



Comhionannas
Éagsúlacht Ionchuimsiú
Equality Diversity Inclusion

Calendar
2022/23

September 18

International Equal Pay Day

Observed by the United Nations every September 18, to address the gender pay gap. Globally, despite decades of activism and legislative changes, women still earn about 84 cents for every dollar men do. The pay gaps are higher for women of colour, migrant women and disabled women ([UN Women, 2020](#)).

To tackle this, in Ireland, employers must report the pay gap between male and female employees. Organisations are also expected to provide an explanation for the gap, and state how they intend to address the gap.

The unadjusted gender pay gap in Ireland is slightly lower than the EU average at 14.4% in 2017. ([Department of Children, Equality, Disability, Integration and Youth, 2021](#))



September 2022

World Alzheimer's Month

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	31	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	2

10 World Suicide Prevention Day

18 International Equal Pay Day

19-25 International Week of Happiness at Work

21 International Day of Peace

23 - International Day of Sign Language
- Bi Visibility Day

25-27 Rosh Hashanah (Judaism)

26-30 Positive Ageing Week

October

Black History Month

Originating in 1976 in the United States, Black History Month honoured the accomplishments of Black Americans throughout history. The celebration affords Black people, and the wider community, the opportunity to share, celebrate and understand the impact of Black heritage and culture. This is particularly valuable, as the value and contribution of Black culture to society is often overlooked.

Ireland was the 4th country in the world to officially celebrate Black History month, after The United States, Canada, and The United Kingdom ([Ryan, 2014](#)). For a short introduction you can watch Black History Lessons on RTE Player ([RTE, 2021](#)).



October 2022

Black History Month Breast Cancer Awareness Month

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
26	27	28	29	30	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						

01 International Day of Older Persons

04-05 Yom Kippur (Judaism)

10 World Mental Health Day

11
- National Coming Out Day
- International Day of the Girl Child

24
- United Nations Day
- Start Diwali (Hinduism)

26 Intersex Awareness Day

31 Hallowe'en

November 20

Trans Day of Remembrance

Trans Day of Remembrance honours those who have been murdered as a result of transphobia, and seeks to raise awareness of the continued violence endured by transgender people ([TGEU, 2021](#)). It was founded by Gwendolyn Ann Smith in 1999 to honour and commemorate the life and death of Rita Hester, a black trans woman murdered in 1998 ([Stonewall, 2019](#)).

In November 2020 members of Ireland's LGBTQ+ community issued an open letter, in which they called for a rejection of transphobia and actions that enable a more equal and inclusive future for the trans and gender expansive community, and all marginalized people ([Donohoe, 2020](#)).

[Gender Identity and Gender Expression in TU Dublin](#)



November 2022

November - in aid of men's mental health and prostate and testicular cancer

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31	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	2	3	4

13-20 Interfaith Week

16 International Day of Tolerance

19 International Men's Day

20 Transgender Day of Remembrance

25 International Day for the Elimination of Violence Against Women

December 03 International Day of Persons with Disabilities

International Day of Persons with a Disability (IDPD) promotes an understanding of disability issues, and mobilises support for the dignity, rights, and well-being of persons with disabilities. Creating more inclusive societies involves thinking critically about how society is organised and consciously reorganising it, removing barriers so that disabled people can participate fully and exercise choice and control.

13.5% of the population of Ireland, or 643,131 people have at least one disability ([DFI, 2019](#)) Every 7th person alive today – more than 1 billion people in total – lives with some form of disability but persons with disabilities are still overwhelmingly overlooked in times of emergency ([UN, 2021a](#))

For more information about joining TU Dublin's Ability Network Elaine Chapman +353 1 220 6324.



December 2022

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
28	29	30	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

- 1** World Aids Day
- 2** International Day for the Abolition of Slavery
- 3** International Day of Persons with Disabilities
- 10** Human Rights Day
- 18-26** Hanukkah (Judaism)
- 18** International Migrants Day
- 20** International Human Solidarity Day
- 25** Christmas Day (Christianity)

January 04

World Braille Day

World Braille Day, celebrated on January 4, honours the birth of Braille's inventor, Louis Braille. Braille has enriched the lives of millions around the world who are blind or visually impaired. The day also serves as a reminder that those with visual impairments deserve the same access and standard of human rights as everyone else. ([Braille Works, 2018](#))

Braille originated as a French army military code, in the 19th century. Soldiers created a code known as 'night writing' to communicate in darkness without speaking. As a child, Louis Braille learned about 'night writing' and at the age of 15 developed a more usable and streamlined version of the Braille alphabet. ([NCBI, 2020](#))



