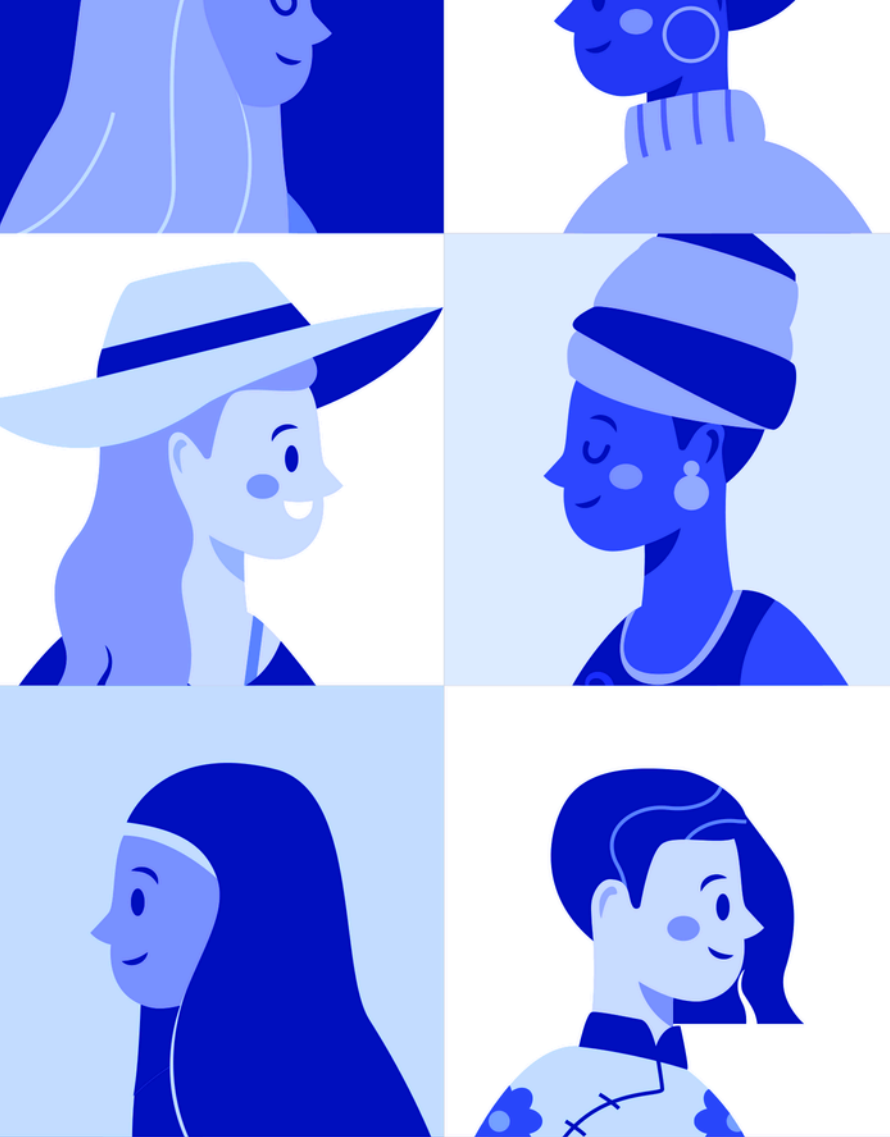




WELCOME

Welcome to the UK Management College Equality, Diversity & Inclusion (EDI) Calendar. This calendar has been developed to celebrate the diverse identities, cultures, faiths, experiences and perspectives that make up our college community. It highlights key national and international awareness campaigns, cultural celebrations, commemorative events and faith observances throughout the academic year, providing opportunities for learning, reflection and engagement.

We encourage all staff and students to use this calendar as a resource for planning events, embedding inclusive practice, celebrating diversity and recognising the contributions of different communities. Together, we can continue to create a college where everyone is respected, heard and able to thrive.

Please note: While every effort has been made to include major awareness events and faith observances, some dates may vary according to local traditions or lunar calendars. Additional dates and events may also be recognised throughout the year.

Together, let's celebrate diversity, promote equality, embrace inclusion, and strengthen our sense of belonging.



South Asian Heritage & Cultural Belonging

JULY 2026

South Asian Heritage Month provides an opportunity to celebrate the rich histories, cultures, traditions, languages, and contributions of South Asian communities within the United Kingdom and around the world. The month recognises individuals whose heritage originates from Bangladesh, India, Pakistan, Sri Lanka, Nepal, Bhutan, Maldives, and Afghanistan, while also acknowledging the unique experiences of the South Asian diaspora.

At UK Management College, South Asian heritage forms an important part of our diverse student and staff community. Many students bring with them valuable perspectives shaped by different cultures, faiths, languages, and lived experiences. Recognising these contributions helps create an environment where individuals feel seen, respected, and valued.

