



# Diversity, Inclusion and Wellbeing



International Nurses day 12th May



Black History month October



Pride Month – LGBTQ+ June





## Key Dates to Note

Our calendar has been designed to include a wide range of diversity, inclusion and wellbeing events, with the purpose of raising awareness of dates, which may be of relevance to you and your team/student group. We welcome recommendations of dates/themes from our staff and student community that we might recognise in future calendar years. Please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk) with any suggestions.

## Religious dates

The calendar has given a special focus to religious dates as a feature of the calendar. We have tried to ensure that the dates included are representative of dates celebrated by our staff and student community. The aim is to recognise religious festivals and raise awareness of these to our community. If there are any specific religious festivals/dates that you consider are missing, please email [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk)



## Community members participating in Religious Festivals

If you are a staff member wishing to observe a religious festival or holy day during working hours, please speak with your line manager in advance. Line Managers are encouraged to consider sympathetically, requests for annual leave or flexible working arrangements as long as it does not cause undue disruption.

## Welcome

A warm welcome to QMU's first Diversity, Inclusion and Wellbeing Calendar for the year 2022!

It is important to firstly say that the calendar has been designed with our full staff and student community in mind. Each month considers a different Diversity, Inclusion and Wellbeing theme, which has been chosen given its relevance and links to QMU's commitment to social justice, wellbeing and supporting our local community.

Each month we will send out a communication on the chosen theme to raise awareness, provide information on support services available, and highlight planned activity happening on campus or remotely that you may wish to participate in.

We welcome your feedback on the calendar, such as key dates not included this year or recommendations for future monthly themes. Our aim for 2023 will be to launch the calendar at the beginning of the year and it will run for the full twelve months. Please send feedback to [DIW@qmu.ac.uk](mailto:DIW@qmu.ac.uk)

We do hope you find this first edition of our calendar of interest and support.

## Quick links

Our calendar has a monthly theme. To support each of these themes we have provided a number of quick links to outside support charities, relevant awareness websites and key internal/external support services available to both staff and students.



June

STUDENTS' UNION  
MARGARET UNIVERSITY

Students' U



## Challenging prejudices

In 2020, we celebrated, for the first time, a virtual Pride Parade and in 2021, we held a week-long line up of events such as a drag show, an arts exhibition and several talks on the topic of the intersection of the arts and the LGBTQ+ community at the University. Since 2021, the School of Arts, Social Sciences and Management holds the Silver charter status through LGBT Youth Scotland, as we boast a lively, active LGBTQ+ student society and staff network group. This year, Pride Month takes place for the 50th time in the UK and celebrations around the country will draw special attention to the diversity within the LGBTQ+ community.

Every June since 2008, people from across the UK have also celebrated Gypsy, Roma and Traveller History Month. During Gypsy, Roma and Traveller History Month, we celebrate the unique and diverse histories, cultures and languages of Gypsy, Roma and Traveller communities in the UK and also the remarkable and immense contributions Gypsy, Roma and Traveller individuals and communities bring to wider society. Through celebration, education and raising awareness, Gypsy, Roma and Traveller History Month helps to tackle prejudice, challenge myths and amplify the voices of Gypsies, Roma and Travellers. QMU has a small but passionate community of Gypsy, Roma and Travellers among students, and we want to acknowledge their important contributions to our University.

June

2022

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### Key Dates to Note

5th **HIV Long-Term Survivor's Awareness Day**

7th–13th **Carers Awareness Week**

28th **June Stonewall Riots Anniversary**


**Pride Month – LGBTQ+**

**Gypsy, Roma and Traveller History Month**

### Religious dates

4th–6th **Shavuot** (Judaism) 

16th **Guru Arjan Martyrdom** (Sikh) 

21st **Summer Solstice/Litha** (Wicca/Pagan) 

### Quick links

[LGBT+ Resources at QMU](#)

[Pride Month](#)

[LGBT+ award for QMU inclusivity](#)

[LGBT Youth Scotland](#)

[Gypsy, Roma, Traveller History Month](#)



Gypsy, Roma and Traveller (GRT) History



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### Staff and Student Support Links:

