*Diversity, equity & inclusion*

**Inclusion calendar 2025**

Dear colleagues, dear students,

With more than 43,000 students and 6,000 employees, our UvA community brings together many nationalities, languages and cultures. Our campuses are enriched by the multitude of cultural, religious and personal backgrounds that each member brings to our shared experience. Naturally, we strive to ensure that everyone can participate equally. This calendar can play a role in that, because by understanding and appreciating the practices and beliefs that shape each other’s lives, we strengthen our bonds and deepen our commitment to inclusivity. In a society in which polarisation is increasing and our own community coming under mounting pressure, moments when we can find shared connections are more valuable now than ever. Moments when we can get to know each other's backgrounds and bridge the distances between us can help us to reflect on how there is always so much more that unites us than divides us.

I wish you all the best in the year ahead.

Edith Hooge
Chair of the Executive Board

Dear colleague,

On an international campus like ours, you are bound to come into contact with cultures that have different customs and traditions from your own. It can be enriching to pay attention to holidays with colleagues, but it is difficult to be aware of every day.

With this Inclusion Calendar, we want to raise awareness around these days and make our campus more inclusive. Therefore, we have created three categories of days that are important for you and your team to be aware of.

**Three categories**

**The first category is Meaningful Days.** This pertains to religious holidays and memorial days, as well as the days designated as fixed public holidays according to Dutch law. These days make it easier for people to accommodate each other, ensuring, for example, that a work lunch isn't inadvertently scheduled during Ramadan, or a strategy session during Carnival.

**We created a DEI (diversity, equity and inclusion) category.** This category includes days that draw attention to marginalised groups. This encompasses days like World Braille Day, International Women's Day, or Diversity Day. These days can serve as opportunities to initiate discussions or organize activities — whether for your team, department, domain, faculty, or the broader UvA community.

**The third category focuses on Issue Days.** These are days relevant to the university, educational institutions in general, or can be used as hooks to address specific programs within the UvA and societal issues. For instance, Bike to Work Day can be used to bring attention to initiatives like the [Bike Kitchen.](https://student.uva.nl/en/topics/repair-your-bike-at-the-bike-kitchen)

**Are you missing an important day?**

This calendar is the result of a collaboration between the Central Diversity Office and HRM Administrative Staff. We hope to meet the desire of many colleagues and students for such a calendar. We have tried to take as much into account and be as complete as possible in compiling the calendar. Are you still missing an important day? Please pass on your suggestion to diversity@uva.nl.

**January**

1 January – New Year's Day (meaningful day): The start of the new year is celebrated worldwide with festivities and reflection.

4 January – World Braille Day (DEI day): Honours the birthday of Louis Braille and promotes awareness about Braille as a means of communication for blind and visually impaired people.

7 January – Orthodox Christmas (meaningful day): Marks the celebration of the birth of Jesus within the Eastern Orthodox Church.

14 January – Mahayana New Year (Buddhist New Year) (meaningful day): Marks the new year in Mahayana Buddhism.

16 January – Dies Natalis UvA (issue day): Celebration of the founding of the University of Amsterdam.

19 January – World Religion Day (issue day): Promotes global understanding and respect between different religions.

20 January – Martin Luther King Day (issue day): Every third Monday of January, we reflect on the life, death, and impact of Martin Luther King Jr. He was one of the most prominent voices in the American Civil Rights Movement (1954 – 1968), which fought against segregation, discrimination, and disenfranchisement of Black Americans.

24 January – International Day of Education (issue day): Highlights the importance of education worldwide.

27 January – Holocaust Remembrance Day (issue day): Commemorates the victims of the Holocaust and stresses the importance of historical awareness.

27 January – Lailat al Miraj (Ascension Day Prophet Muhammad) (meaningful day): This Islamic celebration commemorates Prophet Muhammad's night journey from Mecca to Jerusalem and his ascension.

29 January – Lunar New Year (Chinese New Year) (meaningful day): The Chinese New Year marks the beginning of the Chinese calendar year, celebrated with family gatherings and festivities.

**February**

*Black History Month*

11 February – International Day of Women and Girls in Science (DEI day): Highlights women's contributions to science and encourages equal opportunities.

15 February – Parinirvana Day (The Death of Buddha) (meaningful day): A Buddhist commemoration of Gautama Buddha's death and attainment of nirvana.

20 February – World Day of Social Justice (issue day): Highlights the importance of social justice and equal opportunities worldwide.