January 22

Chinese New Year

Also known as the Lunar New Year or Spring Festival, Chinese New Year starts at sunset on the day of the second New Moon following the winter solstice. It is now a global festival which brings people together to celebrate a new start. The Dublin Chinese New Year Festival has taken place annually since 2008, and helps to celebrate and deepen understandings of the East Asian-Irish relationship ([RTE, 2021b](#))

This January 22nd will bring an end to the year of the Tiger and welcome in the year of the Rabbit! To say Happy New Year in Mandarin you can say 'Xin Nian Kuai Le' (Pronunciation - Shin Nee-an Kwai Luh) ([Zhao, 2022](#))



January 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
25	26	27	28	29	30	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	2	3	4	

4 World Braille Day

6 Nollaig na mBan
Women's Little Christmas

13 Maghi-Lohri (Hinduism)

15 World Religion Day

22 Chinese New Year

27 International Day of
Commemoration in the
Memory of the Victims of
the Holocaust

February 06

St. Brigid's Day

This February we will celebrate the inaugural St. Brigid's Day bank holiday, following the Government announcement that the first Monday of February will be dedicated to marking St Brigid's Day ([O'Brien, 2022](#))

Just as many other Christian feast days in Ireland are built upon pre-Christian calendar dates, St Brigid's day coincides with Imbolc, signifying the start of spring ([RTE, 2022](#)). Imbolc signals an end to winter and a new season of growth, hope and abundance ([National Museum of Ireland, 2021](#))



February 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
30	31	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	2	3		

4 International Day of Human Fraternity

6 St Brigid's Day Bank Holiday

11 International Day of Women and Girls in Science

15 Nirvana Day (Buddhism)

20 World Day of Social Justice

21 International Mother Language Day

March 08

International Women's Day

Global event, celebrating of the social, economic, cultural, and political achievements of women. It is also a call to action to address the inequalities still facing women including the unequal distribution of unpaid carework, the gender wage gap, 'the pink tax' and sexual violence and harassment.

International Women's Day grew out of the labour movement when 15000 women marched in New York demanding better pay and working conditions and National Woman's Day was marked a year later in the US. Clara Zetkin, a communist activist and advocate for women's rights, suggested the creation of an international day at the International Conference of Working Women and the first one was celebrated in 1911. 2023 marks the 112th year of International Women's Day ([BBC News, 2022](#))



March 21

International Day for the Elimination of Racial Discrimination

This is observed annually on the 21st March, the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. Using the hashtag #FightRacism it aims to build a global culture of equality and anti-discrimination, calling on all of us to take a stand against racism ([UN, 2021b](#)).

You can learn more about each of the dimensions of racism - historical, structural, institutional and individual - by joining a TU Dublin Race Equality Reading Group. For more information contact equality@tudublin.ie



March 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
27	28	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	2

1

- Zero Discrimination Day
- Recognition of Travellers as an Ethnic Minority (Anniversary)
- Self Injury Awareness Day

6 Māgha Pūjā (Bhuddism)

8

- International Women's Day
- Holi (Hinduism)

17 St Patrick's Day

21

- International Day for the Elimination of Racial Discrimination
- World Down Syndrome Day

22

- World Water Day
- Ramadan Begins (Islam)

31 International Transgender Day of Visibility

April 08

International Traveller & Roma Day

Travellers are Ireland's only indigenous ethnic minority and have been an integral part of Ireland's cultural diversity for centuries. As of 2016, there were almost 31,000 Travellers, representing 0.7% of the Irish population ([Burke, 2020](#)).

A 2020 study of the lives of Travellers and Roma in six European countries found that discrimination against Irish Travellers is still prevalent. The rates of poverty in Ireland were the worst across the six member states surveyed; Irish Travellers had the lowest employment rates in the survey for those aged 20-64 (17% of Traveller women and 13% of Traveller men); and nearly one third of Irish Traveller parents reported that their children have been harassed or bullied in school due to their ethnicity ([FRA, 2020](#); [Rorke, 2021](#)).



April 21 - 22

Eid al-Fitr

Ramadan Mubarak to all our staff and students. Ramadan, the ninth month of the Islamic calendar, is observed by 1.6 billion Muslims worldwide as a month of fasting, prayer, reflection, and community.

Marking the end of Ramadan the festival of Eid al-Fitr takes place. Muslims celebrate with family and friends, prepare large meals, and donate to charity ([Britannica](#)).



