

# DIVERSITY CALENDAR 2018



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

*"Diversity is the one true thing we all have in common. Celebrate it every day."*

*Author Unknown*

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 award winning 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 does not mean

we do not recognise that there are many more faiths equally as important. We also recognise that a large proportion of our University community may have no religion or belief.

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: GREATER MANCHESTER IMMIGRATION AID UNIT

This year we asked people to nominate a charity for our Diversity Calendar. From all the entries chosen we have selected the Greater Manchester Immigration Aid Unit. This is a voluntary organisation committed to challenging inequality and promoting the rights of refugees, migrants and other minority communities within the region. GMIAU provides immigration legal advice, support and representation to over 5000 people each year, many of whom are fleeing conflict and/or persecution. The Unit's team of highly committed staff and volunteers demonstrate all that's best about community commitment and solidarity to support people in need. Find out more about their work and how you can support them here: <http://gmiau.org/>



Greater Manchester  
**IMMIGRATION AID UNIT**

**We have a number of diversity champions across campus – without their support and commitment to equality, diversity and inclusion a lot of our activities could go unnoticed.**



*"I am deeply committed to the principles of equality, diversity and inclusion 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 of the University are doing great work leading us forward in this and I look forward to building on this in 2018."*

**PROFESSOR DAME NANCY ROTHWELL – PRESIDENT & VICE CHANCELLOR**



*"The Diversity Calendar offers wonderful week by week highlights of cultural and religious events important to staff across the institution. It is a great reminder of the diversity of the University and the value we attach to an environment where all colleagues are respected regardless of their values or beliefs. In particular, in my role as BAME Champion, the calendar provides a clear vision that the strength of the institution is located in its inclusivity and commitment to equality."*

**JAMES THOMPSON - PROFESSOR OF APPLIED AND SOCIAL THEATRE | VICE PRESIDENT - SOCIAL RESPONSIBILITY AND SENIOR CHAMPION FOR BAME STAFF NETWORK'**



*"I am proud to support ALLOUT throughout the year on their activities including the Stonewall Workplace Equality Index where we have achieved a top 100 position for the last three years. I'll be working closely with them throughout 2018 to maintain this great achievement!"*

**KAREN HEATON – DIRECTOR OF HR AND SENIOR CHAMPION FOR ALLOUT**



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## DATA COLLECTION AND MY VIEW

CHRISTMAS BREAK 12 DEC - 14 JAN

# JANUARY 2018

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



Buddhism

2-4 - Mahayana New Year

15 - Parivraninara Day

16 - Shinran Memorial Day

25 - Honen Memorial Day



Christianity

6 - Epiphany

18-25 - Week of Prayer for Christian Unity



Hinduism

21 - Vasant Panchami - Saraswati Puja

14 - Makar Sankranti



Judaism

31 - Tu BiShvat



Sikh

5 - Guru Gobindh Singh birthday

31 - Birthday of Guru Har Rai

Other

1 - New Year's Day

27 - International Day of Commemoration in  
Memory of the Victims of the Holocaust

NEXT MONTH: LGBT HISTORY



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JANUARY 2018

## DATA COLLECTION AND MY VIEW

Every year the Equality, Diversity and Inclusion team contribute to the University's Annual Performance Review (APR) by collecting and analysing data from around the University. By analysing anonymous data from applications, short listing, appointments and promotions we are able to identify areas that might require particular action.

It is important that we hold the most current and complete data to facilitate analysis, ensure equality of opportunity, provide an inclusive culture and benefit from a workforce with a diverse population. Why not start the New Year by checking and refreshing your equality data. You can do this through the MyView portal (where you collect your salary information).

