



Equality and
Diversity

CALENDAR 2012



The London School of Economics and Political Science regards equality and diversity as integral to its priorities and objectives. It seeks to ensure that people are treated equitably regardless of age, disability, race, nationality, ethnic or national origin, gender, religion, sexual orientation or personal circumstances.

For more information about Equality and Diversity at LSE, please visit lse.ac.uk/equalityanddiversity

The School also encourages all its members to engage and participate in the equality and diversity agenda. [The Equality and Diversity at LSE blog](#) has been set up to serve this aim.

This calendar seeks to engage with several, often overlapping, themes and issues of relevance to equality and diversity. Though effort has been made to incorporate as many strands as possible, it might be that the calendar does not, with constraints of space, give equal weight to each.

The calendar contains dates for relevant events and programmes. It is a living document that will be updated throughout the year to showcase forthcoming events relating to the School's Equality and Diversity agenda. Please [contact the Equality and Diversity team](#) if you would like your event to feature in the calendar.

redefining difference





*"I love you when you bow in your mosque, kneel in your temple, pray in your church.
For you and I are sons of one religion, and it is the spirit." – Kahlil Gibran*

15th of January is World Religion Day. The day aims to foster inter-faith understanding and harmony.

Those who hold a religion or belief (including non-belief and philosophical beliefs) are protected from discrimination and harassment under the Equality Act 2010.

The School supports inter-faith and inter-cultural dialogue and understanding and endeavours to engage its staff and students to play a full and active role in wider engagement with society.

LSE provides [support](#) to any student (of any religion or belief) who seeks it and promotes cohesion within the wider LSE community. There is a Muslim prayer room in the basement of King's Chambers.

By 2013, the School will have a purpose-built Interfaith Prayer Centre in LSE's New Students' Centre which will also host multi-faith and private prayer rooms.





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						New Year 1
School closure 2	3	4	Sikh: Guru Gobind Singh's birthday 5	6	7	Christian: Twelfth Night 8
Lent Term begins 9	10	11	12	13	Hindu: Makar Sankranti 14	Sikh: Lohri; World Religion Day 15
16	17	18	19	20	21	22
Chinese New Year 23	24	25	26	27	28	29
30	Deadline for application for arrangements for the observance of religious holidays 31					





FEBRUARY



Gay Day in Holland Park organised by the Gay Liberation Front, 1973

February is LGBT History Month in the UK. It is marked to celebrate the history of Lesbian, Gay, Bisexual and Transgender rights movement and associated struggles.

The Gay Liberation Front, which led the early LGBT movement in the UK, was founded in a basement classroom in the Clare Market building at LSE.

Today, LSE holds the largest archive of LGBT history in the UK, called the [Hall-Carpenter archives](#).

LSE staff and students are still very active in promoting debate on LGBT issues. The LGBT staff group, [SPECTRUM](#) and the [LSESU LGBT Society](#) organise various events throughout the academic year.





FEBRUARY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		LGBT History Month 1	2	3	Islam: Milad-un-Nabi 4	5
Beefcake: Gay bodies, gym culture and identity, spectrum@lse.ac.uk 6	7	LGBT History Month Film Night (Breaking the surface: the Greg Louganis story), spectrum@lse.ac.uk 8	9	10	11	12
13	Christian: Saint Valentine's Day 14	Buddhist: Nirvana Day 15	LGBT History Month Film Night (Training Rules: lesbian basketball documentary), spectrum@lse.ac.uk 16	17	18	19
Hindu: Mahashivratri 20	21	Christian: Ash Wednesday (Lent begins); LGBT History Month Quiz and drinks reception, spectrum@lse.ac.uk 22	LGBT History Month Archive session, spectrum@lse.ac.uk 23	24	25	26
Sleep Well Workshop for students, lse.ac.uk/tlc/training 27	Mindfulness and stress management workshop for students, lse.ac.uk/tlc/training 28	29				





LSE Women's Hockey Team, 1920-21

March is Women's History Month with 8 March marked as International Women's Day. The month celebrates the achievements of women's struggle for equality and focuses on what remains to be done.

Each year, LSE nominates an [Adviser to Female Students](#) who is available to discuss issues of concern to women students in the School and to offer advice and support to women students with personal problems.

For advice for pregnant students or those with children, please see [Student Support Services](#).

LSESU has appointed a Women's Officer who can be contacted at su.womens@lse.ac.uk. The Women's Officer campaigns on issues of interest to women and men and coordinates and organises related events.