April 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
26	27	28	29	30	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

02 World Autism Day

05-13 Passover (Judaism)

07 - World Health Day
- Good Friday (Christianity)

08 - International Traveller & Roma Day
- Vesak Day (Buddhism)

09 Easter (Christianity)

21-22 Eid Al-Fitr (Islam)

26 Lesbian Day of Visibility

27 International Girls in ICT Day

28 International Day of Safety & Health in Work

May 18

International Day Against Homophobia, Transphobia, and Biphobia

Established in 2004, to commemorate the World Health Organization's decision, in 1990, to declassify homosexuality as a mental disorder, International Day Against Homophobia, Transphobia, and Biphobia is now celebrated in over 130 countries, coordinating international events that raise awareness of LGBTQI+ rights violations, and stimulate interest in LGBTQI+ rights work worldwide (May17.org, 2021)

Today same-sex relationships and same-sex marriage remain illegal in 71 countries, it is punishable by death in 11 of these ([Deckard, 2021](#)) In Ireland trans people can legally identify with the gender of their choice by declaring so. This is something trans groups around the world have long advocated for, as a means to combat anti trans prejudice a trans person may face, if forced to endure medical or psychological tests, to have their gender recognised legally ([Scottish Trans, 2022](#)) If you are an LGBTQI+ staff member and would like to join the LGBTQI+ staff network, please contact LGBTQIStaff@TUDublin.ie.



May 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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	2	3	4

01 - Beltane
- International Workers' Day

17 International Day Against
Homophobia, Transphobia
and Biphobia

21 World Day for Cultural
Diversity for Dialogue and
Development

25 Africa Day

June

LGBTQ+ Pride Month

LGBTQ+ Pride Month is an annual month-long observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements. The month of June is significant, as it commemorates the [Stonewall riots](#), which occurred in June 1969 ([Lorenzo, 2019](#)). Although the Stonewall uprising is widely considered to have sparked the gay rights movement, it has since been reframed as an ‘achievement of gay liberation not its cause.’ The difference between Stonewall and previous uprisings was that activists decided to commemorate it and make it a national event ([Mattson, 2019](#)).

Pride events provide LGBTQI+ people with an opportunity to celebrate the progress made, while also drawing attention to the injustices and discrimination still facing LGBTQI+ individuals.

Ireland’s first pride march took place on June 27 1974. A group of 10 people marched from the Department of Justice in St. Stephen’s Green to the British Embassy to protest the criminalisation of homosexuality (under the Offences Against the Persons Act), which dated back to the Victorian Era ([Halpin, 2018](#)).

LGBTQI+ staff members interested in joining the LGBTQI+ network, can contact LGBTQIStaff@TUDublin.ie.



June 2023

LGBTQ+ Pride Month

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30	31	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	2

03 World Bicycle Day

15 World Elder Abuse Awareness Day

18 International Day for Countering Hate Speech

19 International Day for the Elimination of Sexual Violence in Conflict

20 World Refugee Day

21 World Humanist Day

24 Anniversary of the Decriminalisation of Homosexuality in Ireland

28 Stonewall Rebellion Anniversary

28-02 July Eid Al-Adha (Islam)

July 30

International Day of Friendship

UN initiative first proclaimed in 2011, to promote the idea that root causes of human divisions, like poverty and violence, could be confronted by fostering a sense of human solidarity among peoples, through friendship.

International Day of Friendship follows the broader UNESCO 'Culture of Peace', and its defined set of values, which include: promoting respect for all human rights; ensuring equality between women and men, and fostering a culture of peace through education ([UN, 2021c](#))



July 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
26	27	28	29	30	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						

17 World Day for International Justice

18 Nelson Mandela Day

26-27 Tisha B'av (Judaism)

30
- International Day of Friendship
- World Day Against Trafficking in Persons

August 09

World Indigenous Peoples Day

There are over 476 million indigenous peoples in the world representing 5000 different communities. They face ongoing marginalisation, often rooted in colonisation and labour exploitation. According to the International Labour Organisation (ILO), Indigenous peoples are almost three times as likely to be living in extreme poverty compared to their non-indigenous counterparts. Although have a higher employment participation rate than their non-indigenous counterparts they experience poor working conditions and discrimination (ILO, 2020; UN 2022)

You can observe this day by ‘deepening your understanding of Indigenous issues around the world, listening to Indigenous voices, and reflecting on the vital achievements and contributions that Indigenous Peoples make to the world, including how their leadership and stewardship creates a more sustainable and healthy world for us all’ (Cultural Survival, 2021)



August 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
31	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	2	3

01 Interfaith Week

09 International Day of Tolerance

13-15 Obon (Buddhism)

19 World Humanitarian Day

22 International Day Commemorating the Victims of Acts of Violence Based on Religion or Beliefs

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