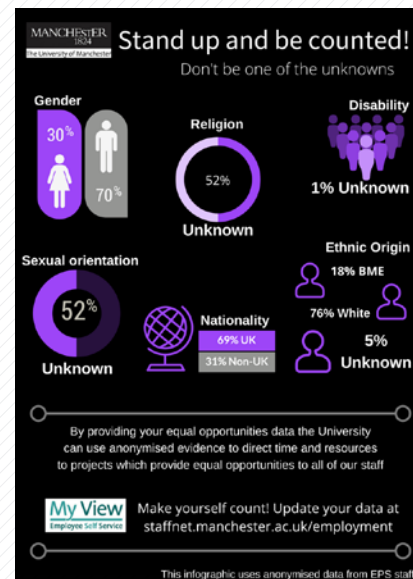
All reported data is anonymous and there are measures in place to ensure people can not be identified (i.e. we never report numbers where the figure is lower than 10). With a full data picture at institutional, faculty, school and local levels we can ensure all staff are treated equally and fairly with resources being used correctly.

Anonymity and protection of your personal data is secured by Information Governance Coordinators who are team members specifically assigned to make sure that processing of your personal information is in line with the data protection regulations.

Data campaigns such as the one in this image (FSE 2016) highlight how important accurate data is so we have a true picture of our staff makeup.

More information can be found at:

[www.staffnet.manchester.ac.uk/services/equality-anddiversity/equalityinformation/equalityreports](http://www.staffnet.manchester.ac.uk/services/equality-anddiversity/equalityinformation/equalityreports)





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## LGBT HISTORY MONTH

FEBRUARY 2018

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



Buddhism

15 - Parivarinirvana Day  
16 - Losar (Tibetan)



Christianity

2 - Candlemas  
13 - Shrove Tuesday  
14 - St Valentine's Day  
14 - Ash Wednesday  
14 - Lent Begins



Hinduism

12 - Kumbha Sankranti  
13 - Shivaratri



Judaism

28 - Fast of Esther

Other

16 - Chinese New Year (Year of the Dog)

NEXT MONTH: DIVERSITY IN RECRUITMENT



**THE WORKS**  
developing skills & job opportunities

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FEBRUARY 2018

## LGBT HISTORY MONTH

The 2018 theme for LGBT History Month is Geography – Mapping Our World. LGBT History Month and the events that surround it are an opportunity for us to look at different experiences of being LGBT or being an LGBT ally. Whilst it is no longer illegal to be gay in the UK, there are still 72 countries which have anti- LGBT laws. Under some systems of law, homosexuality is even punishable by death.

Throughout February we'll be asking people to map out their own LGBT experiences – whether directly or indirectly. Have you experienced or witness homophobic, biphobic or transphobic abuse? Do you have a heart-warming story to tell about something that's happened?

We are very fortunate to live in a more tolerant and accepting society and whilst we should celebrate this we also need to keep raising awareness of LGBT issues and how we can influence and help those who are not in the same position.

You can make a difference by joining in the activities of ALLOUT or by becoming an ALLOUT ally – more information can be found here: [www.staffnet.manchester.ac.uk/allout](http://www.staffnet.manchester.ac.uk/allout)

Cristian-Emanuel Buda designed this year's logo and said 'The compass suggests that LGBT people can find their way in a world that is not always accepting. It is emphasizing that love wins and their unity is important because only together they can fight for their rights and "travel" with honour in their life journey.'



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

🌀 Buddhism  
2 - Magha Puja

✝ Christianity  
1 - St. David's Day  
17 - St Patrick's Day  
25 - Palm Sunday  
29 - Maundy Thursday  
30 - Good Friday

🕐 Hinduism  
2 - Gaura Purnima  
2 - Holi  
18-26 - Ramayana  
18 - Hindu New Year  
25 - Ramanavami  
31 - Hanuman Jayanti

✡ Judaism  
1 - Purim  
31-7 - Passover

🕉️ Sikh  
2-4 - Hola Mohalla

Other

8 - International Women's Day  
20 - Spring Equinox  
25 - Mother's Day

NEXT MONTH: PASSOVER





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MARCH2018

## DIVERSITY IN RECRUITMENT

One of the ways that we can ensure diversity of our staff and student population is to employ diversity in our recruitment processes. When we talk about recruitment, we naturally assume this is employment, but we should also keep in mind that we recruit students to attend courses too.