#### Support available to students with caring responsibilities:

- [Student services – support for student carers](#)
- Individualised advice about funding and financial support
- Support activities QMAvance and QMConnect
- Extended leases in accommodation
- Priority access to opportunities for paid employment on campus
- Dedicated contact for students with caring responsibility – Gayle Green [ggreen@qmu.ac.uk](mailto:ggreen@qmu.ac.uk)

#### Support available to staff with caring responsibilities:

- [Flexible Working Policy](#)
- [Special Leave Policy](#)

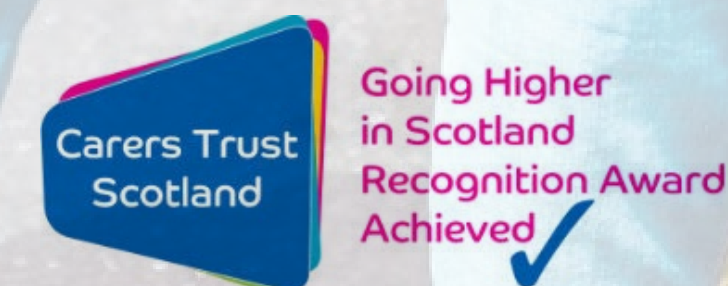
#### External Support sites:

- [Coping whilst caring for someone](#) (Mind Org)
- [Carers: Help and Support](#) (Citizens Advice, Scotland)
- [Supporting yourself while caring for someone](#) (Mind Org)
- [Social Care and Support Guides](#) (NHS)

## The importance of Caring

There are an estimated 6.5 million people in the UK who are Carers, and their responsibilities have only increased during the pandemic, with a growing number of people caring for relatives and friends in need of support. But society has at times failed to acknowledge the systemic, cultural and individual neglect that carers have endured. At QMU, we welcome both our staff and student carers with open arms. From a staff perspective, we strive to accommodate a range of flexible working requests where possible for our staff members to enable them to carry out their role whilst meeting their outside caring responsibilities using our flexible working policy.

From a student perspective, the University has also committed to widening participation amongst students who have previously been inhibited from entering Higher Education for social, economic or cultural reasons. Students who, at any point in their studies, provide unpaid care for a family member or friend who would not be able to manage without that support, carry serious responsibilities beyond their studies, and can count on the right level of advice and support during their studies.



### Key Dates to Note

- 6th **Omni sexual visibility day**
- 14th **International Non binary day**
- 17th **Disability Awareness day**
- 30th **International Friendship day**

### Religious dates

- 9th **Waqf al Arafa - Hajj Day** (Islam) 
- 10th **Martyrdom of the Báb** (Bahá'í) 
- 10th–13th **Eid al-Adha** (Islam) 
- 13th **Asalha Puja / Dharma Day** (Buddhist) 
- 16th–7th August **The Three Weeks** (Judaism) 
- 25th **St James the Great Day** (Christian) 
- 30th **Muharram - New Year** (Islam) 



International Friendship day July 30th



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## Fostering an Inclusive Environment

At QMU, we strive to create an inclusive and transparent environment for all our staff, student and wider local community. It does, however beg the question what does this really mean and how are we taking practical steps to achieve this?

Inclusive leadership means that leaders commit to ensuring all team members are treated equitably, feel a sense of belonging and value, and have the resources and support they need to achieve their full potential. At QMU, we recognise that to create an inclusive environment we must nurture and the support the development of our current and future leaders. All staff have access to our online Inclusive Manager toolkit module and all line managers are encouraged to complete this module. Alongside this, our Principal holds an annual leadership forum to address specific issues by the Senior Leadership Team and will be free to determine for itself issues for consideration. The Leaders' Forum is not a formal decision-making body but it is highly influential in determining policy and practice across the University. Creating an inclusive environment is not a standalone responsibility of our Managers; it is a shared responsibility for all our staff. We all individually and collectively can play a role in building an inclusive environment. We recognise more could be done to raise awareness of what Inclusive Leadership is across the University. With this in mind, we are now running two types of inclusive training opportunities; 'Inclusive language' training and "Being an inclusive Leader the Essential Insights' online training module for all staff to book onto.

