

## DIVERSITY CALENDAR 2013

The University's calendar has been developed to celebrate the diverse nature of its community, promoting respect and understanding between different groups.

**“Strength lies in differences,  
not in similarities.”**

Stephen R. Covey

By understanding and embracing difference we can help to create an environment based on the principles of dignity, fairness, equality and respect.



## Introduction

The University's diversity calendar is a practical resource that includes details of all the main religious festivals and major national and international days of celebration or memorial.

It can help us to ensure that meetings and events are not planned when key sections of the workforce, student population or customer base may not be able to participate.

We have focused on the six major world faiths currently represented within our community - Buddhism, Christianity, Hinduism, Islam, Judaism and Sikhism. This is not to say that there are not many more faiths equally as important. We also recognise that a large proportion of our University community may have no religion or belief.

Throughout 2013 we'll be asking you to 'think differently' as we seek to challenge discrimination and stereotypes whilst encouraging understanding and awareness. To find out more visit our dedicated pages at [www.manchester.ac.uk/thinkdifferently-staff](http://www.manchester.ac.uk/thinkdifferently-staff) and [www.manchester.ac.uk/thinkdifferently-students](http://www.manchester.ac.uk/thinkdifferently-students)

We are continually trying to improve the information we provide, therefore if you have any constructive feedback or suggestions, please don't hesitate to contact us.

Thank you.



## Nominated Charity: Macmillan Cancer Support

registered charity in England and Wales (261017)

The number of people with cancer is growing every day.

One in three people will get cancer and it's the toughest thing most of us will ever face. If you've been diagnosed with cancer, or a loved one has, you'll want a team of people in your corner supporting you every step of the way.

Macmillan provide practical, medical and financial support and push for better cancer care.

This year we're proud to support MacMillan cancer care and there will be events throughout the year to help raise funds including The World's Biggest Coffee Morning in October.

**WE ARE  
MACMILLAN.  
CANCER SUPPORT**

**The Equality and Diversity Team,**

C28 Sackville Street Building, Manchester M13 9PL

tel +44 (0) 161 306 5857 text +44 (0) 7943 600 656 email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) twitter @eanddmcr

[www.campus.manchester.ac.uk/equalityanddiversity](http://www.campus.manchester.ac.uk/equalityanddiversity)

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## Messages from Champions

*'Personally, I am deeply committed to the principles of equality and diversity and I am proud to be President and Vice-Chancellor of a University that champions these principles as part of its approach to every aspect of its work. Many areas throughout the University are already doing great work leading us forward in this area and I hope this continues in 2013.'*



**Professor Nancy Rothwell**  
President and Vice-Chancellor

*'The University attaches great value to creating an environment where students and staff are respected regardless of their values or beliefs. This calendar is a small but important contribution towards acknowledging the diversity of our institution by highlighting cultural and religious events that may be important to many of our colleagues.'*



**Professor Aneez Esmail**  
Associate Vice-President for Social Responsibility



## Religion and Belief - Hinduism

The moveable date of Makar Sankranti is one of the most important events in the Hindu calendar. Depending on the solar cycle, it's the day that the sun starts its journey back into the northern hemisphere, from being close to Tropic of Capricorn moving back to Tropic of Cancer. This transition brings back warmth - ending the long winter months of hibernation and bringing germination and the advent of prosperity.

It also marks the start of the Hindu auspicious month of 'Pausha' which signifies many weddings, house inaugurations and in many northern states, the start of the harvesting season - hence auspicious for farming community. All other festivals in the Hindu calendar are lunar, however, this is the only event that is solar, so it's always round mid January.

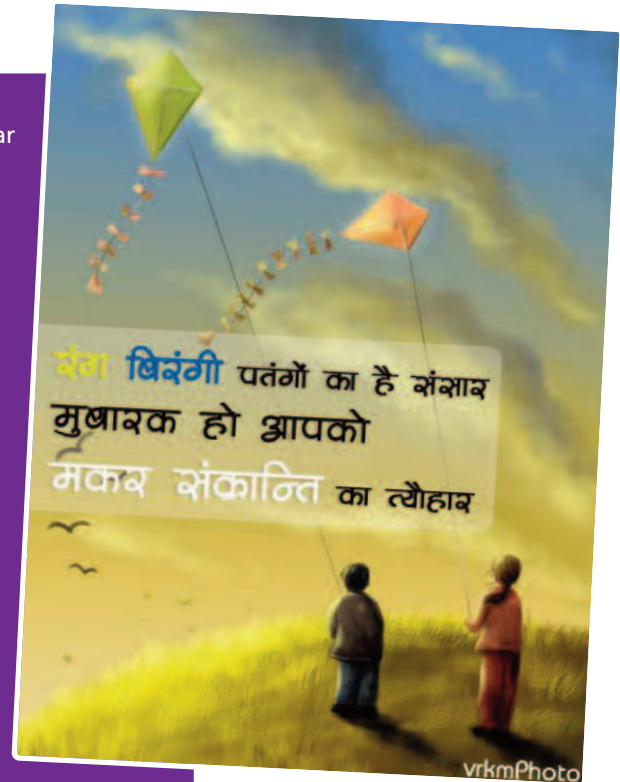
We are lucky to work in a multi-cultural, multi-faith establishment and we should embrace this diversity, learn from other religious festivals and be prepared to adapt our timetables and schedules wherever possible.

