



2024
EQUALITIES
CALENDAR

Equality is at the heart of UNISON. We challenge discrimination and win equality in the workplace and beyond. It is all our responsibility to ensure that we campaign for equality in UNISON. 2024 is the Year of LGBT+ Workers, and our equality program.

Within Yorkshire and Humberside when we talk about equality and diversity, as a basic descriptor it is:


- Equality means ensuring we campaign and negotiate to ensure that everyone at work has equal opportunities, regardless of their abilities, their background or their lifestyle.
- Diversity means appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles with respect.

Self-organised groups for members who experience particular types of prejudice and discrimination are a key tool that is used to encourage participation in the union and you will see this highlighted in this calendar of events.

These groups meet locally and nationally to discuss, campaign and organise around the specific issues that affect them. They help UNISON understand equality and meet our equality aims.

Our four self-organised groups are for black members; disabled members; lesbian, gay, bisexual and transgender plus members; and women members. We also have equality groups for young members and retired members.

As the senior lay and staff leaders in the region we are committed to do all we can to support the equality agenda of the union, and hope this calendar allows you to participate in equality events.


Wendy Nichols
Regional Convenor




Karen Loughlin
Regional Secretary




This interactive calendar contains links to events and campaigns throughout the year which you can use in your plans to promote and campaign around equality issues. It will be updated throughout the year to include new training events, new campaigns and other relevant information.

For a full list of religious / cultural dates - please see the last page.

JANUARY 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 New Year's day	2	3	4 World braille day	5	6	7
8	9	10	11	12	13	14
15 Martin Luther King day	16	17	18	19	20	21 World religion day
22	23	24 International day of education	25 Robert Burns Night	26	27 Holocaust memorial day	28
29	30	31				

BLACK MEMBERS CONFERENCE
FRI 19 - SUN 21 JANUARY
BRIGHTON



Cervical Cancer
 Awareness
 Month



Thyroid
 Awareness
 Month



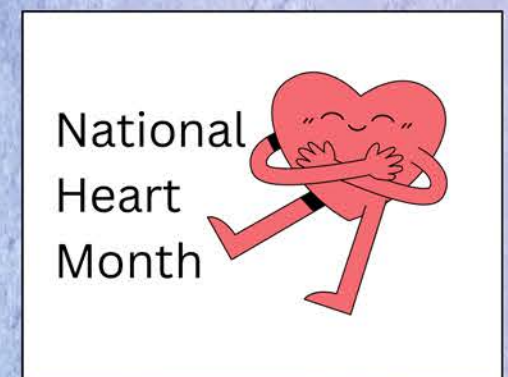
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FEBRUARY 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1 World hijab day Time to talk day	2 Regional Training Making Equality Central to your Union Practice	3	4 World cancer day
5	6 International day of zero tolerance to female genital mutilation	7	8	9	10	11 International day of women and girls in science
12 Red hand day for child soldiers	13	14 Valentine's day	15 International childhood cancer day	16	17 Human Spirit Day	18
19	20 World day of social justice	21	22	23	24	25
26	27	28	29			

WOMEN'S CONFERENCE (Brighton)
THUR 15 - SAT 17 FEBRUARY
Higher Education Conference - 1 FEB

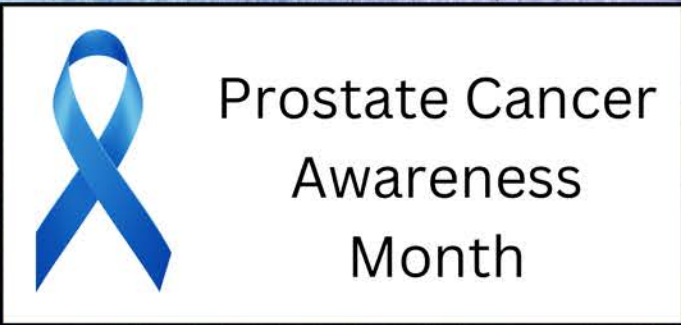
- Race equality week: 5-11 Feb
- Children's mental health week: 5-11 Feb
- Sexual abuse and sexual violence awareness Week: 7-13 Feb
- Heart Union's week: 12-18 Feb