Cultural belonging is a key aspect of student success and wellbeing. Research consistently demonstrates that students who feel connected to their identity and community are more likely to engage positively with their studies, seek support when needed, and develop a stronger sense of belonging within higher education.

This month also offers an opportunity to explore the historical connections between South Asia and the United Kingdom, including migration, education, business, and social contributions. It encourages meaningful conversations about identity, representation, inclusion, and cultural understanding.

By celebrating South Asian Heritage Month, UKMC aims to promote intercultural awareness, challenge stereotypes, and foster greater appreciation of the diverse experiences that enrich our college community.





THIS MONTH

South Asian Heritage & Cultural Belonging

JULY 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 Disability Pride Month	2	3	4	5
6	7	8	9	10	11	12
13	14 International Non-Binary People's Day	15	16	17 World Day for International Justice	18 • South Asian Heritage Month Begins • Nelson Mandela International Day	19
20	21	22	23	24	25	26
27	28	29	30 International Day of Friendship	31		

 **BAHA'I**
10 Martyrdom of the Bab

 **JAPANESE**
13-15 O-Bon (Tokyo)

 **RASTAFARIAN**
23 Birthday of Emperor Haile Selassie

 **BUDDHIST**
1 Entry to the Vassa
29 Asalha Puja / Dhamma Day

 **PARSEE**
1 Jashn-e-Tirgan [IZ]
6-15 Fravardigan [K]
16 Navroze [K]
21 Khordad Sal [K]

 **HINDU**
16 Ratha Yatra

 **JEWISH**[1]
23 Tisha B'Av

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[5] IZ, K and S denote three Zoroastrian Calendars: Iranian Zoroastrian, Kadmi and Shahenshai.

Celebrating Heritage, Identity & Community

AUGUST 2026

August continues the spirit of cultural celebration by recognising the importance of heritage, identity, and community connections. In a global educational environment, students and staff often navigate multiple identities, balancing cultural traditions, personal values, and experiences from different parts of the world.

Understanding and valuing heritage helps individuals develop confidence, self-awareness, and pride in who they are. Equally important is the opportunity to learn about the experiences of others, building mutual respect and understanding across cultures.



At UKMC, our community includes individuals from many countries, ethnic backgrounds, religions, languages, and traditions. This diversity is one of our greatest strengths. It provides opportunities for learning beyond the classroom and prepares students to thrive in increasingly diverse workplaces and societies.

Celebrating heritage does not simply involve recognising cultural festivals or traditional foods. It also means recognising the contributions of communities to education, science, business, arts, public service, and social progress. It involves creating spaces where different voices can be heard and where students feel empowered to share their experiences.

This month encourages everyone to reflect on their own identity while embracing the opportunity to learn from others. Through dialogue, cultural exchange, and shared experiences, we can continue building a stronger sense of community and belonging across UKMC.



THIS MONTH

Celebrating Heritage, Identity & Community

AUGUST 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1	2
3	4	5	6	7	8	9 International Day of the World's Indigenous Peoples
10	11	12 International Youth Day	13	14	15	16
17 South Asian Heritage Month Ends	18	19 World Humanitarian Day	20	21	22	23 International Day for the Remembrance of the Slave Trade
24	25	26	27	28	29	30
31 International Day for People of African Descent						

 MUSLIM [2] 26 Birthday of the Prophet Muhammad [Milad un Nabi]	 JAPANESE 13-15 O-Bon (Tokyo)	 RASTAFARIAN 17 Marcus Garvey's Birthday	 PAGAN / DRUID [4] 1 Lammas / Lughnasadh	 PARSEE 5-14 Fravardigan / Muktad [S] 15 Navroze [S] 20 Khordad Sal [S]
 HINDU 28 Raksha Bandhan	 JAIN 9 Raksha Bandhan	 CHRISTIAN 6 Transfiguration [3] 15 Blessed Virgin Mary 15 Assumption of the B. Virgin Mary [RC] 15 Dormition of the Mother of God [3]	 CHINESE 19 Qixi (Double Seventh Festival) 19 Hebi Boy and Weaver Girl 27 Zhongyuanjie (Hungry Ghost Festival)	

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Inclusion, Accessibility & Belonging

SEPTEMBER 2026

As a new academic year begins, September focuses on creating an inclusive environment where every student can access opportunities, participate fully, and achieve their potential.

Inclusion means more than simply providing access. It involves actively removing barriers that may prevent individuals from engaging in learning, participating in college life, or accessing support services. These barriers may be physical, social, cultural, psychological, or systemic.

Accessibility is a fundamental component of inclusion. Students may experience visible disabilities, non-visible disabilities, long-term health conditions, mental health difficulties, neurodivergence, learning differences, or temporary challenges. By creating accessible systems, resources, and environments, institutions can ensure that all students have equitable opportunities to succeed.