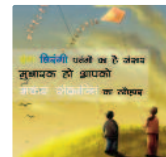
To find out more about the different faith groups and organisations at the University, please visit:

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/)



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**Hinduism:** The moveable date of Makar Sankrant is one of the most important events in the Hindu calendar.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 1		1. Bank Holiday	2.	3.	4.	5.	6.
WEEK 2	7.	8.	9.	10.	11.	12.	13.
WEEK 3	14.	15.	16.	17.	18.	19.	20.
WEEK 4	21.	22.	23.	24.	25.	26.	27.
WEEK 5	28.	29.	30.	31.			



**Buddhism:**  
21st Shinran Memorial Day  
25th Honen Memorial Day  
30th Mahayana New Year



**Christianity:**  
6th Epiphany  
18th Week of Prayer for Christian Unity begins



**Hinduism:**  
14th Makara Sankranti



**Judaism:**  
26th Tu B'Shevat



**Sikhism:**  
18th Birthday of Guru Gobind Singh  
31st Birthday of Guru Har Rai



Unilife and Staff Update publication date



Unilife and Staff Update deadline date



Student Vacation



JANUARY 2013



FEBRUARY 2013

## LGBT History Month

2013 sees LGBT History Month focus on maths, science and engineering.

During 2012 Alan Turing's centenary was celebrated – this gave us all the opportunity to focus on the great work achieved by this man who spent much of his career at The University of Manchester. We also learnt how he was persecuted due to his sexuality and the barbaric treatment he had to undergo to 'cure' him.

History demonstrates how times have changed in the UK, but there is still a lot of progress to be made around the world. We will use this month to raise the profile of LGBT people in science, maths and engineering and increase the profile of LGBT people in education.

To find out more how you can become involved with the LGBT Staff Network Group, please visit:

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/lgbt-staff-network-group/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/lgbt-staff-network-group/)



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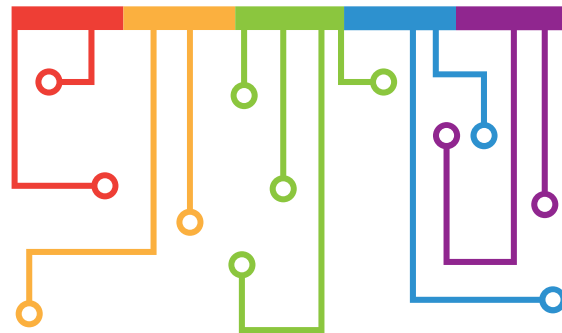
tel +44 (0) 161 306 5857

email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)

thinkdifferently equality and diversity

# History Month LGBT 2013

Lesbian Gay Bisexual Trans



**“** The University of Manchester is an inclusive place to work, study and visit. Despite great advances some sections of society still experience discrimination. This is one of the reasons I am proud to work closely with the LGBT Staff Network Group and support their activities as their Diversity Champion. **”**

Karen Heaton - Director of HR



**FEBRUARY 2013**

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 5					1.	2. ✚	3.
WEEK 6	4. ✚	5.	6.	7.	8. ❄	9.	10.
WEEK 7	11.	12. ✚	13. ✚ ॐ	14. ✚ ॐ	15. ❄	16.	17.
WEEK 8	18.	19.	20.	21.	22. ॐ	23.	24.
WEEK 9	25.	26.	27. 💻	28.			