MARCH 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1 Zero discrimination day	2 Self injury awareness day (SIAD)	3 World hearing day
4	5	6 Regional Training Making Equality Central to your Union Practice	7	8 International Women's day	9	10 Mother's day
11	12	13	14	15 International day to combat Islamophobia	16 Disabled access day	17
18	19	20	21 World Down Syndrome Day International day for the elimination of racial discrimination	22	23	24
25 International day of remembrance of the victims of slavery and transatlantic slave trade	26	27	28	29 Bank holiday	30 World bipolar day	31 International transgender day of visibility

- Community Conference: 1-2 March
- TUC Women's Conference: 6-8 March
- Neurodiversity celebration week: 18-24 Mar
- Autism acceptance week: 27 Mar - 2 Apr



APRIL 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2 World autism awareness day	3	4	5	6 International asexuality day	7 World health day
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22 Stephen Lawrence day	23	24	25	26 International lesbian visibility day	27	28 International workers memorial day
29	30					

**HEALTH CONFERENCE
MON 8 - WED 10 APRIL
BRIGHTON**


- National stalking awareness week: 8-12 Apr
- Lesbian visibility week: 22-28 Apr
- Multiple sclerosis awareness week: 22-28 Apr
- TUC Black Workers Conference: 26-28 April
- Bowel cancer awareness month




MAY 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 International workers day	2	3	4	5 International Family Equality Day
6 May Day Bank Holiday	7	8	9	10	11	12
13	14	15 International day of families	16 Global accessibility awareness day	17 International day against homophobia, biphobia and transphobia	18 UNISON Branch Equalities Officer Training	19 UNISON Branch Equalities Officer Training
20	21 World day for cultural diversity for dialogue & development	22 International day for biological diversity	23	24 Pansexual visibility day	25	26
27 Spring Bank Holiday	28	29	30	31		

- Deaf awareness week: 6-12 May
- Coeliac UK awareness week: 13-19 May
- TUC Disabled Workers Conference: 21-22 May






Mental health awareness month



Stroke awareness month

JUNE 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
 Stillbirth & neonatal death awareness month	 Gypsy, Roma & Traveller History Month	 Motor neurone disease & Scleroderma awareness months			1 York Pride	2
3	4	5	6	7	8 Rotherham Pride	9
10	11	12	13	14	15 Kirklees Pride	16
17	18 Autistic pride day	19	20 UNHCR world refugee day	21	22 National Windrush day	23 International women in engineering day
24	25	26	27	28	29 Ilkley Pride	30

**WET CONFERENCE
SUN 16 JUNE, BRIGHTON**

**ENERGY CONFERENCE
MON 17 JUNE, BRIGHTON**

**LOCAL GOVERNMENT CONFERENCE
SUN 16-MON 17, BRIGHTON**

**NATIONAL DELEGATES CONFERENCE
TUES 18-FRI 21 JUNE, BRIGHTON**

- Carers week: 10-16 Jun
- International men's health week: 10-16 Jun
- Refugee week: 17-23 Jun
- Learning disabilities week: 17-23 Jun
- School diversity week: 24-28 Jun
- TUC LGBT+ Conference: 27-28 June




Pride Month


JULY 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2	3	4	5	6 Bridlington Pride	7
8	9	10	11	12	13 Wakefield Pride Barnsley Pride	14 International non-binary people's day
15	16	17	18 Nelson Mandela day South Asian heritage month begins	19	20	21 Leeds Pride
22	23	24	25	26	27 Hull Pride	28 Pontefract Pride
29	30	31 National Trans Pride Day				


- South Asian Heritage Month 18 July - 17 Aug



Disability pride month




South Asian heritage month




UV safety awareness month

AUGUST 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1	2	3	4
5	6	7	8	9 International day of world's indigenous people	10 Doncaster Pride	11
12 International Youth Day	13	14	15	16	17	18
19 World humanitarian day	20	21	22 International day commemorating the victims of acts of violence based on religion or belief	23 International day for the remembrance of the slave trade & its abolition	24	25
26 Late Summer Bank Holiday	27	28	29	30	31	



