365 Days of Success Through Diversity
Success Through Diversity

Equity & Diversity theme for 2013

Equity and Diversity is hosting a year long celebration of the diversity that makes UWS successful in research, teaching and learning.

The Year recognises that a broad range of perspectives and skills promotes excellence and makes us innovative and able to advance knowledge in a more vigorous fashion.

Our focus will be on culturally and linguistically diverse (CALD) students and staff, as well as other communities such as Aboriginal and Torres Strait Islander peoples, the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community, people with disability and women.

Events will be held across all campuses and we will invite communities from Greater Western Sydney to join us in the celebrations.

For more information go to www.uws.edu.au/successthroughdiversity
In November 2007 the UN General Assembly named February 20 as the annual ‘World Day of Social Justice’.

According to the UN:
“Social Justice is an underlying principle for peaceful and prosperous coexistence within and among nations.”

“We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability. For the United Nations, the pursuit of social justice for all is at the core of our global mission to promote development and human dignity.”

UWS is proud of its social justice record. 60% of our students come from families where neither of their parents went to university.

Find out more about World Day of Social Justice at www.un.org/en/events/socialjusticeday

Tibetan boy holding a pen given by tourists in a camp in Choglamsar, India, which takes care of the education of Tibetan children in exile.
International Women’s Day (IWD) has its origins in the struggles for better working conditions and voting rights for women in the early 1900s.

It was honoured for the first time in 1911 by more than a million people marching for women’s rights in Europe.

In Sydney, IWD was first marked in 1928 at a rally that called for equal pay for equal work.

Today, March 8 International Women’s Day is celebrated globally. It is a day for the community to recognise the achievements of women, the progress that has been made and to reflect on the work that is still to be done to achieve equality for women.

UWS has been an “Employer of Choice for Women” for the last 9 years.

For more information go to: www.un.org/en/events/womensday
International Mother Earth Day was established by the United Nations General Assembly in 2009. UN Secretary General Ban Ki-moo states that: “The annual observance of International Mother Earth Day honours our one and only planet and the place of human beings in it. It is also meant as a call to action against human disregard for nature’s life-supporting resources and ecosystems.”

“In the next twenty years, the world will need at least 50 per cent more food … 45 per cent more energy … 30 per cent more water … and many millions of new jobs.”

The UWS conducts world leading research into the effects of climate change at the Hawkesbury Institute for the Environment.

To find out more about International Hawkesbury Institute for the Environment go to: www.uws.edu.au/hie
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- **March 2013**

  - 1: Easter Monday
  - 8: World Health Day
  - 14: Vaisakhi - Sikh
  - 21: Intra Session Break finishes
  - 28: World Day for Safety and Health at Work

- **April 2013**

  - 2: World Autism Awareness Day
  - 9: Intra Session Break commences
  - 15: Intra Session Break commences
  - 22: International Mother Earth Day
  - 29: Ninth day of Ridvan - Baha'i

- **May 2013**

  - 4: National Day - Senegal
  - 11: Hindi New Year
  - 17: National Day - Syria
  - 24: ANZAC Day
  - 31: National Day - Netherlands

- **Easter Monday**

- **International Mother Earth Day**

- **ANZAC Day**

- **Theravada New Year - Buddhist**

- **National Day - Tanzania**

- **National Day - Netherlands**
International Day Against Homophobia and Transphobia (IDAHO) is celebrated on May 17 in over 60 countries, the date when in 1990 the World Health Organisation removed homosexuality from its list of mental disorders.

There are over 75 countries in the world today where it is a criminal offence to be gay. These countries punish women, men and children because of their sexuality and in seven countries the punishment is death.

In Australia, although we have come a long way, unjust laws and bigoted attitudes mean that discrimination against lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people still exists.

UWS has an ALLY network committed to creating an inclusive and respectful culture at UWS for LGBTIQ community members.

For more information go to:
www.lgbthealth.org.au/IDAHO or
www.uws.edu.au/equity_diversity/equity_and_diversity/ally_network
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- **1 May**: International Workers Day
- **2 May**: Twelfth day of Ridvan - Baha’i, Birthday of Guru Arjan Dev - Sikh
- **3 May**: World Press Freedom Day, National Day - Poland
- **4 May**: Holy Friday - Orthodox Christian

- **5 May**: Pascha (Easter) - Orthodox Christian
- **6 May**: National Day - Marshall Islands, Beltane - Pagan
- **7 May**: Europe Day
- **8 May**: Beltane - Pagan
- **9 May**: Twelfth day of Ridvan - Baha’i, Birthday of Guru Arjan Dev - Sikh
- **10 May**: World Press Freedom Day, National Day - Poland
- **11 May**: Holy Friday - Orthodox Christian