We are proud of our diverse recruitment methods for both staff and students and these come in many different guises:

- Using different methods of recruitment that appeal to different sections of the population and our local community;
- Supporting/funding employment initiatives such as 'The Works';
- Advertising in a variety of publications and using different media;
- Using different assessment methods;
- Ensuring any internal promotions or opportunities are available to all;
- Attending a cross section of schools and colleges around the world;
- Ensuring anyone on any recruitment panel is fully trained up in both equality and diversity issues as well as unconscious bias.



By checking these activities against our applications, shortlists and appointments we can always be sure that we are employing the fairest method of recruitment and ensuring our own population is reflective of the local community.



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## PASSOVER

■ EASTER BREAK 23 MAR - 15 APR

# APRIL 2018

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 ✚
2 EASTER MONDAY	3 ॐ	4	5	6	7	8
9	10	11	12 ☆	13 ☞ ☾	14 ☞	15
16	17	18 ॐ ☆	19 ☆	20	21	22
23 ✚	24	25	26	27	28	29
30 ATHENA SWAN DEADLINE Athena SWAN						



Buddhism

30 - Theravadin New Year



Christianity

1 - Easter Day

23 - St George's Day



Hinduism

3 - Mahavir Jayanti

18 - Aksaya Tritiya



Islam

13 - Isra and Mi'raj



Judaism

12 - Yom HaShoah

18 - Yom Hazikaron

19 - Yom HaAtzmaut



Sikh

14 - Baisakhi (Vaisakhi)

NEXT MONTH: MENTAL HEALTH / WELLBEING



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APRIL 2018

## PASSOVER

Passover is the eight day festival that marks the liberation of the Jewish people from the Slavery of Egypt and their establishment as an independent nation. It occurs in the spring with the date varying due to the differences between the Jewish calendar and the regular one. The first two days are celebrated by a special meal, "The Sedar," which features a telling of the story with special foods eaten that echo the tale. No bread or leavening is allowed the entire time and Matzo unleavened bread is eaten instead.



We are lucky to work in a multi-cultural, multi-faith establishment and we should embrace this diversity, see what we can learn from different religious festivals and be prepared to adapt our timetables wherever it's possible.

We have created a special factsheet about the celebration:

<http://documents.manchester.ac.uk/display.aspx?DocID=20128>

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

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



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## MENTAL HEALTH / WELLBEING

MAY 2018

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



Buddhism

29 - Visakha Puja  
29 - Vesak/Buddha Day



Christianity

10 - Ascension Day  
20 - Pentecost  
21 - Whit Monday  
27 - Trinity Sunday  
31 - Corpus Christi



Islam

10 - Lailat al Bara'ah  
16 - Ramadan begins



Judaism

20-21 - Shavuot  
31 - Lag B'Omer

Other

7 - Early May Bank Holiday  
10 - Staff Network Group Day  
17 - IDAHOBIT (International Day against Homophobia, Biphobia and Transphobia)  
28 - Spring Bank Holiday

NEXT MONTH: GENDER

**MEN'S  
HEALTH  
WEEK**

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MAY2018

## MENTAL HEALTH / WELLBEING

Looking after our physical wellbeing also has a knock on effect to our mental wellbeing. This issue is often hidden, unexplored and stigmatised. The truth is we all have mental health - so it's important to take this opportunity to evaluate what we do to look after our mind.

1 in 4 people will have a mental health problem in any one year and 9 out of 10 will face discrimination as a result. It is important for us to all understand that just because mental health problems are hidden, this doesn't mean they are not real. By understanding that some people have non-physical disabilities we can become more aware and make sure that people are not isolated and excluded from activities. It is easy to forget that 4 in 4 of us have mental health. When we think about mental health, we usually think about people living with mental health problems, but good mental health isn't simply the absence of a diagnosable problem.

