



UCD Equality, Diversity and Inclusion



# 2023



# DIVERSITY CALENDAR





**JANUARY**

January 1st | New Year's Day

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# JANUARY 2023



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	26	27	28	29	30	31 New Year's Day Revolution Day (Cuba)
2	3	4	5	6 Epiphany La Befana (Italy)	7 Orthodox Christmas Day	8
9	10	11	12	13	14 Orthodox New Year	15 Makar Sankranti World Religion Day
16	17	18	19	20	21 Lunar New Year	22
23	24	25	26 Australia Day Republic Day (India)	27 Holocaust Memorial Day	28	29
30	31	1	2	3	4	5

## DECEMBER

12/2022

## FEBRUARY

02/2023

## SIGNIFICANT DATES:

MO	TU	WE	TH	FR	SA	SU
			1	2	3	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	

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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					

- 1 New Year's Day
- 1 Revolution Day (Cuba)
- 6 Epiphany
- 6 La Befana (Italy)
- 7 Orthodox Christmas Day
- 14 Orthodox New Year
- 15 Makar Sankranti
- 15 World Religion Day
- 22 Lunar New Year
- 26 Australia Day
- 26 Republic Day (India)
- 27 Holocaust Memorial Day



**FEBRUARY**

February 11th | International Day of Women and Girls in Science

# FEBRUARY 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		LGBT+ History Month begins			Independence Day (Sri Lanka)	
30	31	1	2	3	4	5
6	7	8	9	10	11	12
		Parinirvana Day National Day (Serbia)	Independence Day (Lithuania)	Carnival	Maha Shivratri	
13	14	15	16	17	18	19
	Mardi Gras/Shrove Tuesday	Ash Wednesday		Independence Day (Estonia)		Liberation Day (Kuwait) Yanshui Beehive Fireworks Festival
20	21	22	23	24	25	26
27	28	1	2	3	4	5

## JANUARY

01/2023

## MARCH

03/2023

## SIGNIFICANT DATES:

MO	TU	WE	TH	FR	SA	SU
						1
2	3	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					

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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 LGBT+ History Month
- 4 Independence Day (Sri Lanka)
- 11 International Day of Women and Girls in Science
- 15 Parinirvana Day
- 15 National Day (Serbia)
- 16 Independence Day (Lithuania)
- 17 Carnival
- 18 Maha Shivratri
- 21 Mardi Gras/Shrove Tuesday
- 22 Ash Wednesday
- 24 Independence Day (Estonia)
- 26 Liberation Day (Kuwait)
- 26 Yanshui Beehive Fireworks Festival



**MARCH**

March 17th | St. Patrick's Day

# MARCH 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		St David's Day	Bahá'í Fast Begins	Liberation Day (Bulgaria)		
27	28	1	2	3	4	5
Independence Day (Ghana) Magha Puja		International Women's Day Holi Festival Wesak Day				
6	7	8	9	10	11	12
				St Patrick's Day		
13	14	15	16	17	18	19
Nowruz (Persian New Year) Ostara (Spring Equinox) Bahá'í Fast Ends	International Day for the Elimination of Racial Discrimination Bahá'í New Year		Ramadan Begins		Independence Day (Greece)	
20	21	22	23	24	25	26
27	28	29	30	31	1	2

## FEBRUARY

02/2023

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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					

## APRIL

04/2023

MO	TU	WE	TH	FR	SA	SU
					1	2
3	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

## SIGNIFICANT DATES:

- 1 St David's Day
- 2 Bahá'í Fast Begins
- 3 Liberation Day (Bulgaria)
- 6 Independence Day (Ghana)
- 6 Magha Puja
- 8 International Women's Day
- 8 Holi Festival
- 17 St Patrick's Day
- 20 Nowruz (Persian New Year)
- 20 Ostara (Spring Equinox)
- 20 Bahá'í Fast Ends
- 21 International Day for the Elimination of Racial Discrimination
- 21 Bahá'í New Year
- 21-27 Neurodiversity Week
- 23 Ramadan Begins
- 25 Independence Day (Greece)