25 February – Maha Shivaratri (The Night of Shiva) (meaningful day): A Hindu festival dedicated to the god Shiva, marked by fasting and prayer.

28 February – Start Ramadan (meaningful day): The Islamic month of fasting in which believers fast from sunrise to sunset. The fast begins after a sahur, the meal before the start of the fast, and is broken after sunset with an iftar.

**March**

*Women’s History Month*
*Queer History Month*
*Deaf History Month (13 March – 15 April)*

1 March – Zero Discrimination Day (DEI day): Emphasises the pursuit of a world without discrimination based on gender, ethnicity, religion, sexual orientation, disability, etc.

1 March – International Wheelchair Day (DEI day): Seeks to raise awareness and understanding of the challenges faced by people with disabilities.

2 – 4 March – Carnival (meaningful day): This festival, mostly celebrated by Catholics, has different traditions and customs in different regions, but in general it is known as a joyous celebration in which people let loose and enjoy an exuberant atmosphere before Lent begins.

5 March – Ash Wednesday (meaningful day): The beginning of Lent in the Christian tradition, symbolically marked by applying ashes to the forehead.

8 March – International Women's Day (DEI day): Celebrates women's achievements and advocates for gender equality and women's rights.

13 –14 March – Purim (meaningful day): During Purim, it is celebrated that Jewish people were saved from extermination at the hands of Haman, a member of the Persian court, in the 5th century AD.

14 March – Holi (meaningful day): A Hindu festival that celebrates the arrival of spring. During Holi, people gather to celebrate this festival by throwing coloured powder (gulal) on each other.

16 March – Working from Home Day (issue day): Highlights the challenges and benefits of working from home.

17 – 22 March – Week Against Racism (DEI day): A period of awareness and action against racism.

20 March – Nowruz (Persian New Year) (meaningful day): The Persian New Year and spring festival, symbolising renewal and fresh beginnings.

20 March – International Day of Happiness (issue day): Promotes the pursuit of happiness as a fundamental human goal.

21 March – International Day against Racism and Discrimination (DEI day): Underlines the need for global efforts to combat racism and discrimination.

27 March – Lailat ul-Qadr (Night of Decision) (meaningful day): An important night in Islam, also known as the Night of Power, on which the first revelation to Prophet Muhammad took place.

30 March – Eid-al-Fitr (meaningful day): The conclusion of Ramadan that spans several days. The end of the fasting period is celebrated with festive meals, often in the company of family, friends and the community.

30 March – Start of Chaitra Navratri (Spring Festival) (meaningful day): A Hindu festival lasting nine days and dedicated to the goddess Durga.

31 March – International Transgender Day of Visibility (DEI day): Highlights the importance of visibility and recognition of transgender persons.

**April**

*Autism Acceptance Month*
*Sexual Assault Awareness Month*

2 April – World Autism Awareness Day (DEI day): On this day, we pay extra attention to the different forms autism can take, in order to raise awareness about this form of neurodivergence.

4 April – Qingming festival (Tomb-Sweeping Day) (meaningful day): A Chinese festival that pays tribute to ancestors by visiting and cleaning their graves.

6 April – International Asexual Day (DEI day): Celebration and awareness of asexuality, a sexual orientation characterised by the absence of sexual attraction.

7 April – World Health Day (issue day): Highlights global health issues and promotes healthy lifestyles.

12 – 20 April – Passover (Escape from Slavery) (meaningful day): A Jewish festival commemorating the exodus from Egypt.

18 April – Good Friday (meaningful day): Commemorates the crucifixion of Jesus Christ.

19 April – National Day Against Bullying (issue day): Promotes awareness and action against bullying.

20 April – Easter Sunday (meaningful day): Christian celebration of the resurrection of Jesus Christ from death.

21 April – Easter Monday (meaningful day): Christian celebration of the resurrection of Jesus Christ from death.

21 April – World Creativity and Innovation Day (issue day): Encourages creativity and innovation as crucial elements for personal growth and social development.

22 April – World Earth Day (issue day): Focuses on environmental awareness and protection.

23 April – World Book Day (issue day): Promotes reading, publishing and authorship worldwide.

26 April – King's Day (The Netherlands) (meaningful day): Celebrates the birthday of Dutch King Willem-Alexander with festivities and orange outfits. Normally, King's Day takes place on 27 April, but because that is a Sunday in 2025, the holiday has been moved to 26 April.

26 April – Lesbian Visibility Day (DEI day): Highlights the importance of visibility and recognition of lesbian women.

28 April – World Day for Safety and Health at Work (issue day): Highlights safe working conditions and workplace health worldwide.