If you are a staff member at LSE, you can join the Gender Equality Forum, a network of women across LSE committed to addressing gender inequality in pay, access and culture.





MARCH

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			Women's History Month 1	Baha'i: Nineteen Days Fast begins 2	3	4
5	6	7	International Women's Day; Hindu: Holi; Buddhist: Magha Puja 8	Sikh: Hola Mohalla 9	10	11
12	13	End of term review for MSc students, lse.ac.uk/tlc/training 14	15	Lent Term ends 16	Christian: St Patrick's Day 17	Mothering Sunday/ Mothers' Day 18 Deadline to apply for Special Exam Arrangements (email disability-dyslexia@lse.ac.uk)
19	Zoroastrian, Baha'i: NouRoz; Pagan: Spring Equinox 20	International Day for Elimination of Racial Discrimination 21	22	23	24	25
26	27	28	29	30	31	





"You are as young as your faith, as old as your doubt; as young as your self-confidence, as old as your fear; as young as your hope, as old as your despair." - Douglas MacArthur

Age is one of the protected characteristics under the Equality Act 2010. Discrimination, harassment or victimisation on the basis of age, called ageism, is unlawful.

It is often mistakenly believed that the 'young' and the 'old' always have different values and thoughts. While young people may be treated as 'inexperienced' and 'immature', older people are often portrayed as having low work efficiency and less enthusiasm. Such generalisations and stereotypes must be avoided.

Law around the Default Retirement Age has been changed. For more information, please check Human Resources' [Age Regulations](#).

LSE welcomes mature students and values the contribution they make to the School community. LSESU's Mature Students' Officer can be contacted at su.mature@lse.ac.uk



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						Hindu: Ramnavami 1
2	3	4	School closure Christian: Maundy Thursday 5	School closure Good Friday 6	School closure Jewish: Pesach (Passover) 7	School closure Christian: Easter 8
School closure 9	School closure 10	School closure 11	12	13	Guru Nanak's birthday 14	15
16	17	18	19	20	Baha'i: First day of Ridvan 21	22
Summer Term begins 23	24	25	26	27	28	29
30						





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MAY



21 May is the World Day for Cultural Diversity for Dialogue and Development, commonly known as Diversity Day. The Day provides us with an opportunity to deepen our understanding of the values of cultural diversity and to learn to 'live together' better.

LSE boasts of one of the most multicultural, multilingual and international campuses in the UK and is a vibrant place to study and work.

LSE's International Students' Officer coordinates cultural diversity on campus and works with students and societies to promote events and campaigns with an international flavour. The International Students' Officer can be contacted at su.international@lse.ac.uk

"We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams." - Jimmy Carter





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	Pagan: Beltane 1	2	3	4	5	Buddhist: Visakha Puja 6
School closure 7	8	9	10	11	12	13
Undergraduate exams begin 14	International Day of Families 15	16	International Day Against Transphobia & Homophobia 17	18	19	20
World Day for Cultural Diversity 21	22	23	24	25	Jewish: Shavuot (begins) 26	27
Graduate exams begin* 28	Baha'i: Ascension of Baha'u'llah 29	30	31			

*(some departments may schedule exams from the 8th of May)





“Disability is not a brave struggle or ‘courage in the face of adversity.’ Disability is an art. It’s an ingenious way to live.” - Neil Marcus

18-24 June is the Learning Disability Week.

Did you know it is estimated that 70% of disabled people in the UK have hidden or invisible disabilities? These may include learning disabilities (such as dyslexia and dyspraxia), mental health difficulties, HIV etc.

To contact LSE’s Dyslexia advisers and Neurodiversity team, please see [Who’s Who](#) at the Disability and Wellbeing Service.

LSE hosts [Brain.HE](#), a non-commercial/non-profit-making resource website for achievement and intervention re Neurodiversity in higher education.

The Neurodiversity Service also has a [Moodle site](#) where you can get answers to your questions.





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	Christian: Trinity Sunday 3
School closure 4	School closure 5	6	7	8	9	10
11	12	Undergraduate exams end 13	14	15	Islam: Lailatul-Miraj; Sikh: Guru Arjun Dev martyrdom 16	Fathers' Day 17
18	19	Pagan: Summer Solstice 20	21	Graduate exams end 22	23	24
25	26	27	28	Summer Term ends 29	30	

18th-24th June Refugee Week, Learning Disability Week, Carers' Week





The rainbow flag has been used as a symbol of lesbian, gay, bisexual, and transgender (LGBT) pride and LGBT social movements since the 1970s.