**Buddhism:**

8th Parinirvana/Nirvana Day  
15th Nirvana day alternative date



**Christianity:**

2nd Candlemas  
12th Shrove Tuesday  
13th Ash Wednesday  
14th Saint Valentine's Day



**Hinduism:**

13th Kumbha Sankranti  
14th Vasant Panchami  
22nd Varaha Dvadasi



Unilife and Staff Update  
publication date



Unilife and Staff Update  
deadline date



Student  
Vacation



MARCH 2013

**International Women's Day Friday, 8 March**

**Wellbeing Days Wednesday, 6 March - Wednesday, 20 March**

We are lucky to be able to celebrate two different themes in March!

Much progress has been made to protect and promote women's rights in recent times. However, nowhere in the world can women claim to have all the same rights and opportunities as men, according to the UN. The majority of the world's 1.3 billion absolute poor are women. On average, women receive between 30 and 40 percent less pay than men earn for the same work.

International Women's Day is a public holiday in some countries such as Azerbaijan, Armenia, Belarus, Kazakhstan, Moldova, Russia, Ukraine.

In the UK this gives us the opportunity to recognise women's rights and strive for gender equality.

'Wellbeing Week' runs from 6 – 20 March and is designed for staff and students to try out new ways of improving mental and physical wellbeing along with having fun and meeting new people – use this opportunity to try something new and encourage colleagues to do the same!

[www.sport.manchester.ac.uk/wellbeing](http://www.sport.manchester.ac.uk/wellbeing)



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International  
Women's Day

Wellbeing



	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 9					1. +	2.	3.
WEEK 10	4. ✱	5.	6.	7.	8. International Women's Day	9.	10. + ॐ
WEEK 11	11.	12.	13. ✨	14.	15.	16.	17. +
WEEK 12	18.	19.	20.	21.	22.	23.	24. +
WEEK 13	25. ✡	26. ✡	27. ॐ	28. ॐ	29. Bank Holiday +	30.	31.



MARCH 2013



**Buddhism:**  
27th Maja Puja



**Christianity:**  
1st St David's Day  
10th Mothering Sunday  
17th St Patrick's Day



**Hinduism:**  
10th Maha Siva Ratri  
27th Gaura Purnima  
27th Holi



**Judaism:**  
25th Fast of the Firstborn  
26th Passover (1st Day)



**Sikhism:**  
28th Hola Mohalla



Unilife and Staff Update  
publication date



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deadline date



Student  
Vacation



Wellbeing  
Days

## Age

The term 'ageism' is a recently coined word and many people believe it relates only to the 50+ age group. Whilst this is one group affected, we should also bear in mind that ageism is also a problem for the people in their late teens and university graduates.

Age discrimination can affect us all and in different ways. Common phrases around 'the old' and 'the young' show just how deep rooted stereotypes about age can be.

It is really important that we break the stereotype habit. People of all ages have something to offer at work and a 'one size fits all' approach certainly doesn't work with regards to age, anymore than any other defining characteristics. On top of which, it can be unlawful.

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email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)



APRIL 2013





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**APRIL 2013**

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 14	1. ✚	2. ✚ ✚	3.	4.	5.	6.	7.
WEEK 15	8.	9.	10.	11.	12.	13. ✚	14. ✚
WEEK 16	15. ✚	16.	17. ✚	18. ✚	19. ✚	20.	21.
WEEK 17	22.	23. ✚	24.	25. ✚ ✚	26.	27.	28. ✚
WEEK 18	29.	30.					



**Buddhism:**  
25th Theravada New Year



**Christianity:**  
1st Easter Monday  
23rd St George's Day



**Hinduism:**  
19th Rama Navami  
25th Hanuman Jayanti



**Judaism:**  
2nd Passover (Last Day)  
14th Yom Hazikaron  
15th Yom Hashoah



28th Lag b' Omer  
**Sikhism:**  
13th Vaisakhi  
18th Birthday of Guru Teg Bahadur  
18th Birthday of Guru Angad



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Student  
Vacation



MAY 2013

## World Diversity Day – Social Responsibility

World Day for Cultural Diversity for Dialogue and Development is held annually on Tuesday, 21 May to help people learn about the importance of cultural diversity and harmony. This day is officially recognised by the United Nations.

At The University of Manchester we are committed to the Diversity agenda through Goal 3 of the 2020 Strategic Vision

[www.manchester.ac.uk/aboutus/vision](http://www.manchester.ac.uk/aboutus/vision)

Everyone can be involved in Goal 3 of the 2020 Strategic Vision – from volunteering as a school governor to being more actively involved with the immediate community.

What one thing will you do to celebrate diversity in 2013? Find some simple suggestions here:

[www.un.org/en/events/culturaldiversityday/tenthings.shtml](http://www.un.org/en/events/culturaldiversityday/tenthings.shtml)

Manchester would be quite dull if we were all the same - so celebrate and embrace the immense diversity we have at the University.