## Wellbeing

Connect Learn & Discover Be Active  
Take Notice Give Be Healthy

8th-14th May is Mental Health Awareness Week

[www.mentalhealth.org.uk/tags/mental-health-awareness-week](http://www.mentalhealth.org.uk/tags/mental-health-awareness-week)

At a University level, you can find out more about the six ways to Wellbeing here and how you can be involved in different events and activities throughout the year. [www.staffnet.manchester.ac.uk/wellbeing/](http://www.staffnet.manchester.ac.uk/wellbeing/)



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☐ SUMMER BREAK 8 JUN - 16 SEP

**GENDER: MEN'S HEALTH WEEK AND NATIONAL WOMEN IN ENGINEERING DAY**

**JUNE 2018**

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

☪ Islam  
15 - Eid al Fitr  
22 - Lailat al Kadr

☪ Sikh  
16 - Guru Arjan Martyrdom

Other  
17 - Father's Day  
21 - Summer Solstice  
23 - NWED - National Women in Engineering Day

NEXT MONTH: CHARTER MARKS AND ACCREDITATIONS



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JUNE2018

## GENDER: MEN'S HEALTH WEEK AND NATIONAL WOMEN IN ENGINEERING DAY

Men's Health Week runs from 11- 17 June 2018. Past themes of this annual event have focused on topics which particularly affect men such as the complications of excessive belly fat, the impact of stress and work, and promoting healthy living. The week-long event aims to raise awareness around the statistic that 1 in 5 men die before the age of 65, and offer support for improving health and wellbeing. The importance of promoting Men's Health is further supported by some alarming facts:

**On average, men die 3.7 years earlier than women.....**on top of which, the average life-expectancy for men in the UK is region specific; 10 years shorter in Glasgow than in Kensington & Chelsea. Men are twice as likely as women to die prematurely from diabetes and 67% more likely to die from the common cancers.

### **Men go to the doctor less than women...**

....'reluctance to take time off work' cited as a common reason for not having regular check-ups<sup>1</sup>. Whilst the number of appointments is comparable between genders post-retirement age, a third of working-age men would be embarrassed or ashamed to take time off work for mental

**MEN'S  
HEALTH  
WEEK**

health issue such as anxiety or depression compared to only 13% for a physical injury.

### **Men are three times more likely to die from suicide than women.....**

disturbingly, suicide is the biggest cause of death for men under 45 and the incidences of suicide in men over the age of 50 are similar. However men only account for 36% of referrals for psychological therapies. Whilst personality traits have a role in susceptibility, other factors which increase the risk of

suicide among men are alcohol/drug abuse, marriage/relationship breakdowns, mid-life unhappiness, emotional illiteracy, socio-economic factors (particularly unemployment)<sup>2</sup>.

Men's Health Week was founded by The Men's Health Forum who carry out research and challenge health agencies to address these concerning data. Some of the ways in which you can champion this campaign are: reading and supporting the Men's Health Manifesto<sup>3</sup>, donating to the Men's Health Forum to help fund their research and resources, encouraging the men in your life to access the articles and online discussions hosted by the Men's Health Forum<sup>4</sup>, by raising awareness through using the Men's Health Week logo in your email signature or by using social media to raise awareness of this week.

Above all else, start the conversation.

<sup>1</sup> 2016 survey of 1,112 employed men conducted by Opinion Leader for the Men's Health Forum // <sup>2</sup> Review by the Samaritans 2012 (Men, Suicide and Society)

<sup>3</sup> [www.menshealthforum.org.uk/mens-health-manifesto](http://www.menshealthforum.org.uk/mens-health-manifesto) // <sup>4</sup> [www.menshealthforum.org.uk/male-health](http://www.menshealthforum.org.uk/male-health)



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## CHARTER MARKS AND ACCREDITATIONS

☐ SUMMER BREAK 8 JUN - 16 SEP

# JULY 2018

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



Buddhism

28 - Asala Dharma Day



Hinduism

9 - Guru Purnima



Judaism

1 - Fast of Tammuz

22 - Tish'a B'av

NEXT MONTH: CAREER PROGRESSION & DEVELOPMENT





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JULY 2018

## CHARTER MARKS AND ACCREDITATIONS

The University holds several awards and accreditations which fall under the equality and diversity umbrella. It is important for our institution to recognise that there is still work to be done in certain areas and by applying for certain accreditations we can ensure that these issues are on the University's agenda.