In addition to fostering an inclusive environment, we are considering practical ways to make our campus facilities as inclusive as possible to all. Work is underway to introduce a walker leadership scheme with the hope to encourage our students to use the outdoor environment to improve their mental health. In addition to this and further supporting our local community we have worked with Paths for All who have trained members of our community to become walk leaders whose role will be to encourage regular walks for those people who require additional support.

### Key Dates to Note

6th **Cycle to Work Day**

### Religious dates

1st <b>Lughnassadh/Lammas</b> (Wicca/Pagan)	☾☽
11th <b>Raksha Bandhan</b> (Hindu)	ॐ
12th <b>The 15th of Av</b> (Judaism)	✡
13th -15th <b>Obon</b> (Buddhist)	☸
18th <b>Krishna Janmashtami</b> (Hindu)	ॐ
30th <b>Ganesh Chaturthi</b> (Hindu)	ॐ

### Quick links

- [Paths for All](#)
- [Online Inclusive Manager's Toolkit module](#)
- [Online 'Inclusive Leadership' CIPD course](#) (to book on contact HR team)
- Inclusive Language Course – future dates tbc
- [CIPD Inclusive Leadership Paper](#)
- [Dr Steven Jones 'What is Inclusive Leadership'](#)
- [Dr Steven Jones 'How to become an Inclusive Leader?'](#)



Cycle to Work Day



# September

## Supporting our Community's Mental Health

Throughout this calendar, we have put a real focus on the importance of Wellbeing and Community in keeping with QMU's purpose and values. With that in mind, we wanted to use this month to further raise awareness of mental health and ways we can all support those around us. This month on 10th September, we recognise Suicide Awareness Day. We all have mental health and we can all play a part in saving a life, a simple question of "How are you feeling" could be a starting point to help a person open up and understand what support and care could make a real difference. There is incredible number of local support charities and services available to all our community, we draw attention below on what these are, and importantly what to do if you or someone you know is faced with a mental health emergency.

September 2022

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### Key Dates to Note

- 10th **World Suicide Prevention Day**
- 16th–22nd **National Bi-sexual Awareness Week**
- 20th–24th **Post Doc Appreciation Week**
- 25th **World Deaf Day** (last sunday of Sept)
- 30th **Macmillan Coffee Morning**

### Religious dates

- 6th–8th **Rosh Hashanah** (Judaism) ☆
- 9th **Fast of Gedaliah** (Judaism) ☆
- 15th–16th **Yom Kippur** (Judaism) ☆
- 20th–27th **Sukkot** (Judaism) ☆
- 22nd **Autumn Equinox/Mabon** (Wicca/Pagan) ☾☽
- 27th–29th **Shemini Atzeret and Simchat Torah** (Judaism) ☆

### Mental Health Support Links including Emergency Contacts:

If you find yourself or someone you know experiencing a Mental Health Crisis or emergency, please know that support is available:

**Call 999** if you or someone you know experiences an acute life-threatening medical or mental health emergency.

**Contact NHS 24 – Free phone: 111**

[Edinburgh Crisis Centre](#) to discuss a mental health crisis

NHS Emergency Mental Health Assessment Service  
- **0131 537 6000**

[Contact a Samaritan](#) – **116 123**

[Breathing Space Scotland](#) - **0800 83 85 87**

Edinburgh Night Line - Confidential Support for Students 8pm-8am term-time - **0131 557 4444**

### Staff Wellbeing Support Links:

[Be Supported](#) – Confidential counselling service

[Together All](#) – An online mental health support service

[Able Futures](#) – Confidential ongoing support from a qualified mental health professional

AXA First Call – Professional counselling service to support staff who have experience a traumatic event, personal crisis or endured loss

### Student Wellbeing Support Links:

[Together All](#) – An online mental health support service  
[Student Services, Wellbeing Support Page](#)

Louise Gill, Wellbeing Adviser - [wellbeing@qmu.ac.uk](mailto:wellbeing@qmu.ac.uk)