- **12 May**: International Workers Day
- **13 May**: National Day - Israel, Paraguay
- **14 May**: National Day - Marshall Islands, Beltane - Pagan
- **15 May**: International Day of Families, Shavuot 1st Day - Judaism
- **16 May**: Twelfth day of Ridvan - Baha’i, Birthday of Guru Arjan Dev - Sikh
- **17 May**: World Press Freedom Day, National Day - Poland
- **18 May**: Holy Friday - Orthodox Christian
- **19 May**: National Day - Israel, Paraguay
- **20 May**: National Day - Marshall Islands, Beltane - Pagan
- **21 May**: International Day of Families, Shavuot 1st Day - Judaism
- **22 May**: Twelfth day of Ridvan - Baha’i, Birthday of Guru Arjan Dev - Sikh
- **23 May**: National Sorry Day - Australia, National Day - Georgia
- **24 May**: National Day - Argentina, Jordan
- **25 May**: International Day of UN Peacekeepers, Ascension of Baha’u’llah - Baha’i
- **26 May**: National Sorry Day - Australia, National Day - Georgia
- **27 May**: Reconciliation Week - Australia (to 3rd June)
- **28 May**: National Day - Marshall Islands, Beltane - Pagan
- **29 May**: International Day of UN Peacekeepers, Ascension of Baha’u’llah - Baha’i
- **30 May**: National Day - Marshall Islands, Beltane - Pagan
- **31 May**: International Day of UN Peacekeepers, Ascension of Baha’u’llah - Baha’i

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National Days and Holidays are marked in bold.

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**World Press Freedom Day**
- **2013**: Monday, 3 May
- **2014**: Monday, 2 May

**International Workers Day**
- **2013**: Monday, 1 May
- **2014**: Monday, 1 May

**Pascha (Easter)**
- **2013**: Friday, 25 April
- **2014**: Thursday, 24 April

**Reconciliation Week**
- **2013**: Monday, 13 May
- **2014**: Monday, 12 May
World Refugee Day

20 June

At the end of 2011 there were:

- 42.5 million forcibly displaced people, of which 5 - 7% were people living with disabilities, one third of them children;
- 15.2 million were refugees, of which:
  - 46% were children under the age of 18,
  - 48% were women and girls;
- 895,000 asylum-seekers;
- 26.4 million internally displaced persons;
- UNHCR provides aid and protection to more than 35.4 million refugees and displaced persons worldwide.

Nearly 80 per cent of the world’s refugees are hosted by developing countries. (Source: UNHCR’s Global Trends 2011)

Australia is increasing its annual intake of refugees to 20,000. Australia also implements mandatory detention for all persons arriving by boat with no visa. In 2010 – 11 over 13,000 people were detained under this policy. (DIAC advice provided to the Parliamentary Library.)

Many UWS students have a refugee background.

For more information go to:
www.un.org/en/events/refugeeday
May 2013

2
National Day - Italy

3
Stuvac starts

4
World Environment Day
National Day - Denmark
Lailat al Miraj - Islam

5
National Day - Sweden

6
Stuvac finishes

7

8

9
Queen's Birthday
Men's Health Week begins (10-16 June)
National Day - Portugal

10
Examinations commence

11
National Day - Philippines, Russia

12
National Day - Luxembourg
Lailat al Bara’a - Islam
Pentecost - Orthodox Christian

13

14

15

16
Guru Arjan Dev Martyrdom - Sikh

17
National Day - Iceland

18
National Day - Seychelles

19
World Refugee Day

20
Summer Solstice - Pagan

21

22

23
National Day - Croatia, Mozambique, Slovenia

24
International Day Against Drug Abuse and Illicit Trafficking
National Day - Madagascar

25

26

27
National Day - Djibouti

28

29

30
Autumn Session finishes
National Day - Democratic Republic of Congo
All Saints - Orthodox Christian

Note: The months of June, July, and August are not shown in this calendar snippet.
NAIDOC Week

7-14 July

NAIDOC week has its roots in ‘Aborigines Day’ which was originally a day of protest held the Sunday before Australia Day. In 1995 Aborigines Day was moved to the first Sunday in July and became a day of celebration of Aboriginal culture and achievement as well as a day of protest.

Each year during NAIDOC week the National NAIDOC Awards are given to Indigenous Australians who have excelled in their field, including Artist of the Year.

UWS houses the Badanami Centre for Indigenous Education and the Office of Aboriginal & Torres Strait Islander Employment and Engagement.

If you would like to know more about NAIDOC week go to: www.naidoc.org.au
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June 2013

- Inter Session Break commences:
  - National Day - Burundi, Canada, Rwanda, Somalia

- National Day:
  - Burundi
  - Canada
  - Rwanda
  - Somalia

- Ramadan starts - Islam:
  - National Day - Bahamas

- Martyrdom of the Bab - Baha’i:
  - National Day - Bahamas

- Inter Session Break finishes:
  - National Day - Peru

- Spring Session commences:
  - National Day - Vanuatu

- Asalha Puja - Dharma Day - Buddhist:
  - National Day - Bangladesh

- National Day - Cameroon

- International Day of Friendship:
  - National Day - Vanuatu

August 2013

- National Day - Cape Verde, Venezuela

- National Day - Kiribati, São Tomé and Principe

- National Day - Mongolia

- National Day - Korea

- National Day - France

- National Day - Belgium

- National Day - Tunisia

- National Day - Portugal

- National Day - Spain

- National Day - Italy

- National Day - Germany

- National Day - Austria

- National Day - Switzerland

- National Day - Belgium

- National Day - Luxembourg

- National Day - Germany

- National Day - Austria

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- National Day - Italy

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International Youth Day

12 August

The first International Youth Day was celebrated in 2000.