Belonging is equally important. Students who feel connected to their institution are more likely to engage academically, build meaningful relationships, and experience positive wellbeing outcomes. Creating a sense of belonging requires intentional efforts to foster respect, inclusion, representation, and psychological safety.

At UKMC, inclusion is a shared responsibility. Staff, students, and leaders all play a role in creating a welcoming environment where differences are valued and support is accessible to everyone. This month highlights the importance of reasonable adjustments, disability inclusion, wellbeing support, neurodiversity awareness, and inclusive teaching practices.





THIS MONTH

Inclusion, Accessibility & Belonging

SEPTEMBER 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1	2	3	4	5	6
7	8 International Literacy Day	9	10 World Suicide Prevention Day	11	12	13
14 National Inclusion Week	15	16	17	18	19	20
21 International Day of Peace	22	23 International Day of Sign Languages	24	25	26 European Day of Languages	27
28	29	30				



BUDDHIST

23 Higan



HINDU

4 Janamashtami / Krishna Jayanti
15 Ganesh Chaturthi



JAPANESE

21-25 Higan
23 Shūbun No Hi



JAIN

8-15 Paryushan Parva
15 Samvatsari



RASTAFARIAN

11 Ethiopian New Year's Day



JEWISH [1]

12-13 Rosh Hashanah
21 Yom Kippur
26-2 Oct Sukkot



PAGAN / DRUID [4]

23 Autumn Equinox



SIKHI

1 Installation of the Guru Granth Sahib in Amritsar



PARSEE

2 Fravardin Mah Parab [S]



CHRISTIAN

Harvest Festival
[Date Varies]



CHINESE

25 Zhongqiujie (Rabbit in the Moon Festival)
28 Ji Gong Dadian (Confucius' Birthday)

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Race Equality, Mental Health & Inclusive Communities

OCTOBER 2026

October provides an opportunity to explore the connections between race equality, mental wellbeing, and inclusive communities. Black History Month celebrates the achievements, contributions, and experiences of Black individuals and communities while recognising the ongoing importance of addressing racial inequality.

Universities and colleges have a responsibility to create environments where all students feel represented, respected, and supported. This involves challenging discrimination, promoting equality of opportunity, and ensuring that diverse perspectives are reflected across institutional practices.



October also includes World Mental Health Day, highlighting the importance of emotional wellbeing for all members of the community. Mental health experiences can be influenced by many factors, including culture, identity, discrimination, social exclusion, and barriers to accessing support.

By bringing these themes together, UKMC can encourage conversations about belonging, representation, resilience, and support. It is an opportunity to recognise the strengths that diversity brings while also acknowledging the challenges some communities may face.

Creating inclusive communities requires more than awareness. It requires active allyship, respectful dialogue, and a commitment to creating environments where everyone can thrive regardless of their race, ethnicity, culture, religion, or background.



THIS MONTH

Black History Month (Whole Month)

OCTOBER 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1 International Day of Older Persons	2	3	4
5 World Teachers' Day	6	7	8	9	10 World Mental Health Day	11 National Coming Out Day
12 National Inclusion Week	13	14	15	16	17	18 World Menopause Day
19	20	21	22	23	24 United Nations Day	25
26	27	28	29	30	31	

BUDDHIST
26 Pavarana Day

HINDU
2 Gandhi Jayanti
11–20 Navaratri
19 Durgashtami
21 Dussehra
25 Lakshmi Puja

CHINESE
18 Chongyangjie (Double Ninth Festival)

JEWISH[1]
3 Shemini Atzeret
4 Simchat Torah

PAGAN / DRUID[4]
31 Hallowe'en
31 Winter Nights
31 Samhain / Samhuinn

SIKHI
20 Conferring of Guruship on Guru Granth Sahib in 1708 CE

PARSEE
1 Jashn-e-Mehregan [12]

CHRISTIAN
Harvest Festival [Date Varies]
31 All Hallows' Eve

BAHA'I
10 Birth of the Bab
11 Birth of Baha'u'llah
26 Day of the Covenant
28 Ascension of Abdu'l-Bahá

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Disability Inclusion, Neurodiversity & Allyship

NOVEMBER 2026

Disability inclusion is about recognising and valuing the diverse experiences of disabled people while removing barriers that may limit participation and opportunity. Disability can be visible or non-visible, permanent or temporary, physical, sensory, cognitive, psychological, or neurological.

Many students live with disabilities, long-term health conditions, mental health difficulties, or neurodivergent conditions that may not be immediately apparent. Creating inclusive environments requires understanding that support needs vary and that one-size-fits-all approaches are rarely effective.

Neurodiversity recognises that differences in thinking, learning, communication, and information processing are natural variations of the human experience.