### External Support for all:

[How to Improve Your Mental Health](#) (Mind Org)

[Self Help Support for Anxiety](#) (NHS)

[Mental Health Support around Edinburgh](#) (iThrive)

[Mental Health Support in East Lothian](#) (East Space)



**World Deaf Day** 25th (last sunday of Sept)



## Lets All “Dig deep, Look Closer, Think Bigger”

The University’s Declaration of Anti-Racism, published on 14 August 2020, reads: ‘Racism exists on our campuses and in our society. Call it what it is and reject it in all its forms. We stand united against racism.’ Recognition of institutional racism is the first step in making our University community a better place for all, and so it remains crucial to think of ways in which we can become better. Black History Month (BHM) gives us the opportunity to recognise the contribution to and achievements of Black people to British society, and it is an opportunity for us all to “dig deep, look closer and think harder” about racism, its legacy, and ways in which we can actively challenge negative stereotypes. Since May this year, the Principal will be leading a Race Equality Steering Group, whose primary purpose will be how we can foster an anti-racist culture of understanding.

### How Black History Month began...

As popular historian, Professor David Olusoga tells us: People from African and Caribbean backgrounds have been central to British history for centuries, but their value and contribution to society remains overlooked, ignored or distorted. Black History Month (BHM) reminds us to highlight Black history and to commemorate the injustices still perpetuated on Black people in Britain.

In 1926, historian Carter G Woodson established the first US Black History Week. Woodson wanted to promote black history teaching in schools. In 1976, this week of commemoration became a month. After visiting America in the 1970s, Akyaaba Addai Sebo, a special projects officer at the Greater London Council, founded the UK’s version of Black History Month in 1987. It is thought that October was selected because it coincides with the start of the school year, providing schools with the opportunity to highlight the importance of BHM and to prevent bullying and racism during the rest of the school year.

### Quick links

[Black History Month Scotland](#)

[Black History Month – online events to access](#)

[Black History Month – Scotland Events](#)

[What is Black History Month and why does it matter – BBC Article](#)

[Black History Month – Teachers Resource](#)

[“Ideally, we wouldn’t need a Black History Month because Black people exist every day of the year” Advance HE Article](#)

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### Key Dates to Note

- 1st **Vegetarian Day**
- 4th–10th **Dyslexia Awareness Week**
- 9th–15th **Baby Loss Awareness Week**
- 10th **World Mental Health Day**
- 18th **Menopause Awareness Day**
- 20th **International Pronouns Day**

### Religious dates

- 7th–14th **Sharad Navratri** (Hindu) ॐ
- 15th **Dusherra\*\*** (Hindu) ॐ
- 19th **Milad un-Nabi\*** (Islam) ☾
- 20th **Installation of Scriptures as Guru Granth** (Sikh) ॐ
- 31st **All Hallow’s Eve** (Christian) †
- 31st **Samhain/Hallowe’en** (Wicca/Pagan) ☾☽



Menopause Awareness Day 18th October



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## We will Stand Up and Take Action

At QMU, we are lucky to have an active and vibrant staff and student population across many different belief systems. We believe all forms of Islamophobia are unacceptable. Islamophobia has been described as ‘an exaggerated or irrational fear, hatred and hostility towards Islam and Muslims perpetuated by negative stereotypes resulting in bias, discrimination and marginalisation of Muslims from civic social and political life’. We encourage all staff and students to Speak Up and Stand Up to all forms of problematic behaviour.

Islamophobia Awareness Month (IAM) was founded in Britain in 2012 to deconstruct and challenge the stereotypes about Islam and Muslims. The campaign, taking central stage every November, raises awareness within society of how Muslims are discriminated against in various spheres, along with providing information on the positive contributions of British Muslims to the UK.

Studies have shown that mainstream media, when referring to Muslims, on average uses 21 negative terms for every neutral or positive term. There is also a continued tendency to use inaccurate, discriminatory and insulting headlines targeting Muslim communities on a regular basis, with no adequate sanction against or deterrent for newspapers, and thousands of Islamophobic tweets are still sent out every day, unhindered, on social media platforms.

