Diversity, equity & inclusion

Inclusion Calendar 2024
Dear colleague,

With more than 42,000 students and 6,000 employees, our UvA community brings together many nationalities, languages, cultures, backgrounds and talents. This diversity enriches us all. We strive to ensure that everyone can participate equally. In that light, it is valuable to inform ourselves about each other’s holidays or other significant moments. For me personally, the calendar contains numerous days I had no knowledge of. Exchanging the meaning of those days with each other broadens your world. In addition, it is already possible to exchange Good Friday for another Meaningful Day. The calendar can also play a positive role here.

I wish everyone much inspiration.

Geert ten Dam
Chairman 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, which 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.

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 2024

1. New Year's Day
2. World Braille Day
3. Orthodox Christmas
4. World Religion Day
5. Holocaust Remembrance Day
6. Meaningful Day
7. DEI Day
8. Issue Day

Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
### February 2024

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- **Mo 15**: Lailat al Miraj (Ascension Day Prophet Muhammad)
- **Th 14**: Ash Wednesday
- **Fr 16**: Lunar New Year (Chinese New Year)
- **Su 11**: Int. Day of Women and Girls in Science + Carnaval
- **Tu 13**: Parinirvana Day (The Death of Buddha)

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Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
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- **Meaningful Day**
- **DEI Day**
- **Issue Day**

Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
# April 2024

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<th>Week</th>
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<td>Easter Monday</td>
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<td>Tu</td>
<td>Start of Chaitra Navratri (Spring Festival) + Eid al-Fitr</td>
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<td>Qingming festival (Tomb-Sweeping Day)</td>
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**April 2024 Special Days:**
- **World Book Day**
- **World Creativity and Innovation Day**
- **Easter Monday**
- **World Health Day**
- **National Day Against Bullying**
- **Lesbian Visibility Day**
- **King's Day (The Netherlands)**
- **Start of Chaitra Navratri (Spring Festival)**
- **Qingming Festival (Tomb-Sweeping Day)**
- **Lailat ul-Qadr (Night of Decision) + Int. Asexual Day**
- **Start of Passover (Escape from Slavery) + World Earth Day**
- **World Day for Safety and Health at Work**

**Note:** Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
# June 2024

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<tr>
<th>Week</th>
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<th></th>
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<th>Anniversary of the Arrival of Indian Labourers to Suriname</th>
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<th>Juneteenth</th>
<th>World Refugee Day</th>
<th>Stonewall Riots Anniversary</th>
<th>Eid al-Adha (Feast of Sacrifice) + Neurodiversity Pride Day</th>
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<td>June 2024</td>
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Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
July 2024

Week College week

Mo 1 27 28 29 30 31
Tu 2 8 15 22 29
We 3 9 16 23 Shavuot (Three Pilgrimage Festivals)
Th 4 10 17 24 30
Fr 5 11 18 25 31
Sa 6 12 19 26
Su 7 13 20 27 Pride Amsterdam

Keti Koti
Muharram (Islamic New Year)
Int. Day of Non-binary People
Meaningful Day DEI Day Issue Day Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
August 2024

- **College week**: 31

**Mo**
- 5
- 12: Int. Youth Day
- 19

**Tu**
- 6
- 13
- 20

**We**
- 7: Int. Transgender Rights Day
- 14
- 21

**Th**
- 8
- 15
- 22

**Fr**
- 9: Int. Indigenous Peoples' Day
- 16
- 23: Int. Day of Remembrance of the Slave Trade and its Abolition

**Sa**
- 10
- 17: Dia di Tula (Day of the Fight for Freedom)
- 24

**Su**
- 11
- 18: Chung Yuan (Hell Festival)
- 25

- 26: Krishna Janmashtami (Birth of Shrii Krishna)
- 27
- 28
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- 30
- 31

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Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
<table>
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<th>Week</th>
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- **2** Opening of academic year
- **9** World Suicide Prevention Day
- **16** Start of Pitru Paksha + Prinsjesdag
- **23** Int. Day of Sign Language + Day of Bisexuality + Week of Work Happiness + Vitality Week
- **30** Suicide Prevention Month

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Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
October 2024

- October 2: Diversity Day
- October 9: Rosh Hashanah (Jewish New Year)
- October 10: Int. World Mental Health Day
- October 11: National Coming Out Day + Yom Kippur (the Day of Atonement)
- October 14: World Menopause Day
- October 21: Intersex Awareness Day
- October 25: AD(H)D Awareness month
- October 28: Black Achievement Month

Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.
December 2024

Week College week

Mo 48
Tu 49
We 50
Th 51
Fr 52
Sa 1
Su 2

1 9 16 23 30
2 10 17 24 31
3 11 18 25
4 12 19
5 13 20
6 14 21
7 15 22
8 16 23

Int. Day for the Abolition of Slavery
Int. Day for People with Disabilities
Int. Human Rights Day
Int. Migrant Day
Christmas Eve
St. Nicholas
Paarse Vrijdag (Awareness Day about LGBTQIA+ Rights and Inclusivity)

13 14 15 16 17
18 19 20 21 22
23 24 25 26 27
28 29 30 31

Christmas Day
Hanukkah (Festival of Lights)
Boxing Day

Are you missing an important day? Please pass on your suggestion to diversity@uva.nl.