# APRIL



April 21st | Eid al-Fitr

# APRIL 2023



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						World Autism Awareness Day Palm Sunday
27	28	29	30	31	1	2
		Ching Ming Festival Pesach (Passover)	Chakri Day	Good Friday		Easter Sunday
3	4	5	6	7	8	9
			Songkran Festival (Thai New Year)	Vaisakhi		Orthodox Easter
10	11	12	13	14	15	16
Independence Day (Syria) Sham EL-Nessim Yom HaShoa (Holocaust Remembrance Day)	Shab-e-Qadar (Night of Destiny)			First Day of Ridván Eid al-Fitr		St George's Day
17	18	19	20	21	22	23
	Liberation Day (Italy)		Freedom Day (South Africa)		Shōwa Day Ninth Day of Ridván	
24	25	26	27	28	29	30

## MARCH

03/2023

## MAY

05/2023

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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		

MO	TU	WE	TH	FR	SA	SU
1	2	3	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				

## SIGNIFICANT DATES:

- |                                      |                                    |
|--------------------------------------|------------------------------------|
| 2 World Autism Awareness Day         | 17 Sham EL-Nessim                  |
| 2 Palm Sunday                        | 17 Holocaust Remembrance Day)      |
| 5 Ching Ming Festival                | 18 Shab-e-Qadar (Night of Destiny) |
| 5 Pesach (Passover)                  | 21 First Day of Ridván             |
| 6 Chakri Day                         | 21 Eid al-Fitr                     |
| 7 Good Friday                        | 23 St George's Day                 |
| 9 Easter Sunday                      | 25 Liberation Day (Italy)          |
| 13 Songkran Festival (Thai New Year) | 27 Freedom Day (South Africa)      |
| 14 Vaisakhi                          | 29 Shab-e-Qadar (Night of Destiny) |
| 16 Orthodox Easter                   | 29 Shōwa Day                       |
| 17 Independence Day (Syria)          |                                    |



**MAY**

May 21st | World Day For Cultural Diversity Dialogue & Development

# MAY 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday		
Labour Day Beltane Festival	Twelfth Day of Ridván	Constitution Day (Poland) Constitution Day (Japan)	Greenery Day	Cinco de Mayo Vesak (Buddha's Birthday)				
1	2	3	4	5	6	7		
	Europe Day							
8	9	10	11	12	13	14		
15	16	International Day Against Homophobia, Biphobia and Transphobia Constitution Day (Norway)	17	18	19	20	World Day for Cultural Diversity Dialogue and Development	
22	23	Declaration of the Báb	24	Independence Day (Jordan) Revolution Day (Argentina) Shavuot	25	26	27	Derg Downfall Day
Ascension of Bahá'u'lláh	29	30	31	1	2	3	4	

**APRIL** 04/2023

MO	TU	WE	TH	FR	SA	SU
					1	2
3	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

**JUNE** 06/2023

MO	TU	WE	TH	FR	SA	SU
			1	2	3	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		

**SIGNIFICANT DATES:**

- 1 Labour Day
- 1 Beltane Festival
- 2 Twelfth Day of Ridván
- 3 Constitution Day (Poland)
- 3 Constitution Day (Japan)
- 4 Greenery Day
- 5 Cinco de Mayo
- 5 Vesak (Buddha's Birthday)
- 9 Europe Day
- 17 International Day Against Homophobia, Biphobia and Transphobia
- 17 Constitution Day (Norway)
- 21 World Day for Cultural Diversity Dialogue and Development
- 24 Declaration of the Báb
- 25 Independence Day (Jordan)
- 25 Revolution Day (Argentina)
- 25 Shavuot
- 26 Independence Day (Georgia)
- 28 Derg Downfall Day
- 29 Ascension of Bahá'u'lláh

