INCLUSION CALENDAR 2019–2020
The Students’ Representative Council (SRC) is here to support and engage our diverse student population.

Representation is at the heart of the SRC – listening and working hard to improve student life at the University. The SRC Advice Centre assists students with any difficulties they may face, offering free and confidential advice about everything from accommodation to appeals.

With campaigns and initiatives throughout the year, the SRC signature events are Freshers’ Week, the Class Rep Conference, the Volunteering Clubs and Societies Awards and the Student Teaching Awards.

Want to be a voice for students and learn more about the running of the University? Autumn sees elections for a number of key SRC roles, with the main Council elections held in spring. Follow them at @GUSRC.
<table>
<thead>
<tr>
<th>Week 1</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 2</td>
<td>2</td>
</tr>
<tr>
<td>Week 3</td>
<td>9</td>
</tr>
<tr>
<td>Week 4</td>
<td>16</td>
</tr>
<tr>
<td>Week 5</td>
<td>23</td>
</tr>
<tr>
<td>Week 6</td>
<td>30</td>
</tr>
</tbody>
</table>

### Special Days

1. **1st September**: Al-Hijra/Muharram – New Year – Islam
2. **2nd September**: Ganesh Chaturthi – Hindu
3. **3rd September**: Samvatsari – Jain
4. **5th September**: UN International Day of Charity
5. **8th September**: Nativity of Virgin Mary – Christian
6. **10th September**: International Literacy Day
7. **10th September**: Ashura – Islam
8. **11th September**: World Suicide Prevention Day
9. **12th September**: Anant Chaturdashi – Jain
10. **14th September**: The Triumph of the Cross – Christian
11. **15th September**: International Day of Democracy
12. **16th September**: University – Start of Academic Year 2019-20
13. **18th September**: University – SRC Freshers’ Week
14. **21st September**: International Day of Peace
15. **21st September**: World Alzheimer’s Day
16. **23rd September**: Autumn Equinox
17. **23rd September**: Mabon – Wicca/Pagan
18. **24th September**: International Day of Sign Languages
19. **25th September**: Bi Visibility Day
20. **25th September**: University – Start of Semester 1 Teaching
21. **27th September**: Meskel – Ethiopian Orthodox Christian
22. **28th September**: International Right to Know Day
23. **29th September**: Michaelmas – Saint Michael and All Angels – Christian
24. **29th September**: Navaratri begins – Hindu
25. **30th September**: World Heart Day
26. **30th September**: Rosh Hashanah – Jewish

---

**September is Sickle Cell Awareness Month | Childhood Cancer Awareness Month | International Blood Cancer Awareness Month | World Dementia Awareness Month**

---

23 September is International Day of Sign Languages.

1 in 6 people in the UK have some degree of hearing loss and over 87,000 people in the UK use BSL (British Sign Language) as their preferred language.

Like Gaelic, BSL is a language in its own right. It has its own dialects and rich variation however it differs profoundly from spoken languages, with a distinctive grammar using handshapes, facial expressions, gestures and body language to convey meaning.

Read the University’s [BSL Action Plan](#) which highlights some of the positive practices already in place to support BSL users, and identifies how we will expand on these to ensure users can access the University as students, staff or visitors. Examples include providing Deaf Awareness and BSL Taster Sessions for staff and students, and including BSL in their languages course offering.

---

**September** is Sickle Cell Awareness Month | Childhood Cancer Awareness Month | International Blood Cancer Awareness Month | World Dementia Awareness Month
October 2019

October is Black History Month.

In Scotland Black History Month focuses on the history, art and culture of African, Caribbean and Asian people whose sacrifices, contributions and achievements are often forgotten.

In 2019 Monifa Phillips made her own piece of history by becoming the University’s first black woman to be awarded a PhD in Physics. Dr Phillips’ achievement, gained within the School of Physics and Astronomy’s Materials and Condensed Matter Physics group, will not be forgotten, as it was also recognised and celebrated in a Scottish Parliament motion.