Neurodiversity recognises that differences in thinking, learning, communication, and information processing are natural variations of the human experience. Conditions such as ADHD, autism, dyslexia, dyspraxia, dyscalculia, and dysgraphia should not be viewed solely through a deficit lens but also through the strengths and unique perspectives they can bring.

Allyship plays a vital role in disability inclusion. Being an ally involves listening, learning, challenging stereotypes, promoting accessibility, and supporting equitable opportunities for everyone.

At UKMC, Disability History Month provides an opportunity to celebrate achievements, raise awareness of support services, and encourage open conversations about disability, accessibility, and inclusion. By focusing on strengths, removing barriers, and promoting understanding, we can create a learning environment where all students are empowered to succeed.





THIS MONTH

Disability Inclusion, Neurodiversity & Allyship

NOVEMBER 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 Islamophobia Awareness Month (All Month) ✝
2 International Stress Awareness Week ✝	3	4	5 ✝	6	7	8 Interfaith Week ☪️ 🙏 ॐ
9 Anti-Bullying Week ☪️ 🙏 ॐ	10 ☪️ ॐ	11 ☪️	12 ☪️	13	14	15 Disability History Month Begins (Mid-November) 🏯
16 • UK Disability History Month • International Day for Tolerance	17	18	19 International Men's Day	20 Universal Children's Day/ Transgender Day of Remembrance	21	22
23	24	25 International Day for the Elimination of Violence Against Women ☪️	26 ✝	27	28	29 ✝
30 ✝						

ॐ **HINDU**
8 Diwali / Deepavali
9 Govardhan Puja
10 Bestu Varas (Gujarat New Year)

🏯 **JAPANESE**
15 Shichi-Go-San

🦁 **RASTAFARIAN**
2 Anniversary of the Crowning of Emperor Haile Selassie

✝ **CHRISTIAN**
1 All Saints' Day
2 All Souls' Day
29 Advent Sunday
30 St Andrew

☪️ **SIKHI**
8 Bandi Chhor Divas
9-12 Diwali
24 Martyrdom Guru Tegh Bahadur
24 Birthday Guru Nanak

🙏 **JAIN**
8 Diwali
9 Mahavir Nirvana

✝ **BUDDHIST**
5 Anapansati Day
25 Loy Krathong

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Human Rights, Respect & Dignity for All

DECEMBER 2026

December brings together several important themes including Disability History Month, International Day of Persons with Disabilities, Human Rights Day, and International Migrants Day. Together, these observances remind us of the importance of dignity, equality, respect, and inclusion.

Human rights are the foundation of equitable and inclusive societies. They affirm that every person deserves to be treated with dignity and fairness regardless of their race, ethnicity, religion, disability, gender, age, nationality, sexual orientation, or socioeconomic background.

Within higher education, human rights principles are reflected in efforts to ensure equal access to learning, freedom from discrimination, respect for diversity, and opportunities for all individuals to reach their potential.

December also provides an opportunity to reflect on migration and the experiences of international students who contribute significantly to the diversity and richness of educational communities. Many students navigate challenges associated with relocation, cultural adjustment, language differences, and separation from family support networks.

As the year draws to a close, this theme encourages reflection on how we can continue building a community rooted in compassion, respect, inclusion, and belonging. It serves as a reminder that EDI is not simply about recognising differences but about creating environments where every individual feels valued, respected, and empowered to succeed.





THIS MONTH

Human Rights, Respect & Dignity for All

DECEMBER 2026

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 World AIDS Day	2	3 International Day of Persons with Disabilities	4	5 International Volunteer Day	6
					☆	☆
7	8 Pansexual Pride Day	9	10 Human Rights Day	11	12	13
☆	✝ ☆ ✨	☆	☆	☆	☆	
14	15	16	17	18 International Migrants Day/ Anti-Slavery Day	19	20 International Human Solidarity Day
21	22	23	24	25	26	27
☸ ☸			✝	✝	☸ ✝ ✨	
28	29	30	31			
✝			🏯			

 **BUDDHIST**
8 Bodhi Day

 **JEWISH[1]**
5-12 Hanukah

 **PARSEE**
26 Zartosht-
no-Diso [IZ]

 **CHRISTIAN**
8 Immaculate
Conception [RC]
24 Christmas Eve
25 Christmas Day
26 St Stephen
28 Holy Innocents

 **SIKHI**
21 Martyrdom
Sahibzada Ajit Singh &
Sahibzada Jujhar Singh
26 Martyrdom
Sahibzada Zorawar
Singh & Sahibzada
Fateh Singh

 **JAPANESE**
31 Omisoka

 **PAGAN / DRUID[4]**
21 Yule [Wiccan/Pagan]
21 Winter Solstice
AlbanArthan

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