# JUNE



June 20th | **World Refugee Day**

# JUNE 2023



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	29	30	31	1 International Children's Day Pride Month Begins	2 Republic Day (Italy)	3
	5 Flag Day (Sweden)	6	7	8	9	10 Portugal Day
12 Independence Day (Philippines) Russia Day	13	14	15	16	17	18 Independence Day (Iceland)
	19 World Refugee Day	20	21 Litha (SummerSolstice)	22 Dragon Boat Festival	23	24 Independence Day (Croatia) Statehood Day (Slovenia)
		27 Eid al-Adha	28	29	30	1
						2

## MAY

MO	TU	WE	TH	FR	SA	SU
1	2	3	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				

## 05/2023

## JULY

MO	TU	WE	TH	FR	SA	SU
					1	2
3	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						

## 07/2023

## SIGNIFICANT DATES:

- 1 International Children's Day
- 2 Republic Day (Italy)
- 3 Dragon Boat Festival
- 6 Flag Day (Sweden)
- 10 Portugal Day
- 12 Independence Day (Philippines)
- 12 Russia Day

- 17 Independence Day (Iceland)
- 20 World Refugee Day
- 21 Litha (Summer Solstice)
- 22 Dragon Boat Festival
- 25 Independence Day (Croatia)
- 25 Statehood Day (Slovenia)
- 28 Eid al-Adha



**JULY**

July 14th | Bastille Day

# JULY 2023



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	26	27	28	29	30	1
Independence Day (Belarus) Asalha Puja (Dharma Day)	Independence Day (USA)		Dalai Lama Birthday		Canada Day Independence Day (Burundi)	Independence Day (Argentina)
3	4	5	6	7	8	9
Martyrdom of the Báb				Bastille Day (France)		
10	11	12	13	14	15	16
	Al Hijri (Islamic New Year)					Revolution Day (Egypt)
17	18	19	20	21	22	23
						Throne Day (Morocco)
24	25	26	27	28	29	30
31	1	2	3	4	5	6

## JUNE

06/2023

## AUGUST

08/2023

MO	TU	WE	TH	FR	SA	SU
			1	2	3	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		

MO	TU	WE	TH	FR	SA	SU
	1	2	3	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			

## SIGNIFICANT DATES:

- 1 Canada Day
- 1 Independence Day (Burundi)
- 3 Independence Day (Belarus)
- 3 Asalha Puja (Dharma Day)
- 4 Independence Day (USA)
- 6 Dalai Lama Birthday
- 9 Independence Day (Argentina)
- 10 Martyrdom of the Báb
- 14 Bastille Day (France)
- 18 Al Hijri (Islamic New Year)
- 23 Revolution Day (Egypt)
- 30 Throne Day (Morocco)



# AUGUST

August 1st | Lughnasadh

# AUGUST 2023



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
	Lughnasadh Swiss National Day					Independence Day (Jamaica)	
31	1	2	3	4	5	6	
Independence Day (Cote d'Ivoire)						Obon Festival	
7	8	9	10	11	12	13	
14	Independence Day (India) Liberation Day (South Korea) Ferragosto	15	16	17	18	19	20
			Independence Day (Gabon) Independence Day (Indonesia)	17	18	19	20
21	22	23	Independence Day (Ukraine)	24	25	26	27
				Independence Day (Uruguay)			
28	29	30	31	1	2	3	
			Independence Day (Malaysia) Independence Day (Kyrgyzstan)				

## JULY

07/2023

## SEPTEMBER

09/2023

## SIGNIFICANT DATES:

MO	TU	WE	TH	FR	SA	SU
					1	2
3	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						

MO	TU	WE	TH	FR	SA	SU
				1	2	3
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	