This year the University will again host a number of events during the month giving staff and students the opportunity to celebrate diversity, learn more about Black history in Scotland and engage with arts and culture from the UK, Africa and beyond.

Check out what’s happening this year at www.gla.ac.uk/bhm.

In Scotland Black History Month focuses on the history, art and culture of African, Caribbean and Asian people whose sacrifices, contributions and achievements are often forgotten.

In 2019 Monifa Phillips made her own piece of history by becoming the University’s first black woman to be awarded a PhD in Physics. Dr Phillips’ achievement, gained within the School of Physics and Astronomy’s Materials and Condensed Matter Physics group, will not be forgotten, as it was also recognised and celebrated in a Scottish Parliament motion.

This year the University will again host a number of events during the month giving staff and students the opportunity to celebrate diversity, learn more about Black history in Scotland and engage with arts and culture from the UK, Africa and beyond.

Check out what’s happening this year at www.gla.ac.uk/bhm.
November 2019

17 November is International Students’ Day.

The University of Glasgow BAME Society aims to embrace and celebrate cultural diversity within the University. BAME stands for Black, Asian and Minority Ethnicities.

The Society, dedicated to the inclusion of ethnic minorities and creating a space for BAME students to connect, aims to construct a platform to educate on the range of cultures and backgrounds within the University, highlight opportunities available and facilitate conversations centred around race in a constructive environment.

UofG BAME Society will champion events, workshops and social gatherings which are accessible and inclusive to bring about positive change and representation to all people of colour.

#TeamUofG

November is Lung Cancer Awareness Month | Pancreatic Cancer Awareness Month | Mouth Cancer Action Month | Men’s Health Awareness Month (Movember)
December is Universal Month for Human Rights | Spiritual Literacy Month

December 2019

3 December is International Day of Persons with Disabilities.

In 2018–19 over 1,800 students accessed support through the University’s Disability Service. Empowering students with disabilities, learning difficulties and medical conditions, the Service’s dedicated team provide a wide range of specialist support, guidance and needs based provisions liaising closely with the network of Disability Coordinators and Advisers of Study.

The Disability Service can also make referrals to other student support services such as Counselling and Psychological Services and the Student Learning Development team.

The University is a Disability Confident employer. Find out more on the dedicated Disability page of the Equality and Diversity Unit.
UofG Sport has one of the largest student sport programmes, one of the most diverse student memberships and one of the lowest student enrolment costs in the UK.

Our facilities include: Revolve, Glasgow’s premier indoor cycling studio; Pulse, our state-of-the-art cardio and resistance gym; PowerPlay, Glasgow’s best weights, conditioning and functional training venue, a 25m swimming pool, a sauna and a steam room; as well as a number of studios, a sports hall, activity hall and squash courts.

We have a sports programme that offers over 100 varying fitness classes and courses per week, drop-in sport sessions, leagues and competitions and 50 sport clubs which represent the University in weekly competition.

With a range of student, staff and community memberships, as well as Pay As You Go and access for accompanied children, UofG Sport has something for everyone.

January is Cervical Health Awareness Month | Alcohol Concern’s Dry January
February sees the University mark Lesbian, Gay, Bisexual and Transgender (LGBT) History Month. Our vibrant LGBT+ student societies like GULGBTQ+ and our welcoming staff and postgraduate network, LGBT+ Network, will again be organising a diverse line-up of exciting events across the campus throughout the month.

Want to show your support for LGBT+ issues but don’t know how? Come along to any of the events during the month, look out for events throughout the year and get your hands on one of the fantastic University rainbow badges. Find them at the University Gift Shop and wear with pride.

Check out the Equality and Diversity Unit’s dedicated LGBT+ student and staff pages for more guidance, support and information such as our participation in the Stonewall Scotland Diversity Champion programme.