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**World Diversity Day – Social Responsibility**  
World Day for Cultural Diversity for Dialogue and Development is annually held on 21 May to help people learn about the importance of cultural diversity and harmony.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 18			1.	2. 	3.	4.	5.
WEEK 19	6. Early May Bank Holiday	7.	8.	9. 	10.	11.	12.
WEEK 20	13. 	14.	15.	16. 	17.	18.	19. 
WEEK 21	20.	21. 	22.	23. 	24. 	25. 	26.
WEEK 22	27. Spring Bank Holiday	28.	29.	30. 	31.		



**Buddhism:**  
25th Wesak or Buddha Day



**Christianity:**  
9th Ascension Day  
19th Pentecost  
30th Corpus Christi



**Hinduism:**  
13th Aksaya Tritya  
24th Nrsimha Caturdasi



**Judaism:**  
15/16th Shavuot



**Sikhism:**  
2nd Birthday of Guru Arjan Dev  
23rd Birthday of Guru Amar Das



Unilife and Staff Update publication date



Unilife and Staff Update deadline date



Student Vacation



MAY 2013



JUNE 2013



## Mental Health Awareness

7 and 8 June sees the first UK conference of 'hidden disabilities' at The University of Manchester.

It is important for us to all understand that some people suffer from non-physical disabilities, yet these are not always acknowledged by co-workers which can lead to people being isolated and excluded from activities. The conference will consist of keynote speakers, seminars and an exhibition area to help us all understand better some of the challenges faced on a day to day basis by those with a 'hidden disability'. To find out more, please visit:

[www.meeting.co.uk/confercare/DSNConference2013](http://www.meeting.co.uk/confercare/DSNConference2013)

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**Mental Health Awareness**  
The month of June sees the first UK conference of 'hidden disabilities'.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 22						1.	2.
WEEK 23	3. ✱	4.	5.	6.	7.	8.	9.
WEEK 24	10.	11.	12.	13.	14.	15.	16. ☸
WEEK 25	17.	18.	19.	20.	21.	22.	23.
WEEK 26	24.	25. ✪	26.	27. ☸	28.	29.	30.



JUNE 2013



**Hinduism:**  
27th Snana Yatra



**Judaism:**  
25th Fast of Tammuz



**Sikhism:**  
16th Martyrdom of  
Guru Arjan Dev



Unilife and Staff Update  
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Unilife and Staff Update  
deadline date



Student  
Vacation

## MyView

We believe that everyone has the right to work in an environment where they are treated fairly and with dignity and respect. One of the ways we can review how well we are meeting this commitment is to monitor equality data. This allows us to make sure we are directing our time and resources in the places that will make the most positive differences for everyone. **Your personal details are about you - the rest are statistics!**

Have you updated your data in MyView?

Information about disability, race, religion or belief and sexual orientation help us to produce anonymous statistical reports.

All staff can now self complete their own data in three easy steps:

- Log onto MyView
- Click on 'Personal details'
- Click on 'Equal opportunities data'

More information available at

[www.staffnet.manchester.ac.uk/employment/myview](http://www.staffnet.manchester.ac.uk/employment/myview)



JULY 2013






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	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 27	1.	2.	3.	4.	5. 	6.	7.
WEEK 28	8.	9. 	10. 	11.	12.	13.	14.
WEEK 29	15.	16. 	17.	18.	19.	20.	21.
WEEK 30	22.  	23. 	24.	25.	26.	27.	28.
WEEK 31	29.	30.	31.				



**Buddhism:**  
22nd Asala-Dharma Day



**Hinduism:**  
10th Ratha Yatra (Puri)  
22nd Guru (Vyasa) Purnima



**Islam:**  
9th Ramadan (start)



**Judaism:**  
16th Tish B'Av



**Sikhism:**  
5th Birthday of Guru Hargobind  
23rd Birthday of Guru Har Krishan



Unilife and Staff Update publication date



Unilife and Staff Update deadline date



Student Vacation



**JULY 2013**

## Carers

### What is Caring?

When people need help with their day-to-day living they often turn to their family and friends. Looking after each other is something that we do.

Up and down the UK there are six million people caring unpaid for an ill, frail or disabled family member or friend. These people are called carers but they would probably say "I'm just being a husband, a wife, a mum, a dad, a son, a daughter, a friend or a good neighbour."