- 1 Lughnasadh
- 1 Swiss National Day
- 6 Independence Day (Jamaica)
- 7 Independence Day (Cote d'Ivoire)
- 13 Obon Festival
- 15 Independence Day (India)
- 15 Liberation Day (South Korea)
- 15 Ferragosto
- 17 Independence Day (Gabon)
- 17 Independence Day (Indonesia)
- 19 Independence Day (Afghanistan)
- 24 Independence Day (Ukraine)
- 25 Independence Day (Uruguay)
- 31 Independence Day (Malaysia)
- 31 Independence Day (Kyrgyzstan)



# SEPTEMBER

September 15th | Rosh Hashanah

# SEPTEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				Constitution Day (Slovakia)		
28	29	30	31	1	2	3
4	5	Krishna Janmashtami	Independence Day (Brazil)	7	8	9
11	12	13	14	Rosh Hashanah (Jewish New Year)	15	16
	Ganesh Chaturthi	Constitution Day (Nepal)	Mabon Independence Day (Malta)	Independence Day (Mali)	17	18
18	19	20	Independence Day (Armenia)	21	22	23
			Confucius' Birthday	Chuseok (Harvest Moon Festival)	29	30
25	26	27	28	Mid-Autumn Festival (Mooncake Festival)	29	30
						1

## AUGUST

08/2023

## OCTOBER

10/2023

MO	TU	WE	TH	FR	SA	SU
	1	2	3	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			

MO	TU	WE	TH	FR	SA	SU
						1
2	3	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					

## SIGNIFICANT DATES:

- 1 Constitution Day (Slovakia)
- 6 Krishna Janmashtami
- 7 Independence Day (Brazil)
- 15 Rosh Hashanah (Jewish New Year)
- 16 Independence Day (Mexico)
- 19 Ganesh Chaturthi
- 20 Constitution Day (Nepal)
- 21 Mabon
- 21 Independence Day (Malta)
- 21 Independence Day (Armenia)
- 22 Independence Day (Mali)
- 23 International Day of Sign Languages
- 23 Bi Visibility Day
- 24 Yom Kippur (Atonement Day)
- 28 Confucius' Birthday
- 29 Chuseok (Harvest Moon Festival)
- 29 Mid-Autumn Festival (Mooncake Festival)



OCTOBER

October 31st | Samhain

# OCTOBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	25	26	27	28	29	30 National Day (China) Independence Day (Cyprus) Independence Day (Nigeria)
Independence Day (Guinea)	Day of German Unity					
2	3	4	5	6	7	8
Thanksgiving (Canada)	World Mental Health Day		National Day (Spain) Our Lady of Aparecida Day			
9	10	11	12	13	14	15
The Birth of the Báb	The Birth of Bahá'u'lláh	World Menopause Day				
16	17	18	19	20	21	22
	Independence Day (Zambia)		National Day (Austria) Intersex Awareness Day	Independence Day (Turkmenistan)		
23	24	25	26	27	28	29
	Samhain					
30	31	1	2	3	4	5

## SEPTEMBER

09/2023

MO	TU	WE	TH	FR	SA	SU
				1	2	3
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	

## NOVEMBER

11/2023

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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			

## SIGNIFICANT DATES:

- 1 National Day (China)
- 1 Independence Day (Cyprus)
- 1 Independence Day (Nigeria)
- 2 Independence Day (Guinea)
- 3 Day of German Unity
- 9 Thanksgiving (Canada)
- 10 World Mental Health Day
- 12 National Day (Spain)
- 12 Our Lady of Aparecida Day
- 16 The Birth of the Báb
- 17 The Birth of Bahá'u'lláh
- 18 World Menopause Day
- 24 Independence Day (Zambia)
- 26 National Day (Austria)
- 26 Intersex Awareness Day
- 27 Independence Day (Turkmenistan)
- 31 Samhain