---

**Special Days**

- **February 2nd**: Candlemas (Presentation of Christ in the Temple) – Christian
  Imbolc – Wicca/Pagan
  Zacchaeus Sunday – Orthodox Christian
- **February 3rd**: Saint Blaise’s Day – Christian
  Setsubun-sai – Shinto
  Rainbow Flag Raising (SRC & GULGBTQ+ & LGBT+ Network)
- **February 4th**: World Cancer Day
- **February 5th-11th**: LGBT Adoption and Fostering Week
- **February 9th**: Triodion begins – Orthodox Christian
  Racial Justice Sunday – Christian
- **February 10th**: Tu B’Shvat – Jewish
- **February 11th**: Our Lady of Lourdes – Christian
- **February 14th**: Saint Valentine’s Day
- **February 15th**: Nirvana Day – Buddhist, Jain
  International Childhood Cancer Day
- **February 17th**: World Human Spirit Day
- **February 20th**: World Day of Social Justice
- **February 21st**: Maha Shivaratri – Hindu
  International Mother Language Day
- **February 23rd**: Meatfare Sunday – Orthodox Christian
- **February 25th**: Shrove Tuesday – Christian
- **February 26th**: Intercalary Days (start) – Baha’i
  Ash Wednesday – Christian
- **February 29th**: Intercalary Days (end) – Baha’i
March 2020

8 March is International Women’s Day.

Did you know the first female lawyer in the UK was a graduate of the University of Glasgow?

Madge Easton Anderson graduated in 1920 with an LLB. She was the first practising female law agent in Scotland and the first professional female lawyer in the UK. She later became the first woman to qualify in both jurisdictions of Scotland and England and Wales.

The School of Law believes it is important to document and celebrate the pioneering women of the past, while working to improve equality and diversity for the future. In celebration of Madge’s legacy, the School is creating a digital exhibition, 100 Voices for 100 Years, featuring the voices of 100 women, past and present, who have a connection to the School of Law.

The School of Law believes it is important to document and celebrate the pioneering women of the past, while working to improve equality and diversity for the future. In celebration of Madge’s legacy, the School is creating a digital exhibition, 100 Voices for 100 Years, featuring the voices of 100 women, past and present, who have a connection to the School of Law.

Calendar:

1. 1st Saint David's Day – Christian
2. 2nd Great Lent begins – Clean Monday – Orthodox Christian
3. 3rd Magha Puja (Sangha Day) – Buddhist
4. 4th Holi – Hindu
5. 5th Purim – Jewish
6. 6th Nanakshahi (New Year) – Sikh
7. 7th Naw-Rûz (New Year) – Baha’i
8. 8th Norooz (New Year) – Persian/Zoroastrian
9. 9th Shrovetide – Christian
10. 10th Purim – Jewish
11. 11th Holi – Hindu
12. 12th Magha Puja (Sangha Day) – Buddhist
13. 13th Saint Patrick’s Day – Christian
14. 14th Saint Joseph’s Day – Christian
15. 15th Purim – Jewish
16. 16th Hola Mohalla – Sikh
17. 17th Shrovetide – Christian
18. 18th Naw-Rûz (New Year) – Baha’i
19. 19th Norooz (New Year) – Persian/Zoroastrian
20. 20th Shrovetide – Christian
21. 21st International Women’s Day – Orthodox Christian
22. 22nd Lailat al Miraj – Islam
23. 23rd Shrovetide – Christian
24. 24th World Water Day
25. 25th The Annunciation of the Virgin Mary – Christian
26. 26th International Women’s Day – Orthodox Christian
27. 27th The Annunciation of the Virgin Mary – Christian
28. 28th World TB Day
29. 29th International Women’s Day
30. 30th International Women’s Day
31. 31st Transgender Day of Visibility

Special Days:

1st Saint David’s Day – Christian
2nd Great Lent begins – Clean Monday – Orthodox Christian
8th International Women’s Day
17th Saint Patrick’s Day – Christian
19th Saint Joseph’s Day – Christian
20th Holi – Hindu
26th International Women’s Day
27th Shrovetide – Christian
30th International Women’s Day
31st Transgender Day of Visibility

March is Women’s History Month | Prostate Cancer Awareness Month | Ovarian Cancer Awareness Month

Last Quarter | New Moon | First Quarter | Full Moon
April 2020

Being a more inclusive employer helps to build our reputation and attracts new staff. The Modern Apprenticeships programme ensures we have a sustainable, diverse workforce and supports an environment which enables everyone to fulfil their potential.