1 August
Yorkshire Day



Paralympic Games
28 Aug - 8 Sep



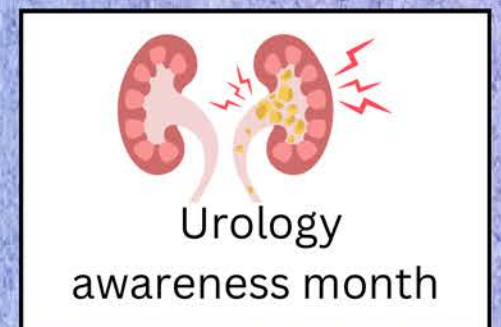
PARIS 2024



SEPTEMBER 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1
2	3	4	5	6	7	8
9	10 World suicide prevention day	11	12	13 World afro day's 'big hair assembly'	14	15
16	17	18 International Equal Pay Day	19	20	21 UN international day of peace World Alzheimer's day Scarborough Pride	22
23 Bi-visibility day International day of sign languages	24	25	26	27	28	29/30

• International Inclusion Week: 23 - 29 Sep



OCTOBER 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	Anniversary of the intro of the Equality Act 1 International day of the older persons	2	3	4	5	6 World cerebral palsy day
7	8	9	10 World sight day World mental health day	11 National coming out day International day of the girl child	12	13
14	15 International day of rural women	16 International pronouns day	17 International day for the eradication of poverty	18 Antislavery day World menopause day Show Racism the Red Card's wear red day	19	20
21	22	23	24	25	26 Intersex Awareness Day	27
28	29 World stroke day	30	31			

RETIRED MEMBERS CONFERENCE
TUES 8-WED 9 OCTOBER
LLANDUDNO

POLICE & JUSTICE CONFERENCE
THURS 10-FRI 11 OCTOBER
LLANDUDNO

DISABLED MEMBERS CONFERENCE
SAT 26-MON 28 OCTOBER
BRIGHTON

- Hate Crime Awareness Week 2024 - TBC
- Breast cancer awareness month
- Down syndrome awareness month
- Lupus awareness month
- Global diversity awareness month



NOVEMBER 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	3
4	5	6	7	8 Intersex day of solidarity	9 Regional Training SOG Branch Officers	10 Remembrance Sunday
11 Armistice day	12	13 World kindness day	14 World diabetes day Disability History month starts	15	16 International day of tolerance	17
18	19 International men's day	20 Transgender Day of Remembrance	21	22	23	24
25 International Day for the Elimination of Violence Against Women	26	27	28	29	30	

LGBT+ CONFERENCE
FRI 15- SUN 17 NOVEMBER
TBC

YOUNG MEMBERS CONFERENCE
FRI 29 NOV - SUN 1 DEC
TBC

- Anti bullying week 14-18 Nov
- Transgender Awareness Week 13-19 Nov
- Chronic obstructive pulmonary disease awareness month
- UK inter faith week: 10-17 Nov
- Lung , Pancreatic and Mouth cancer awareness month

Islamophobia
 Awareness
 Month

 Men's
 health
 awareness
 month

Disability history
 month (starts)



DECEMBER 2024

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 World AIDS day
2 International day for the abolition of slavery	3 International Day for persons with Disabilities	4	5	6	7	8
9	10 Human rights day	11	12	13	14	15
16	17	18 International Migrants Day	19	20 International Human Solidarity Day	21	22
23	24	25 Christmas day	26 Boxing day	27	28/29	30/31 New Years Eve