**NOVEMBER**

November 12th | Diwali

# NOVEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		All Saints Day Revolution Day (Algeria)	Día de los Muertos			Guy Fawkes Day (United Kingdom)
30	31	1	2	3	4	5
			Independence Day (Cambodia)		Independence Day (Poland)	Diwali (Festival of Lights)
6	7	8	9	10	11	12
					Independence Day (Latvia)	International Men's Day
13	14	15	16	17	18	19
Transgender Day of Remembrance		Independence Day (Lebanon)	Thanksgiving (USA)		International Day for the Elimination of Violence Against Women	
20	21	22	23	24	25	26
Guru Nanak Jayanti	Independence Day (Albania)		St Andrew's Day (Scotland)			
27	28	29	30	1	2	3

## OCTOBER

10/2023

## DECEMBER

12/2023

MO	TU	WE	TH	FR	SA	SU
						1
2	3	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					

MO	TU	WE	TH	FR	SA	SU
				1	2	3
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

## SIGNIFICANT DATES:

- 1 All Saints Day
- 1 Revolution Day (Algeria)
- 2 Día de los Muertos
- 5 Guy Fawkes Day (United Kingdom)
- 9 Independence Day (Cambodia)
- 11 Independence Day (Poland)
- 12 Diwali (Festival of Lights)
- 18 Independence Day (Latvia)
- 19 International Men's Day
- 20 Transgender Day of Remembrance
- 22 Independence Day (Lebanon)
- 23 Thanksgiving (USA)
- 25 International Day for the Elimination of Violence Against Women
- 27 Guru Nanak Jayanti
- 28 Independence Day (Albania)
- 30 St Andrew's Day (Scotland)



DECEMBER

December 25th | Christmas

# DECEMBER 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				Unification Day (Romania)	National Day (UAE)	International Day of Persons with Disabilities
27	28	29	30	1	2	3
4	5	St Nicholas Day (BeNeLux) Independence Day (Finland)	6	7	8	9
				Feast of the Immaculate Conception		International Human Rights Day
11	12	13	14	15	16	17
Hanukkah National Day (Qatar)			Yule		Independence Day (Kazakhstan)	Independence Day (Libya)
18	19	20	21	22	23	24
Christmas Day				Independence Day (Mongolia)		Hogmanay (Scotland)
25	26	27	28	29	30	31

## NOVEMBER

11/2023

## JANUARY

01/2024

MO	TU	WE	TH	FR	SA	SU
		1	2	3	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			

MO	TU	WE	TH	FR	SA	SU
1	2	3	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				

## SIGNIFICANT DATES:

- |  |                                   |
|--|-----------------------------------|
| 1 Unification Day (Romania)                      | 10 International Human Rights Day |
| 2 National Day (UAE)                             | 16 Independence Day (Kazakhstan)  |
| 3 International Day of Persons with Disabilities | 18 Hanukkah                       |
| 6 St Nicholas Day (BeNeLux)                      | 18 National Day (Qatar)           |
| 6 Independence Day (Finland)                     | 21 Yule                           |
| 8 Feast of the Immaculate Conception             | 24 Independence Day (Libya)       |
|  | 25 Christmas Day                  |
|  | 31 Hogmanay (Scotland)            |



# UCD Equality, Diversity and Inclusion

## Cultivating a Culture of Respect and Belonging

### About the UCD Diversity Calendar

As a Global University, UCD is committed to creating an environment where diversity is celebrated and everyone is treated fairly regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, or membership of the travelling community.

The UCD Diversity Calendar aims to celebrate UCD's diverse community and raise awareness of the various cultural festivals and celebrations around the world. We encourage you to use the calendar as a reference to assist in planning events, activities and deadlines.

The Calendar was created by the EDI Unit with contributions from a range of EDI groups. It is also available for download in PDF format or can be viewed as a slideshow on the EDI website, where information is provided about the diverse cultural celebrations and religious holidays.