Carers help with many personal things that we take for granted on an everyday basis. The reasons people might need help can vary. But what doesn't vary is that they need help, and if you look after someone - for whatever reason - caring is part of life.

Caring can be a rich source of satisfaction in people's lives. It can be life-affirming. It can help deepen and strengthen relationships. It can teach you a multitude of skills and help you realise potential you never thought you had.

But without the right support caring can have a devastating impact. Evidence shows that caring can cause ill health, poverty and social isolation.

We are lucky to work for an institution that recognises the role of those with caring responsibilities through robust family friendly policies and procedures:

[www.staffnet.manchester.ac.uk/personalsupport/](http://www.staffnet.manchester.ac.uk/personalsupport/)

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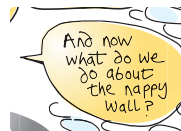
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AUGUST 2013





### Carers

When people need help with their day-to-day living they often turn to their family with friends. Looking after each other is something that we do.



**AUGUST 2013**

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 31				1.	2.	3.	4.
WEEK 32	5.	6. ✚	7.	8. ☾	9.	10.	11.
WEEK 33	12.	13.	14.	15. ✚	16.	17.	18.
WEEK 34	19.	20. ॐ	21. ॐ	22. 💻	23.	24.	25.
WEEK 35	26. Summer Bank Holiday	27.	28. ॐ	29. ॐ	30.	31.	



#### Christianity:

6th Transfiguration of the Lord  
15th Assumption of Blessed Virgin Mary



#### Hinduism:

20th Raska Bandhan  
21st Sri Balarama (Appearance)  
28th Sri Krishna Janmashtami  
29th Nandotsava



#### Islam:

8th Eid ul Ftr (end of Ramadam)



Unilife and Staff Update publication date



Unilife and Staff Update deadline date



Student Vacation

## Cyberbullying

Recent technological developments have made our lives much easier. However, there is always a downside to the positives brought by such technologies and unfortunately some people choose to exploit these. Unfortunately things like cyberbullying are on the increase.

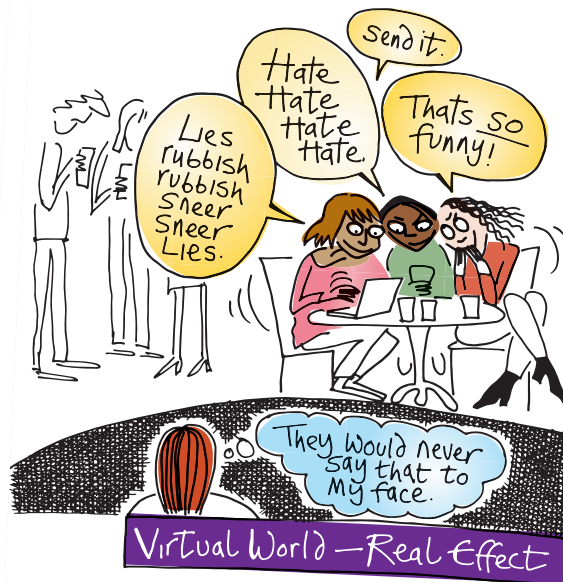
Cyberbullying is defined in legal glossaries as

- actions that use information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm another or others.
- use of communication technologies for the intention of harming another person
- use of internet services and mobile technologies such as web pages and discussion groups as well as instant messaging or SMS text messaging with the intention of harming another person.

Examples of what constitutes cyberbullying include communications that seek to intimidate, control, manipulate, put down, falsely discredit, or humiliate the recipient. The actions are deliberate, repeated, and hostile behavior intended to harm another.

Throughout 2013 we're looking at ways of combating such things as cyberbullying. Find out how you can help by visiting: [www.manchester.ac.uk/dignity](http://www.manchester.ac.uk/dignity)

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SEPTEMBER 2013





### Cyberbullying

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SEPTEMBER 2013

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 35							1. ॐ
WEEK 36	2.	3.	4.	5. ✡	6. ✡	7. ✡	8. ✝
WEEK 37	9.	10.	11. ✡	12.	13.	14. ✡	15.
WEEK 38	16. ॐ	17.	18.	19. ✡	20.	21.	22.
WEEK 39	23.	24.	25. ✡	26. ✡	27. ✡	28.	29.
WEEK 40	30. ✡						



#### Christianity:

8th Nativity of the  
'Blessed Virgin Mary'



#### Hinduism:

1st Ganesh Chaturthi  
16th Sri Vamana Dvadasi



#### Judaism:

5th Rosh Hashanah (1st day)  
6th Rosh Hashanah (2nd day)  
7th Fast of Gedalliah  
14th Yom Kippur  
19th Sukkot  
25th Hoshanah Rabbah