Human Rights awareness month



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JANUARY

- 1 – Solemnity of Mary, mother of God (Catholic Christian)
- 1 – Gantan-sai (new year) (Shinto)
- 5 – Twelfth night (Christian)
- 6 – Epiphany (Christian)
- 7 – Feast of the nativity (Orthodox Christian)
- 7 – Baptism of the lord Jesus (Catholic Christian)
- 8 – Seijin no Hi (Shinto)
- 13 – Lohri/Maghi (Hindu & Sikh)
- 14 – Old new year (Orthodox Christian)
- 15 – Makar Sankranti ** (Hindu)
- 15-18 – Pongal ** (Hindu)
- 18-25 – Week of prayer for Christian unity (Christian)
- 20 – Timkat Ethiopian (Orthodox Christian)
- 25 – Conversion of saint Paul (Christian)
- 25 – Thaipusam ** (Hindu)
- 25 – Tu B'Shvat * (Judaism)
- 25-27 – Mahayana new year ** (Buddhist)

FEBRUARY

- 2 – Imbolc*/Candlemas (Wicca & Pagan)
- 3 – Setsunbun-sai (Shinto)
- 7 – Lailat al-Miraj * (Islam)
- 10 – Losar begins (Buddhist)
- 10 – Lunar new year (Confucian, Daoist and Buddhist)
- 13 – Shrove Tuesday (Christian)
- 14 – Ash Wednesday (start of Lent) (Christian)
- 14 – Valentine's day (Christian)
- 14 – Vasant Panchami ** (Hindu, Sikh and Jain)
- 15 – Nirvana day (Buddhist)
- 18 – Zacchaeus Sunday (Orthodox Christian)
- 22 – Feast of the chair of saint Peter (Catholic Christian)
- 24 – Magha Puja ** (Buddhist)
- 25 – Triodion begins (Orthodox Christian)
- 25 – Lailat al Bara'ah * (Islam)
- 26-29 – Intercalary days * (Baha'i)

MARCH

- 1 – St David's day (Christian)
- 1 – Nineteen-day fast begins (Baha'i)
- 3 – Sunday of the prodigal son (Orthodox Christian)
- 8 – Maha Shivratri ** (Hindu)
- 9 – Saturday of souls (Orthodox Christian)
- 10 – Meatfare Sunday (Orthodox Christian)
- 11 – Ramadan * begins (Islam)
- 14 – Nanakshahi (new year) (Sikh)
- 16 – Saturday of souls (Orthodox Christian)
- 17 – Cheesefare Sunday (Orthodox Christian)
- 17 – St Patrick's day (Christian)
- 18 – Great Lent begins (Orthodox Christian)
- 19 – Feast of saint Joseph (Christian)
- 20 – Ostara (Wicca & Pagan)
- 20 – Nowruz (new year) (Persian and (Zoroastrian))
- 20 – Naw-Rúz * (Bahá'í)
- 23 – Saturday of souls (Orthodox Christian)
- 24 – Purim * (Judaism)
- 24 – Holika Dahan (Hindu)
- 24 – Palm Sunday (Christian)
- 24 – Feast of Orthodoxy (Orthodox Christian)
- 25 – Annunciation to the Theotokos (Orthodox Christian)
- 25 – Annunciation of the virgin Mary (Christian)
- 25-27 – Hola Mohalla (Sikh)
- 26 – Holi * (Hindu)
- 26 – Khordad Sal (Zoroastrian)
- 28 – Maundy Thursday (Christian)
- 29 – Good Friday (Christian)
- 31 – Easter Sunday (Christian)