### About EDI in UCD

The EDI Unit promotes the mainstreaming of EDI across UCD through various initiatives and collaborates with the various EDI groups, networks, and areas internally and externally to embed EDI into daily activities. Below is information regarding various EDI initiatives, groups, services, training and resources that will support you in making UCD an inclusive University. EDI Groups and Networks

There are a number of EDI sub-groups and working groups in UCD who work to promote, support and implement EDI initiatives across the University. These include the EDI Group and its subgroups: Gender Equality Action Group, Neurodiversity Working Group, LGBTI Sub-Group, Race and Ethnicity Sub-Group, University of Sanctuary Sub-Group, Disability Sub-Group and Dignity and Respect Oversight Group.

Colleagues can also join our staff Networks, who spread awareness, promote a sense of belonging and provide opportunities to get together and make connections:

- Disability Staff Network
- LGBTI Staff Network
- Multicultural Employee Network at UCD (MENU)
- Women @ STEM



## EDI Supports and Guidance

EDI work with key support services that are available to UCD employees:

**The Mental Health and Wellbeing Support Colleagues:** this peer support group was established to support employees who may be feeling overwhelmed at any stage of their lives or are concerned about their mental health and wellbeing. The Support Colleagues provide non-judgemental, confidential support and information to employees on a strictly confidential basis and are available for a chat or to find out more about available support. All members have been trained in Mental Health First Aid.

**The Parent Buddies** support employees preparing to be parents, going on and/or returning from maternity, adoption, paternity leave, parental leave or with children of any age. The Buddy programme is an informal arrangement connecting you with employees to give advice and tips on preparing for parenthood and balancing parenting with your career.

**The Dignity & Respect Support Colleagues** are fully trained diverse employees who provide support and a listening ear on a voluntary basis. They provide non-directive and non-judgemental support and information to employees experiencing difficulties of a bullying, harassment and/or sexual misconduct nature on a strictly confidential basis.

The dedicated Dignity & Respect Support Service, consisting of three full-time Support Advisers, works proactively with employees and students who disclose issues of bullying, harassment or sexual misconduct, and those who are reported for such issues. The Advisers, who are experienced and trained to support, respond and advise on all reports of a dignity and respect nature, will provide you with a supportive, confidential environment in which to discuss the issues and will support you to make a decision that is right for you and your situation.

The EDI Unit also regularly provides guidance on a number of EDI topics. Please visit the EDI website to access our inclusive recruitment tips, guidelines for visibility of under-represented groups and for inclusive events and communication, resources on cultural awareness, our anti-racism campaign, support for parents and carers, equality impact assessments and a lot more.

## EDI Training and eLearning

The EDI Training and Awareness Raising Programme encompasses a variety of EDI-related training and awareness-raising sessions including topics like dignity and respect, gender identity, cross-cultural communication, unconscious bias awareness, inclusive recruitment, gender equality, mental wellbeing and much more. Some of the workshops are a great introduction to EDI topics to raise awareness, and others have been tailored for a particular audience, like people managers or members of interview panels.

The EDI eLearning portfolio also includes a range of interactive, modular, self-paced courses on our online platforms. EDI in Higher Education in particular is an essential introduction to EDI in the third level context and covers legislation, inclusive recruitment, inclusive teaching and practical tips to help put EDI policies into practice.

- Equality, Diversity and Inclusion in Higher Education
- Let's Talk about Race in the Higher Education Sector
- Supporting the Mental Health and Wellbeing of Employees
- Building a Respectful Culture at UCD
- Inclusive Recruitment and Selection (part of the Inclusive Recruitment Training Bundle)

## EDI Policies

UCD's vision for EDI is to be a leader and role model in equality and diversity in the higher education sector nationally and internationally, and for EDI to be at the heart of all we do. Learn more about how we do this in our policy on Equality, Diversity & Inclusion. On the EDI website, you will also find information about a range of EDI-related policies, including Core Meeting Hours, Gender Balance on Committees, Bullying and Harassment, Sexual Misconduct and Gender Identity and Expression.

## EDI Annual Report

UCD publishes an EDI Annual Report each year. The report sets out the main activities, initiatives, and achievements in the EDI space across the University over the previous Academic Year. For a copy of the current report and previous reports, please visit the EDI website.





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