IAM helps break down barriers and challenges incorrect stereotypes people may hold about Muslims, as well as providing an avenue for people of other backgrounds to engage with Muslim traditions and customs so that, through increased knowledge, there is also a growing understanding.

**On 30 November, St Andrews Day in Scotland,** at QMU we will hold a special day of workshops around the theme of Travellers, Gypsy and Roma people’s culture in Scotland. With events all day throughout the campus, keep an eye out for special announcements!

### Quick links

- [Islamophobia Awareness Month - Website](#)
- [MEND – Muslim Engagement and Development – Articles](#)
- [Scotland’s Islamophobia Report](#)

### Key Dates to Note

- 3rd **National Stress Awareness day**
- 13th **World Kindness Day**
- 14th **Remembrance Day**
- 19th **International Men’s day**
- 13th–19th **Anti-Bullying Week**
- 13th–19th **Trans Awareness Week**
- 20th **Transgender Day of Remembrance**
- 25th Nov–9th Dec **16 Days of Action Against Gender Based Violence**

### Religious dates

- 1st **All Saints’ Day** (Christian) †
- 2nd **All Souls’ Day** (Christian) †
- 4th **Diwali** (Hindu, Jain, Sikh) ॐ ॐ ॐ
- 6th **Birth of the Báb** (Bahá’í) ☼
- 7th **Birth of Bahá’u’lláh** (Bahá’í) ☼
- 10th **Chhath Puja** (Hindu) ॐ
- 19th **Kartik Purnima** (Hindu, Jain, Sikh) ॐ ॐ ॐ
- 19th **Guru Nanak Dev Sahib Bday** (Sikh) ॐ
- 25th **Day of the Covenant** (Bahá’í) ☼
- 27th **Ascension of ‘Abdu’l-Bahá** (Bahá’í) ☼
- 28th–6th **Chanukkah** (Judaism) ⚡



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## Valuing all members of Our Community

At QMU we value the need for support, recognition and awareness of all types of disability, whether visible or invisible to ensure access and opportunity are available at each point in the student and staff member's journey.

3 December marks the United Nations' International Day of Persons with Disabilities, making it our choice of focus for the duration of the month. The World Health Organisation estimates disabled people make up 10% of the population - around 650 million people - of which 11 million are in the UK. Whilst progress is always being made, there continue to be barriers to full equality and inclusion of disabled people in our society.

There is a wide variety of disabilities, including physical, sensory, intellectual and mental. You might not always see someone's disability and it's important that we all recognize that a person may need support or have specific needs in a way that isn't immediately obvious.

We also understand that help and support come in many forms whether that is practical, for example through financial assistance, equipment or by providing access and mobility support; to mental and psychological support, providing counselling or listening services, education and learning assistance, and by creating a welcoming, friendly environment where members of our community who are disabled are treated as equals and with respect.

We have a dedicated disability team on campus made up of advisers supporting our student community. They can coordinate specialist support, for example providing software and IT systems designed specifically to cater to individual disability needs or setting students up a Study Skills Mentor or wellbeing adviser to help support with learning needs or anxiety and depression.

### Key Dates to Note

- 1st **Worlds AIDs Day**
- 2nd **International Day for the Abolition of Slavery**
- 8th **Pansexual Awareness Day**
- 10th **Human Rights Day**

### Religious dates

- 8th **Bodhi Day** (Buddhist) ☸
- 14th **Fast of Tevet 10** (Judaism) ✡
- 14th **Gita Jayanti** (Hindu) ॐ
- 16th **Dhanu Sankranti** (Hindu) ॐ
- 21st **Winter Solstice/Yule** (Wicca/Pagan) ☾☽
- 25th **Christmas Day** (Christian) ✝
- 28th **Holy Innocents** (Christian) ✝

### Student Support Services:

- [Student Disability Support Website](#)
- [How to make the most out of your studies – Callum McEachern](#)
- [How to use the Library: Support for students with disabilities](#)

### Staff Support Services:

- [Access to Work](#)
- [Able Futures](#)
- [Be Supported](#)

### External links:

- [UK Disability Awareness Month](#)



World AIDs Day