**May**

*Mental Health Awareness Month*

1 May – Labour Day (issue day): Globally recognised day celebrating the labour movement and achievements of workers. It is a national holiday in many countries and for many it is a day to reflect on the international connection between workers.

4 May – Remembrance Day (meaningful day): Dutch commemoration of victims of World War II and subsequent armed conflicts and wars.

5 May – Liberation Day (meaningful day): Celebration of the official end of the German occupation in the Netherlands and the end of World War II.

12 May – Wesak (Buddha Day) (meaningful day): Buddhist festival celebrating the birth, enlightenment and death of Buddha.

15 May – Bike to Work Day (issue day): Encourages the use of bicycles as an environmentally friendly and healthy means of transport.

15 May – Global Accessibility Awareness Day (DEI day): Promotes awareness about digital accessibility and inclusion for people with disabilities.

17 May – International Day Against Homophobia, Biphobia and Transphobia (DEI day): Combats discrimination and promotes acceptance of the LGBTQA+ community.

21 May – World Day for Cultural Development (issue day): Encourages awareness of cultural diversity and development.

24 May – International Pansexual and Panromantic Visibility Day (DEI day): Promotes visibility and understanding of pansexual and panromantic identities. Pansexuality means that the respective person can be attracted to the inner self of someone without the limitation of gender expression.

29 May – Ascension Day (meaningful day): Christian festival commemorating the ascension of Jesus Christ.

**June**

*Pride Month*

1 June – Shavuot (Three Pilgrimage Festivals) (meaningful day): This day marks the end of the Counting of the Omer, a period of seven weeks following Passover (Pesach). It is a time of gratitude, spiritual renewal, and the study of the Torah, with traditions including the consumption of dairy products and the decoration of homes and synagogues with greenery.

5 June – Anniversary of the Arrival of Indian Labourers to Suriname (issue day): Commemorates the arrival of Indian labourers in Suriname, an important historical moment.

6 June – Eid al-Adha (Feast of Sacrifice) (meaningful day): Islamic festival commemorating Ibrahim's willingness to sacrifice his son.

8 June – Pentecost (meaningful day): Christian festival commemorating the descent of the Holy Spirit.

9 June – Whit Monday (meaningful day): Continuation of the feast of Pentecost.

16 June – Neurodiversity Pride Day (DEI day): Promotes understanding and acceptance of neurodiversity, such as autism, ADHD, high sensitivity and many other forms of neurological diversity.

19 June – Juneteenth (issue day): American celebration of the abolition of slavery in Texas, an important moment in the history of the emancipation of enslaved people.

20 June – World Refugee Day (issue day): Highlights solidarity with refugees and calls attention to their situation.

26 June – Muharram (Islamic New Year) (meaningful day): The beginning of the Islamic year, which commemorates Prophet Muhammad's migration from Mecca to Medina.

28 June – Pink Saturday (DEI day): On the night of 28 June 1969, New York police raided the Stonewall Inn, which was known as a gay bar. The raid is commemorated in the Netherlands on Pink Saturday and is now a day when the LGBTQIA+ community celebrates its identity and advocates for equal rights.

28 June – Stonewall Riots Anniversary (DEI day): The Stonewall Inn, a famous gay bar in New York, was frequently raided by the police. On June 28, 1969, this led to intense riots that lasted for 5 days, marking a turning point for LGBTQIA+ emancipation. This event signifies the start of a prominent fight for equality, with annual commemorations supporting the cause.

**July**

*Disability Pride Month*

1 July – Keti Koti (meaningful day): Keti Koti literally means 'broken chains'. This day marks the abolition of slavery in Suriname and the Netherlands Antilles. Formal abolition was in 1863, but to compensate slave owners for their 'loss of capital', enslaved people were forced to work for slave owners for another 10 years. Therefore, we choose 1873 as the year when slavery ended in the Kingdom of the Netherlands.

13 July – World ADHD Awareness Day (DEI day): Raises awareness on the struggles and benefits of ADHD as a form of neurodiversity.

14 July – International Day of Non-binary People (DEI day): A day dedicated to celebrating and recognising people who identify as non-binary, outside traditional gender categories.

18 July – Nelson Mandela Day (issue day): Nelson Mandela's birthday. On this day, we remember his fight for the freedom of South Africans from the racist system of apartheid, and as the first black head of state of South Africa.