The annual London Pride will take place on 7 July. The Pride march provides the global LGBT community a chance to come together to celebrate the progress that has been made in achieving equality.

This vibrant event, celebrating diverse sexualities and genders, attracts up to 1 million people every year. Transgender people are an important part of this event.

Under the new definition of 'gender reassignment' in the Equality Act 2010, one doesn't necessarily have to undergo sex/gender change surgery or medical procedure in order to qualify for protection from discrimination and harassment.

For more information contact LSE's LGBT staff network at spectrum@lse.ac.uk and the LSESU LGBT Officer at su.lgbt@lse.ac.uk

"The white light streams down to be broken up by those human prisms into all the colours of the rainbow. Take your own colour in the pattern and be just that." - Charles R. Brown





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1
2	Buddhist: Dharma Day 3	4	5	6	London World Pride 7	8
Baha'i: Martyrdom of the Bab 9	10	11	Summer Presentation Ceremony 12	Summer Presentation Ceremony 13	14	15
16	17	18	19	Islam: Ramadan begins 20	21	22
23	24	25	26	27	28	29
30	31					





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AUGUST



Students in LSE Summer School

LSE is committed to recruiting the best possible students with the highest academic and intellectual potential, regardless of their economic or social background.

However, the School recognises that not all applicants are afforded the same educational opportunities. To this end, in addition to the ongoing general recruitment activities, LSE has been involved with a number of widening participation and access initiatives since 1998, with the aim of raising the aspirations of school and college students

LSE's Widening Participation won the 'Best Widening Participation Programme' award in 2011 for encouraging inner city school students to go to university.

Every year, LSE hosts the 'Black to the Future' conference to encourage African-Caribbean students to aim high. For more information, refer to October.

For more details about LSE's Widening Participation and related activities, please visit [Widening Participation's homepage](#).



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY					
		1	Hindu: Raksha Bandhan	2	3	4	5				
6	7	8	9	Hindu: Krishna Janmashtami	10	11	12				
Shinto: Obon begins	13	14	Christian: Assumption of the Blessed Virgin Mary	15	16	17	18	Islam: Ramadan ends*	19		
20	21	22	23	24	25	26	27	28	29	30	31
School closure											

*Eid-ul-Fitr (depending on the visibility of the moon)





LSE Adult Learners' Week in Houghton Street

This month we celebrate the Work-Life week. The week encourages both employers and employees to reflect on their working practices and promote healthy work-life balance.

LSE promotes good work-life balance through its [Family Friendly Benefits and Policies](#). It has been certified as one of the [Top 30 employers for Working Families](#) and was also a finalist for the Best for Fathers Award 2011.

Through the [Learn for You scheme](#), LSE offers its employees the chance for personal development by taking up hobbies and courses which are entirely unrelated to their day jobs.

For information on parental leave and flexible working, please contact LSE's [Human Resources Division](#).





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	Jewish: Rosh Hashanah 16
17	18	Hinduism: Ganesh Chaturthi 19	20	UN International Day of Peace 21	Autumnal Equinox 22	23
24	25	Jewish: Yom Kippur 26	27	28	29	Jewish: Sukkot (1st day) 30





Frantz Fanon was a French philosopher of African origin and author of 'Black Skin, White Masks', in which he uses psychoanalysis to explain the Black experience in a 'White world'.

"I, the man of colour, want only this: That the tool never possess the man. That the enslavement of man by man cease forever. That is, of one by another. That it be possible for me to discover and to love man, wherever he may be." – Frantz Fanon

October is celebrated as Black History Month in the UK. It aims to promote knowledge of Black history, culture and heritage.

LSE enjoys a wide network of black and ethnic minority staff and students.

Black and ethnic minority staff at LSE have organised a staff network called EMBRACE (Ethnic Minorities Broadening Racial Awareness and Cultural Exchange). To join the network and find out more, please mail embrace@lse.ac.uk

LSESU has appointed an Ant-Racism Officer, who can be contacted on su.anti-racism@lse.ac.uk

This month LSE organises the annual Black to the Future conference to encourage young African-Caribbean students to continue to aim high, celebrate past achievements and involve parents in the decision making process. Check the [conference page](#) for details and dates.





OCTOBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
Black History Month; International Day of Older Persons 1	2	3	Michaelmas Term begins; Freshers' Fair 4	5	6	7
8	9	10	11	12	13	14
15	Hindu: Navaratri (begins) 16	World Day to Overcome Extreme Poverty 17	18	19	20	21
22	23	Hindu: Dussehra; Islam: Hajj (begins) 24	25	Islam: Eid-ul-Adha 26	27	28
29	30	31				





NOVEMBER



If you want to know what a man's like, take a good look at how he treats his inferiors, not his equals." – J.K.Rowling

14 to 18 November is Anti-Bullying Week.