#### Sikhism:

26th Shemini Atzeret  
27th Simchat Torah  
1st Anniversary of the  
Installation of Guru  
Granth Sahib



Unilife and Staff Update  
publication date



Unilife and Staff Update  
deadline date



Student  
Vacation



Welcome  
Week

## Black History Month

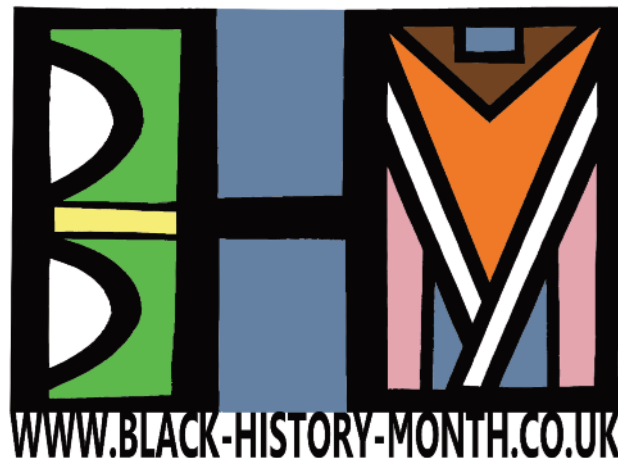
Black History Month (BHM) is held every October throughout Britain.

The aims are to:

- Promote knowledge of black history, culture and heritage
- Disseminate information on positive black contributions to British society
- Heighten the confidence and awareness of black people about their cultural heritage

There is currently only one black chief executive of a FTSE 100 company. Tidjane Thiam is the Chief Executive of Prudential plc, the UK-based insurance group. The fact that this appointment only happened a few years ago and that Tidjane is the only one, is a reminder that there is still some way to go before black faces are the norm around the boardroom tables of UK PLC.

The University of Manchester is committed to supporting the career development of all staff and aims to ensure that its workforce is representative of the wider population. 12% of staff at the University are from a black and minority ethnic (BME) background with 8% in senior positions. The University aims to see a year on year percentage increase in the number of BME staff in senior positions and is developing programmes/activities to meet this aim.



To find out more visit:

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/)

tel +44 (0) 161 306 5857

email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)



Throughout 2013 we are asking you to 'think differently' as we undertake a number of activities that aim to challenge discrimination and encourage understanding and awareness. To find out more, visit our pages at: [www.manchester.ac.uk/thinkdifferently-staff](http://www.manchester.ac.uk/thinkdifferently-staff) and [www.manchester.ac.uk/thinkdifferently-students](http://www.manchester.ac.uk/thinkdifferently-students)



OCTOBER 2013



	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 40		1.	2.	3.	4.	5. ॐ	6.
WEEK 41	7.	8.	9. ॐ	10.	11. ॐ	12.	13.
WEEK 42	14. ॐ	15. ☾	16. ✶	17.	18. ॐ	19.	20.
WEEK 43	21.	22.	23.	24. ☾ ☾	25. ☾	26. ☾	27. ☾
WEEK 44	28.	29.	30. 📅	31. Halloween			



**Buddhism:**  
24th Pavarana



**Hinduism:**  
5th Navarati (start)  
11th Durga Pooja  
14th Dussehra  
18th Lakshmi Puja



**Islam:**  
15th Eid Ul Adha  
(Festival of Sacrifice)  
24th-27th Hajj (Pilgrimage)



**Sikhism:**  
9th Birthday of Guru  
Ram Das



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Student  
Vacation

## Dignity at Work and Study Think Differently

Discrimination, bullying and harassment come in many guises, all of which are unacceptable to the University and which have no place in a civilised working and learning environment.

Throughout 2013 the equality and diversity team has been running a campaign asking people to think differently about these issues.

The team is hosting an event in November that will provide a platform to showcase the activities that have been taking place throughout 2013 and introduce staff and students to improved policies and practices.

We are lucky to have a number of trained harassment advisors on campus. They can provide confidential support to any staff member and any student. Details can be found on the relevant sections of StaffNet and My Manchester.