* HOLY DAY THAT USUALLY BEGINS IN THE EVENING OR AT SUNSET OF THE PREVIOUS DAY

** DATE MAY VARY TO THIS BECAUSE OF RELIGIOUS CUSTOMS

APRIL

1 – Easter Monday (Christian)
6 – Laylat al-Qadr ** (Islam)
9 – Chaitra Navratri begins (Hindu)
9 – Ugadi (new year) (Hindu)
10 – Eid al-Fitr * (Islam)
13 – Songkran (Thai new year) (Buddhist)
13 – Vaisakhi (Sikh)
14 – Puthandu (Hindu)
15 – Navpad Oli begins (Jain)
17 – Rama Navami (Hindu)
18 – Birthday of Guru Angad Dev (Sikh)
21 – First day of Ridvan * (Baha'i)
21 – Mahavir Janma Kalyanak (Jain)
21 – Grounation day (Rastafari)
23 – Saint George's day (Christian)
23 – Hanuman Jayanti (Hindu)
23-30 – Passover * (Judaism)
24-26 – Theravada new year ** (Buddhist)
25 – Feast of saint Mark the evangelist (Catholic Christian)
27 – Lazarus Saturday (Orthodox Christian)
28 – Palm Sunday (Orthodox Christian)
29 – Ninth day of Ridvan * (Baha'i)
30 – Saint James the great's day (Orthodox Christian)

MAY

1 – Beltane * (Wicca & Pagan)
2 – Twelfth day of Ridvan * (Baha'i)
3 – Feast of saints Philip and James (Catholic Christian)
3 – Holy Friday (Orthodox Christian)
5 – Pascha (Easter) (Orthodox Christian)
6 – Yom HaShoah * (Judaism)
9 – Feast of the ascension (Christian)
10 – Akshaya Tritiya (Hindu and Jain)
13 – Yom HaZikaron * (Judaism)
14 – Yom Ha'Atzmaut * (Judaism)
14 – Feast of saint Matthias (Catholic Christian) 19 – Pentecost (Christian)
23 – Birthday of Guru Amar Das (Sikh)
23 – Vesak (Buddhist)
23 – Declaration of the Báb * (Baha'i)
26 – Lag BaOmer * (Judaism)
26 – Trinity Sunday (Christian)
29 – Ascension of Baha'u'llah * (Baha'i)
30 – The feast of Corpus Christi (Catholic Christian)
31 – Visitation of the blessed virgin Mary (Catholic Christian)

MARCH

5 – Yom Yerushalayim * (Judaism)
7 – Feast of the sacred heart of Jesus (Catholic Christian)
12-13 – Shavuot * (Judaism)
13 – Feast of the ascension (Orthodox Christian) 15-19 – Hajj * (Islam)
16 – Waqf al Arafa * (Islam)
16 – Martyrdom of Guru Arjan Dev (Sikh)
17-20 – Eid al-Adha * (Islam)
20 – Litha (Wicca & Pagan)
22 – Saturday of souls (Orthodox Christian)
23 – Pentecost (Orthodox Christian)
24 – Nativity of saint John the baptist (Christian) 25 – Eid al-Ghadir * (Islam)
29 – Feast of saints Peter and Paul (Christian)

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** DATE MAY VARY TO THIS BECAUSE OF RELIGIOUS CUSTOMS

JULY

1 – The apostles' fast begins (Orthodox Christian) 3 – Feast of the saint Thomas the apostle (Christian)
5 – Birthday of Guru Hargobind (Sikh)
7 – (Islam)ic new year * (Islam)
9 – Martyrdom of the Báb (Baha'i)
15 – Saint Vladimir the great day (Orthodox Christian)
17 – Ashura * (Islam)
21 – Asalha Puja (Dharma day) (Buddhist)
22 – Feast of saint Mary Magdalene (Christian) 23 – Birthday of Guru Har Krishan (Sikh)
23 – Birthday of emperor Haile Selassie (Rastafari)
24 – Pioneer day Mormon (Christian)
25 – Saint James the great's day (Christian)

AUGUST

1 – Lammas (Christian)
1 – Lughnasadh (Wicca & Pagan)
1 – Fast in honour of the holy mother of the lord Jesus (Orthodox Christian)
6 – Feast of transfiguration (Christian)
6 – Transfiguration of the lord (Orthodox Christian)
10 – Feast of saint Lawrence (Christian)
13 – Tish'a B'av * (Judaism)
13-15 – Obon ** (Buddhist)
15 – Assumption of Mary (Catholic Christian)
15 – Dormition of the Theotokos (Orthodox Christian)
19 – The 15th of Av * (Judaism)
19 – Raksha Bandhan (Hindu)
22 – Feast of the queenship of Mary (Catholic Christian)
24 – Feast of saint Bartholomew the apostle (Christian)
26 – Krishna Janmashtami ** (Hindu)
26 – Arba'een * (Islam)
29 – Beheading of saint John the baptist (Christian)
31 – Paryushana Parvarambha begins ** (Jain)