26 July – 3 August – Pride Amsterdam (DEI day): An annual event to promote LGBTQIA+ rights and acceptance, marked by festivities, Canal pride and cultural activities.

**August**

7 August – International Transgender Rights Day (DEI day): Celebrates the struggle for equal rights and acceptance of transgender individuals worldwide.

9 August – International Indigenous Peoples' Day (DEI day): Reflects on the rights and culture of indigenous peoples and highlights the need for a decolonial perspective.

12 August – International Youth Day (DEI day): Stresses the importance of youth civic engagement and participation, both in the global North and South.

12 August – Chung Yuan (Hell Festival) (meaningful day): A Buddhist and Taoist festival honouring ancestors and assisting spirits on their journey to the afterlife.

16 August – Krishna Janmashtami (meaningful day): A Hindu festival celebrating the birth of the god Krishna, with prayers, singing and dancing.

17 August – Dia ti Tula (Dia di Lucha pa Libertat or Day of the Fight for Freedom) (issue day): This day, also known as Dia di Lucha pa Libertat, is an important remembrance day for those from Curaçao and surrounding Dutch Caribbean islands. Tula was the leader of the Curaçao slave revolt of 1795. The fight for freedom from slavery and those who died for that freedom are the central focal point of this day, rather than the abolition of slavery by colonial forces.

23 August – International Day of Remembrance of the Slave Trade and its Abolition (issue day): Commemorates the victims of the transatlantic slave trade.

**September**

*Suicide Prevention Month*

2 September – Opening of academic year (meaningful day): A formal start of the academic year at the University of Amsterdam.

7 – 21 September – Start of Pitru Paksha (Fortnight of the Paternal Ancestors) (meaningful day): A two-week period celebrated by Hindus during which ancestors are honoured through rituals and sacrifices, especially through food offerings.

10 September – World Suicide Prevention Day (DEI day): This day is an awareness day to provide worldwide commitment and action to prevent suicide.

16 September – Prinsjesdag (meaningful day): In the Netherlands, this day marks the opening of the parliamentary year. The head of state gives the speech from the throne, in which the government presents its plans.

18 September – International Equal Pay Day (issue day): Women worldwide earn on average 23% less than men. International Equal Pay Day indicates how many extra days women have to work until the end of the year to earn what men earn in the same year. Equal Pay Day takes place in the Netherlands on 14 November because here the pay gap is 13%.

21 September – International Day of Peace (DEI day): A day dedicated to promoting global peace and reducing conflict.

22 – 24 September – Rosh Hashanah (Jewish New Year) (meaningful day): The Jewish New Year, a time of reflection and celebration of the beginning of the year in the Jewish calendar.

23 September – International Day of Sign Language (DEI day): Highlights the importance of sign languages for deaf and hard-of-hearing people.

23 September – Day of Bisexuality (DEI day): A day drawing social attention to bisexuality and the history, community, and culture of bisexual people.

22 – 26 September – Week of Work Happiness (DEI day): A period when organisations pay attention to employee well-being and satisfaction.

22 – 28 September – Vitality Week (DEI day): A week aimed at promoting vitality and health in the workplace.

28 September – International Day for Universal Access to Information (DEI day): Highlights the importance of access to free flow of information as a fundamental right. This includes freedom of expression, academic freedom, and freedom of the press.

**October**

*Black Achievement Month*
*AD(H)D Awareness month*

1 – 2 October – Yom Kippur (the Day of Atonement) (meaningful day): This is the holiest day in Judaism, focused on prayer, fasting, and atonement.

4 – 5 October – Weekend of Science (meaningful day): An event in the Netherlands where science institutions open their doors to the public to learn about scientific research.

6 – 12 October – Accessibility Week (DEI day): This theme week pays extra attention on making workplaces accessible for everyone with a disability, illness or chronic condition. The week is organised by Ieder(in), a Dutch umbrella organisation and national network of people with a disability or chronic illness.

7 October – Diversity Day (Netherlands) (DEI day): A day dedicated to celebrating diversity in the workplace and promoting inclusion.

10 October – World Mental Health Day (issue day): Dedicated to raising awareness and understanding of mental health issues and encouraging openness about mental health problems.

11 October – National Coming Out Day (DEI day): A day of support for people from the LGBTQIA+ community in their process towards openness about their sexual orientation or gender identity.

18 October – World Menopause Day (DEI day): A day to raise awareness on the possible challenges that come from all phases of menopause.

21 October – Diwali (Festival of Lights) (meaningful day): An important Hindu festival celebrating the victory of light over darkness, with lights, candles, and colourful decorations.

