida Day	13 World Sight Day
14	15	16	17 International Day for the Eradication of Poverty	18	19	20
21	22	23	24	25	26 Intersex Awareness Day	27
28	29	30	31			

November 2024

Recognition

Embracement

Thrive

By embedding a commitment to equality and inclusion in the structures and practices, the university fosters an environment where diverse identities are celebrated, accommodated and thrive across all the grounds. [UL HR EDI Strategy 2023 - 2027](#)

November 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				1 Diwali Festival All Saints Day (Christian)	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19 International Men's Day	20 Transgender Day Of Remembrance	21	22	23	24
25 International Day for the Elimination of Violence against Women	26	27	28	29	30	

December 2024



Together, we strive to position the University of Limerick as a national leader in becoming a fully equitable, accessible, inclusive, and diverse institution by 2030.
[UL HR EDI Strategy 2023 - 2027](#)

December 2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1 World AIDS Day
2	3 International Day of Persons with Disabilities	4	5 International Day for Equal Opportunity	6	7	8
9	10 International Human Rights Day	11	12	13	14	15
16	17	18 International Migrants Day	19	20	21 Winter Solstice ; Yalda Night Festival (Persian)	22
23	24	25 Christmas Day; Hanukah (Judaism) 25 Dec-2 Jan	26	27	28	29
30	31					

The Human Rights, Equality, Diversity & Inclusion (HR, EDI) Office at UL welcomes ideas and thoughts from the UL Community for promoting HR, EDI principles. Please let us know if there are any important dates we are missing.

Contact us through edi@ul.ie

Visit us at our Website:

[Equality, Diversity and Inclusion | University of Limerick \(ul.ie\)](https://www.ul.ie/equality-diversity-and-inclusion)

See our Strategy Plan:

[University of Limerick Human Rights Equality Diversity and Inclusion Strategy 2023 - 2027](#)

Follow us on:



Also see:

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