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tel +44 (0) 161 306 5857 email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)

i  
think  
differently



NOVEMBER 2013





	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 44					1. ✚	2. ✚	3. ॐ ਗੁਰੂ
WEEK 45	4. ॐ ✚	5.	6.	7.	8.	9.	10.
WEEK 46	11.	12.	13. ✚	14.	15.	16.	17. ਗੁਰੂ
WEEK 47	18.	19.	20.	21.	22.	23.	24. ਗੁਰੂ
WEEK 48	25.	26.	27.	28. ✚	29.	30. ✚	



**Christianity:**

1st All Saints Day  
2nd All Souls Day  
30th St Andrews Day



**Hinduism:**

3rd Diwali  
4th Go Puja, Govardhana  
Puja, Annakuta



**Judaism:**

28th Chanukah (1st Day)



**Sikhism:**

3rd Diwali/Bandi Chhor  
Divas  
24th Martyrdom of  
Guru Teg Bahadur  
17th Birthday of  
Guru Nank



Unilife and Staff Update  
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Student  
Vacation



NOVEMBER 2013



DECEMBER 2013

## Partnerships

### *What is the difference between marriage and civil partnership?*

A civil partnership is a legal marriage between two people who are gay or lesbian. Once a couple enters into a civil partnership they are entitled to receive similar treatment and benefits as that of any married couple.

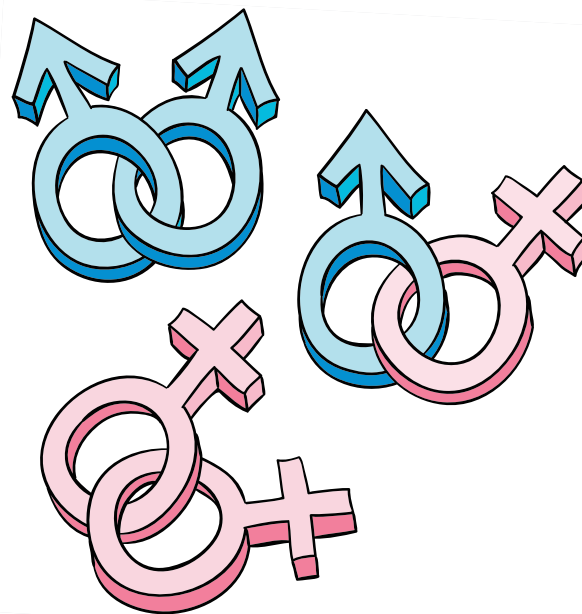
Civil partners are entitled to the same property rights, the same exemptions from inheritance tax, social security and pension benefits as married couples. They also have the same ability to assume parental responsibility for a partner's children as well as reasonable maintenance, tenancy rights, insurance and next-of-kin rights in hospital and with doctors.

However, while a gay couple may form a civil partnership, they are not legally allowed to be married. And, vice versa, heterosexual couples may be married but are not legally allowed to form a civil partnership.

You could say that the main difference between a marriage and a civil partnership is religion. During the civil partnership ceremony there will tend not be any reference to religion or church as there are still sectors of religious society strongly opposed to same-sex marriage.



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	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
WEEK 48							1. ✚
WEEK 49	2. ✨	3.	4.	5. ✡	6.	7.	8. ✡
WEEK 50	9.	10.	11.	12. ॐ	13. ✡	14.	15.
WEEK 51	16.	17.	18.	19.	20.	21.	22.
WEEK 52	23.	24. ✚	25. Christmas Day ✚	26. Boxing Day	27. University Closure Day	28.	29.
WEEK 53	30. University Closure Day	31. University Closure Day					



#### Buddhism:

8th Bodhi Day (Rohatsu)



#### Christianity:

1st Advent Sunday  
24th Christmas Eve  
25th Christmas Day



#### Hinduism:

12th Advent of Srīmad Bhagavad-gītā



#### Judaism:

5th Chanukkah (Last day)  
13th Fast Of Tevet



Unilife and Staff Update publication date



Unilife and Staff Update deadline date



Student Vacation



DECEMBER 2013



## Mediation

***Are you finding it difficult to resolve a disagreement or conflict?***

### Mediation may be able to help

The service is open to both staff and students who wish to address an issue or concern they have at work or study. The Mediation Service can:

- Offer advice to staff, students, managers and tutors on ways to approach a difficult situation.
- Provide information, training and guidance on conflict resolution skills to managers and tutors.
- Organise a meeting with one of the University's mediators.

For more information about the mediation service please visit

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/mediation/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/mediation/)

## Harassment Advisors

Harassment Advisors provide a confidential support and information service to staff and students on issues relating to harassment discrimination and bullying.

If you feel you or someone you know is being bullied or harassed you can contact an advisor and they will be able to talk through the options available to you.

Full contact details are available on the relevant intranet pages or direct from the equality and diversity team.