Whether coming straight from school or after different experiences, our apprentices are offered a wide variety of opportunities to work in areas such as the University gardens, IT systems, estates infrastructure and administrative roles as well as supporting teaching and research in our science laboratory areas or engineering workshops.

While gaining workplace experience, apprentices receive support through mentoring, peer support and guidance to achieve a relevant qualification.

The University’s Modern Apprenticeships offer individuals challenging and fulfilling options to learn on the job and get experience they need to start their careers.
Equality Champions

The Principal, Anton Muscatelli, is the University’s overall Equality Champion. Eight other Champions are drawn from the Senior Management Group and have responsibilities for the following equality and inclusion areas:

- **Age** – Muffy Calder
- **Disability** – Frank Coton
- **Gender (Sex)** – Jill Morrison
- **LGBT+** – Roibeard Ó Maolalaigh
- **Race** – Bonnie Dean
- **Religion and Belief** – Neal Juster
- **Refugee and Asylum Seekers** – Rachel Sandison
- **Mental Health** – David Duncan

You too can champion equality and inclusion by celebrating diversity, respecting everyone’s individual lived experiences, treating people with dignity and calling out discrimination, bullying and harassment.

**May** is Action on Stroke Month | Scottish Mental Health Arts Festival | National Walking Month
The University of Glasgow has always been, and always will be, interested in potential regardless of circumstances or background.

Our award-winning Widening Participation team work with 113 target schools across the west of Scotland and partner with colleges, local authorities and other organisations to support those whose personal circumstances may otherwise have prevented them from considering higher education.

Talented pupils from priority postcodes, student carers, adult learners, those who have care experience or refugee status can all flourish at Glasgow.

With support through our wide range of pre-entry programmes, summer schools, taster weeks and orientation events, they can overcome barriers, realise their aspirations and all have the potential to become World Changers.

June

2020

The University of Glasgow has always been, and always will be, interested in potential regardless of circumstances or background.

Our award-winning Widening Participation team work with 113 target schools across the west of Scotland and partner with colleges, local authorities and other organisations to support those whose personal circumstances may otherwise have prevented them from considering higher education.

Talented pupils from priority postcodes, student carers, adult learners, those who have care experience or refugee status can all flourish at Glasgow.

With support through our wide range of pre-entry programmes, summer schools, taster weeks and orientation events, they can overcome barriers, realise their aspirations and all have the potential to become World Changers.

June is Refugee Festival Scotland | Motor Neurone Disease Awareness Month | Stillbirth & Neonatal Death Awareness Month | Gypsy, Roma and Traveller History Month

- Last Quarter
- New Moon
- First Quarter
- Full Moon
The University of Glasgow: where people inspire people to change the world.

Throughout our history, as well as nurturing ‘home grown’ talent, the University of Glasgow has welcomed students and staff from across the world.

With staff from more than 100 countries around the globe inspiring over 28,000 students from over 140 countries, the University is a melting pot of ideas, ingenuity and innovation.

We collaborate internationally to develop our research and teaching, and our students can choose from over 120 worldwide destinations for exchange and study abroad opportunities.

Our ever-expanding global community of alumni continue to contribute to making the discoveries and connections that change the world.

We are truly an international and inclusive institution.

<table>
<thead>
<tr>
<th>Special Days</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1st</strong></td>
</tr>
<tr>
<td><strong>Canada Day</strong></td>
</tr>
<tr>
<td><strong>13th</strong></td>
</tr>
<tr>
<td><strong>Feast Day of Saint Mary Magdalene</strong> – Christian</td>
</tr>
</tbody>
</table>

July is Sarcoma Awareness Month | International Women with Alopecia Month | Scams Awareness Month

- **Last Quarter**
- **New Moon**
- **First Quarter**
- **Full Moon**