Bullying may be understood as an abuse of power to undermine, humiliate or insult the recipient. Bullying often passes in the name of 'firm management' but behaviour that creates an offensive and intimidating environment is not acceptable.

An intimidating and unfavourable work environment not only affects an individual but also hampers the work output and efficiency of the team and the organisation.

LSE is committed to a working and learning environment where people can achieve their full potential. Read [LSE's Bullying and Harassment Policy](#).

Contact Kevin Haynes on K.J.Haynes@lse.ac.uk to seek advice on bullying and harassment. Students can also make a complaint to the Dean of Graduate Studies or Dean of Undergraduate Studies. Staff members can contact their line manager, trade union representative or [HR Partner](#).

2 November is Stress Awareness Day.

LSE offers free and confidential counselling to both its [staff](#) and [students](#). For more resources, see [Wellbeing and Stress Management](#).





NOVEMBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
				1 Stress Awareness Day	2	3	4
5	6	7	8	International Day Against Fascism and Anti-Semitism	9	10	11
Baha'i: Birth of Baha'u'llah	Hindu; Sikh: Diwali	Islam: Al-Hijra/ Muharram (begins)	14	15	International Day of Tolerance	17	18
19	20	21	22	23	24	25	
26	27	Baha'i: Ascension of Abdu'l-Baha; Sikh: Birthday of Guru Nanak (Lunar calendar)	28	29	30		

14th-18th November – Anti-bullying week





Abnormally Funny People is a group of stand-up comedians, all of whom, but one, are disabled. Abnormally Funny People performed at LSE Disability Identity Conference in 2011.

December is celebrated as Disability History Month in the UK.

LSE subscribes to the social model of disability which asserts that institutional and attitudinal barriers are the cause of a person's disability, not their impairment.

LSE's [Disability and Wellbeing Service](#) is the first point of contact for current and prospective students. If you are a disabled staff member, please see '[Information for disabled staff](#)'.

The School also runs an informal network of disability researchers called the [Disability Equality Research Network](#) (DERN). The group meets once a month and researchers share their work with their peers.

LSE staff members have also organised the Disabled Staff Network for all disabled and non-disabled staff members interested in disability issues. For more information, write to network.disabled.staff@lse.ac.uk.

Disabled students may wish to join [LSE Circles](#), a network of people who provide mutually beneficial support to other students.

LSESU's Disabled Students' Officer can be contacted at su.disability@lse.ac.uk





DECEMBER

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					Disability History Month 1	2
International Day of Disabled People 3	4	International Day of Volunteers & Carers 5	6	7	Buddhist: Bodhi Day; Christian: Feast of the Immaculate Conception; Jewish: Hanukkah (begins) 8	9
International Human Rights Day 10	11	12	13	Michaelmas Term ends, Winter Presentation Ceremony 14	15	16
17	International Migrants' Day, Winter Presentation Ceremony 18	Winter Presentation Ceremony 19	20	School closure 21	22	23
School closure; Christian: Christmas Eve 24	School closure; Christian: Christmas Day 25	School closure; Christian: Boxing Day 26	School closure 27	School closure 28	29	30
School closure 31						





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IMAGES

Thank you to Abnormally Funny People, LSE Library Archives, LSE Perspectives, LSE Widening Participation and School photographer Nigel Stead for the images in the calendar.

January: The Grooms, by Esther van der Ham, from LSE Perspectives

February: Gay Day in Holland Park, 1973, from LSE Library Archives

March: LSE Women's Hockey team, 1920-21, from LSE Library Archives

April: Father and son, by Naresh Bhusal, from LSE Perspectives

May: Portraits, by Xiaoyue Zhao, first prize in LSE Photo Prize exhibition 2011

June: Box, by Maria do Mar Pereira, from LSE Perspectives

July: Relative size, by Andrea M. Buffa, from LSE Perspectives

August: Students in LSE Summer School 2010, LSE Widening Participation

September: LSE Adult Learners' Week, by Nigel Stead, School photographer

October: Before the Pantomime begins, by Guy Mayraz, from LSE Perspectives

November: A small world, by Rasha Al-Dabagh, from LSE Perspectives

December: Abnormally Funny People, photo courtesy Steve Best