## Training

We have a bespoke on-line training resource for both staff and students which can be completed at any time. This online module intends to support you to become familiar with equalities legislation; gain an understanding of the broader issues of equality and diversity; to know your responsibilities and rights as a member of staff or a student of the University.

The training will take approximately one hour and can be stopped and restarted back at the same point at any stage. Full details can be found using the following links:

**Staff:** [www.staffnet.manchester.ac.uk/services/equality-and-diversity/training/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/training/)

**Students:** [www.studentnet.manchester.ac.uk/equality-and-diversity/training/](http://www.studentnet.manchester.ac.uk/equality-and-diversity/training/)

In 2013 there are a number of dedicated training days where you can complete the session in one sitting. These are indicated on the calendar by the  symbol.

Please contact [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) to reserve your space.

### Training Dates:

Wednesday 27 February, Tuesday 21 May,  
Thursday 22 August, Wednesday 30 October.

For more information please contact the Equality and Diversity team:

tel +44 (0) 161 306 5857

text +44 (0) 7943 600 656

email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)

twitter [@eanddmcr](https://twitter.com/eanddmcr)



## Religion & Belief



### Christianity

70% in the UK consider themselves Christian. Christians believe in one eternal triune God - Father, Son and Holy Spirit. The Father sent His Son Jesus to be born a man and die on the cross to pay the price for our sins, thus reconciling us with God. Jesus rose from the dead, ascended into heaven, reigns with His Father, and will return to judge the world. The Holy Spirit leads people to repentance and helps Christians to follow Jesus. There are many Christian denominations, such as the Church of England, Roman Catholic, Evangelical and Pentecostal churches. The three main Christian festivals are Christmas (Jesus' birth), Easter (Jesus' death and resurrection), and Pentecost (descent of the Holy Spirit)



### Buddhism

Buddhism is the fourth largest religion in the world. At the last census there were around 152,000 Buddhists in the UK. It is an atheistic religion and its extensive collection of ethical and spiritual teaching and practices are known as the Dharma. For the majority of Buddhists the most important festival is Wesak or Buddha Day – this will be celebrated on 25 May in 2013.



### Hindu

Hinduism has close to 900 million followers worldwide and is most widely practised in India. In the UK it is the third largest religion with over half a million followers. It is a 'pluralistic' religion and emphasises that as we are all different, the way we think and approach reality will be ultimately different. Hindus believe in the law of 'karma', which is the law of actions and consequences. There are a number of significant festivals for the religion throughout the year, the most individual of them is Holi where coloured powder or water is thrown to mark the arrival of spring.



### Islam

With 1.4 billion followers worldwide and over 1.6m in the UK Islam is the second largest religion. Followers of this religion are Muslims which translates as 'one who submits himself to, and enters into peace with God'. Muslims live a responsible Islamic life by following Five Pillars which are interwoven into their daily lives. One of the most important months for Muslims is Ramadan – this 30 day period of fasting and prayers takes place in the ninth month of the Islamic calendar and will start on 20 July in 2013.



### Judaism

There are over a quarter of a million practising Jews in the UK making it the fifth largest religion. Jews believe they have a covenant with God and these laws and commandments are revealed in their Holy Book – the Torah. As in other beliefs, there are different branches of Judaism all with different interpretations of the faith. As the day of rest (Shabbat) begins at sunset on each Friday this may have some impact for staff and students at the University.



### Sikh

With just over 350,000 practising Sikhs in the UK, this is considered the fourth largest religion in the country. Sikhs believe in one God and they respect the equality of all people regardless of colour, creed or gender. All initiated Sikhs vow to wear

five items of dress all beginning with the letter 'K' – they are commonly referred to as 'the Five Ks'. The most important festival in the calendar is Vaisaki which falls on 14 April.

### No belief

Approximately 15% of the UK population state they have 'no belief or religion'. This makes it the second largest group in the country. Not having a religion or belief can come in many formats – agnosticism, anticlericalism, anti religion, antitheism, apatheism, atheism, freethought, ignosticism, nontheism secular humanism, and religious scepticism. Just because someone chooses not to follow a religion does not mean that their beliefs and ideals should not be taken into account.

The Equality and Diversity Team,

C28 Sackville Street Building, Manchester M13 9PL

tel +44 (0) 161 306 5857 text +44 (0) 7943 600 656 email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) twitter @eanddmcr

[www.campus.manchester.ac.uk/equalityanddiversity](http://www.campus.manchester.ac.uk/equalityanddiversity)

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