26 October – Intersex Awareness Day (DEI day): Emphasises awareness and recognition (of experiences) of intersex people.

31 October – Halloween (meaningful day): A holiday when people often dress up and celebrate the supernatural with costumes and decorations. Its origins lie in ancient Celtic and Christian traditions.

**November**

10 November – Day of Informal Care (DEI day): A day dedicated to recognising and appreciating those who provide unpaid care for a family member or friend with health problems.

10 – 14 November – Week of Work Stress (DEI day): A period focused on awareness and prevention of work-related stress.

10 – 16 November – Equal Opportunities Week (DEI day): Promotes equal opportunities in various fields such as education and employment.

11 November – Saint Martin (meaningful day): A traditional festival celebrated mainly in the Netherlands, in which children pass by doors with lanterns and sing songs in exchange for sweets.

14 November – Equal Pay Day (DEI day): Women earn on average 13% less than men in the Netherlands. Equal Pay Day indicates how many extra days women have to work until the end of the year to earn what men earn in the same year. International Equal Pay Day takes place on September 18 because the global pay gap is 23%.

17 November – International Student's Day (meaningful day): This day originally commemorates the death and capture of students at Czech universities, which were stormed by Nazis in 1939. Now it is seen as a nonpolitical celebration of the multiculturalism of (international) students.

19 November – International Men's Day (DEI day): A day focusing on men and masculinity in the fight for gender equality with a focus on issues such as mental wellbeing, the role of men in society and promoting male role models.

20 November – International Transgender Day of Remembrance (DEI day): Honours and commemorates transgender persons who have been victims of violence. This day advocates for awareness and acceptance of transgender people's safety and rights.

20 November – International Children's Rights Day (DEI day): Highlights the importance of children's rights and raising awareness about child protection worldwide.

25 November – Srefidensi Dey (Surinamese Independence Day) (meaningful day): Celebrates Suriname's independence from the Netherlands in 1975.

25 November – International Day for the Elimination of Violence Against Women (DEI day): Marks the beginning of the 16-day "Orange the World" campaign against violence against women. Around 1 in 3 women worldwide experience at least some form of violence, e.g., intimate partner violence, workplace violence, sexual violence, etc.

25 November – 10 December – Orange the World (DEI day): A global campaign advocating an end to violence against women and girls, symbolically marked by wearing orange.

**December**

1 December – World AIDS Day (issue day): Dedicated to global awareness of HIV/AIDS, commemorating those affected and promoting prevention and treatment.

2 December – International Day for the Abolition of Slavery (issue day): Commemorates the global abolition of slavery and highlights the importance of freedom and human rights.

3 December – International Day for People with Disabilities (issue day): Promotes awareness about and inclusion of people with disabilities, emphasising equal opportunities and rights.

5 December – St Nicholas (meaningful day): Sinterklaas is a traditional festival celebrated mainly in the Netherlands and Belgium. It revolves around the figure of Sinterklaas, a saintly man who hands out presents to children.

10 December – International Human Rights Day (issue day): Commemorates the Universal Declaration of Human Rights and highlights the protection of fundamental rights worldwide.

12 December – Purple Friday (meaningful day): A day when students and pupils in the Netherlands show their solidarity with the LGBTQIA+ community by wearing purple. The aim is to raise awareness and provide support for people of all sexual orientations and gender identities, and to promote an inclusive and safe environment in schools and universities.

14 December – 22 December – Hanukkah (Festival of Lights) (meaningful day): An eight-day Jewish festival also known as the 'feast of lights'. It marks the commemoration of the liberation of the Jewish holy temple in Jerusalem, which is often celebrated by lighting the Hanukkiah.

18 December – International Migrant Day (issue day): Highlights the rights and contributions of migrants and refugees to promote an inclusive society.

21 December – Shab-e-Yalda (Yalda Night) (meaningful day): An Iranian festival marking the longest night of the year, usually celebrated with family gatherings, traditional food, and poetry.

24 December – Christmas Eve (meaningful day): The night before Christmas, often celebrated with family gatherings, Christmas preparations and, in Catholic circles, a visit to church.

25 December – Christmas Day (meaningful day): Christian celebration of the birth of Jesus Christ, often celebrated with church services and festivities.

26 December – Boxing Day (meaningful day): A day for family gatherings and relaxation in many countries, including the Netherlands and the UK.

31 December – New Year's Eve (meaningful day): The last day of the year, often celebrated with parties and fireworks to usher in the new year.