The UN has developed the World Program of Action for Youth (WPAY) to guide youth policy and programs. WPAY covers priority areas including Education, Employment, Hunger and Poverty and Health.

UWS brings together young people from an extraordinary range of backgrounds. Our students speak over 130 different languages at home and we have large Chinese, Indian and Arabic communities on campus.

At UWS we take pride in the diversity of our students and the success that brings.

To find out more about International Youth Day go to: social.un.org/index/Youth/
WorldProgrammeofActionforYouth.aspx
International Day of Democracy

15 September

In 2007, the United Nations declared September 15 International Day of Democracy to ‘encourage governments to strengthen national programmes devoted to the promotion and consolidation of democracy, including through increased bilateral, regional and international cooperation, taking into account innovative approaches and best practices’.

Australia is one of the longest running continuous democracies in the world and it was one of the first to recognise women’s right to vote.

UWS houses the Whitlam Institute which contains many important documents from a sometimes turbulent time in Australia’s democratic history.

UWS also initiated a series of international conferences on Human Rights Education.

To find out more about International Day of Democracy go to: www.un.org/en/events/democracyday

The Caryatid Porch of the Erechtheion on the Acropolis at Athens, Greece.
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Mental Health Week

6-12 October

World Mental Health Day is on October 10 each year. In Australia it coincides with Mental Health Week.

Mental Health Week is about educating and raising awareness of mental health issues in the wider community. 1 in 5 Australians will be affected by mental health issues at some point in their life.

At the University of Western Sydney we have a Mental Health and Wellbeing Strategy that takes a ‘holistic’ approach to mental health. During October the university runs events and programs aimed at the improving the mental health of the university community.

To find out more go to: www.uws.edu.au/wellbeing_mentalhealth/wbmh
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<td>National Day - St Vincent &amp; the Grenadines, Turkmenistan Reformation Day - Protestant Christian</td>
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<td>All Hallows Eve - Christian (Halloween)</td>
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International Day for Tolerance

16 November

In adopting the 1995 Declaration of Principles on Tolerance the UN stated that “tolerance is neither indulgence nor indifference.”

“It is respect and appreciation of the rich variety of our world’s cultures, our forms of expression and ways of being human. Tolerance recognizes the universal human rights and fundamental freedoms of others. People are naturally diverse; only tolerance can ensure the survival of mixed communities in every region of the globe.”

Greater Western Sydney is one of the most culturally diverse communities in Australia and that diversity is mirrored by UWS. The University actively pursues an agenda of community engagement and promotes tolerance and acceptance in our region.

To find out more about the International Day for Tolerance go to:
www.un.org/en/events/toleranceday
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International Day of Persons with Disabilities

3 December


1 in 5 individuals or over 1 billion people across the world are affected by disability. Disability can be obvious or hidden, it can be major or minor and it is not unusual for people to have more than one disability.

UWS provides Reasonable Adjustments for both staff and students with disabilities to ensure that they can fulfill the inherent requirements of their work or study. It is highly likely that somebody you work with has a disability.

To find out more about Reasonable Adjustments go to:
Staff: www.uws.edu.au/equity_diversity
Students: www.uws.edu.au/currentstudents/current_students/services_and_facilities/student_equity2
Spring Session finishes
World AIDS Day
National Day - Central African Republic, Romania

Inter Session Break commences
National Day - Laos, United Arab Emirates

International Day of Persons with Disabilities

National Day - Thailand

National Day - Finland

Bodhi Day - Buddhist

Human Rights Day

National Day - Burkina Faso

National Day - Kenya

National Day - St Lucia
Tenth of Tevet - Judaism

National Day - Bahrain, Kazakhstan

National Day - Bhutan

International Migrants Day
National Day - Niger, Qatar

Winter Solstice - Yule - Pagan

National Day - Japan

Christmas Eve - Christian

Christmas Day

Boxing Day

New Year’s Eve

Spring Session finishes
World AIDS Day
National Day - Central African Republic, Romania

Inter Session Break commences
National Day - Laos, United Arab Emirates

International Day of Persons with Disabilities

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International Migrants Day
National Day - Niger, Qatar

Winter Solstice - Yule - Pagan

National Day - Japan

Christmas Eve - Christian

Christmas Day

Boxing Day

New Year’s Eve
Equity and Diversity work in partnership with staff, students and the wider community to promote inclusive practices across the University, including:

- Ally Network
- Women
- Cultural Diversity
- People with Disabilities
- Bullying and Discrimination Prevention
- Flexible Working Arrangements
- Open Fora and Conferences
- UWS Equity & Diversity Policies and Procedures
- Reports and Resources

The Equity and Diversity Team is led by Dr Sev Ozdowski OAM.

For contact details and to find out more about Equity and Diversity at UWS go to:
www.uws.edu.au/equity_diversity