SEPTEMBER

1 – Ecclesiastical year begins (Orthodox Christian)
7 – Samvatsari (Jain)
7 – Ganesh Chaturthi (Hindu)
8 – Feast of the birth of the virgin Mary (Christian)
8 – Nativity of the Theotokos (Orthodox Christian)
14 – Feast of the cross (Christian)
16 – Mawlid al-Nabi * (Islam)
17 – Anant Chaturdashi ** (Hindu)
21 – Feast of saint Matthew (Christian)
22 – Mabon (Wicca & Pagan)
27 – Meskel Ethiopian (Orthodox Christian)
29 – Feast of saint Michael and all angels (Christian)

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OCTOBER

- 2 – Feast of the guardian angels (Catholic Christian)
- 3 – Sharada Navaratri begins ** (Hindu)
- 3-4 – Rosh Hashanah * (Judaism)
- 4 – Feast of St Francis of Assisi (Christian)
- 6 – Fast of Gedaliah (Judaism)
- 9 – Birthday of Guru Ram Das (Sikh)
- 12 – Yom Kippur * (Judaism)
- 12 – Dussehra ** (Hindu)
- 17-23 – Sukkot * (Judaism)
- 18 – Feast of saint Luke (Christian)
- 20 – Birthday of the Guru Granth (Sikh)
- 24 – Shemini Atzeret * (Judaism)
- 25 – Simchat Torah * (Judaism)
- 28 – Feast of saints Simon and Jude (Christian)
- 31 – All Hallows' eve (Christian)
- 31 – Reformation day Protestant (Christian)

NOVEMBER

- 1 – Diwali ** (Hindu, Sikh and Jain)
- 1 – Bandi Chhor Divas (Sikh)
- 1 – Feast of all the saints (Christian)
- 1 – Samhain * (Wicca & Pagan)
- 2 – All souls' day (Christian)
- 2 – Coronation of emperor Haile Selassie I (Rastafari)
- 3 – Birth of the Báb * (Baha'i)
- 4 – Birth of Baha'u'llah * (Baha'i)
- 7 – Chhath Puja (Hindu)
- 9 – Feast of the dedication of the Archbasilica (Catholic Christian)
- 15 – Birthday of Guru Nanak Dev (Sikh)
- 15 – Nativity fast begins (Orthodox Christian)
- 21 – Presentation of the Theotokos (Orthodox Christian)
- 24 – Martyrdom of Guru Tegh Bahadur (Sikh)
- 24 – Feast of Christ the King (Christian)
- 25 – Day of the Covenant * (Baha'i)
- 27 – Ascension of Abdu'l-Bahá * (Baha'i)
- 30 – Saint Andrew's day (Christian)

DECEMBER

- 1 – Advent Sunday (Christian)
- 6 – Feast of saint Nicholas (Christian)
- 8 – Feast of the immaculate conception (Catholic Christian)
- 8 – Rohatsu (Bodhi day) (Buddhist)
- 11 – Gita Jayanti (Hindu)
- 12 – Feast of our lady of Guadalupe (Catholic Christian)
- 15 – Dhanu Sankranti ** (Hindu)
- 16 – Las Posadas starts (Christian)
- 21 – Yule (Wicca & Pagan)
- 24 – Christmas eve (Christian)
- 25 – Christmas day (Christian)
- 25 – Feast of the nativity of our lord (Orthodox Christian)
- 26 – Feast of saint Stephen (Christian)
- 26 – Zartosht no-diso (Zoroastrian)
- 26 Dec-2 Jan – Hanukkah * (Judaism)
- 28 – Holy innocents' day (Christian)
- 29 – Feast of the holy family (Catholic Christian)
- 31 – Watch night (Christian)

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