We can address issues of gender inequality through the Athena SWAN Charter - the University currently has a bronze award with many of our 17 schools already achieving silver; By signing up to the Disability Confident Scheme we can ensure that both mentally and physically disabled candidates are encouraged to apply for university positions and once here they have the extra support offered by the university having signed the Time to Change pledge.

The Stonewall index recognises that there is still work to be done for LGBT equality in the workplace and we are proud to have featured in the Top 100 for the past three years. In 2015 we were one of a handful of Universities to be awarded the Bronze level of the Race Equality Chartermark ensuring we progress equality via a three year action plan for BAME staff.

We have won several awards for our work and campaigns showing that the efforts made by teams around the University do have a positive impact both internally and externally.

By signing up to these accreditations and charter marks the university is showing its commitment to equality for everyone at the university – whether they be a member of staff, a student or a visitor.



Find out more about all of these awards here:

[www.manchester.ac.uk/connect/jobs/equality-diversity-inclusion/awards/](http://www.manchester.ac.uk/connect/jobs/equality-diversity-inclusion/awards/)



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## CAREER PROGRESSION & DEVELOPMENT

☐ SUMMER BREAK 8 JUN - 16 SEP

# AUGUST 2018

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

☸ Buddhism  
26 - Obon (Ulambana)

+ Christianity  
6 - Transfiguration of the Lord  
15 - Assumption of the Blessed Virgin Mary

ॐ Hinduism  
3 - Radha Govinda Jhulana Yatra  
7 - Jhulana Yatra ends  
15 - Krishna Janmashtami  
26 - Raksha Bandhan

☾ Islam  
20 - Waqf al Arafa - Hajj Day  
22-25 - Eid al Adha

Other  
27 - Summer Bank Holiday

NEXT MONTH: STUDENT AMBASSADORS



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AUGUST2018

## CAREER PROGRESSION & DEVELOPMENT

### Who is responsible for developing your career? Your manager? Your mentor? You?

If you don't take control of your own career development, then maybe no-one will. Or worse still, someone else might. By taking control of your career development you can plan the direction you want to take. Your plans may not always work and you may experience set-backs along the way, but you are more likely to be able to deal with set-backs if you believe in your plan and take control yourself.

To begin your career development planning take a look here: [www.staffnet.manchester.ac.uk/staff-learning-and-development/pss-library-and-cultural-institutions/personal-skills-and-development/career-development/](http://www.staffnet.manchester.ac.uk/staff-learning-and-development/pss-library-and-cultural-institutions/personal-skills-and-development/career-development/)

Learning and development opportunities arise in many situations, from a chance conversation with a colleague, to a formal workshop in a training room. We are learning all the time through a combination of formal and informal situations and through other people.

If you have identified a development need, take time to reflect on whether this need is related to a knowledge/skill/motivation gap and then consider whether the best way for you is:

- Learning through experience,
  - *Volunteering for a task or project where you can share your skills with others*
  - *Joining a working group outside your normal role*
  - *Using just in time online resources like Sixty Second Skills, eMentor or Ted Talks*
- Learning through others,
  - *Your line manager, mentor or coach*
  - *Networking/Action learning groups*
  - *Shadowing an expert*
- Formal learning
  - *Webinars*
  - *Face to face workshops*
  - *External professional qualifications*

For a range of learning and development opportunities check the L&D Website:  
[www.staffnet.manchester.ac.uk/staff-learning-and-development/](http://www.staffnet.manchester.ac.uk/staff-learning-and-development/)

STAFF **L&D**  
**LEARNING AND  
DEVELOPMENT**

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1 ॐ	2
3	4 ॐ	5	6	7  STONEWALL SUBMISSION	8	9
10 ☆	11 ☾	12 ☆ ॐ	13	14	15	16
17 ॐ	18	19 ☆	20	21 ॐ	22	23  BISEXUAL VISIBILITY DAY
24	25	26	27	28	29	30

ॐ Hinduism

1 - Sri Balarama (Appearance)  
 4 - Nandotsava  
 12 - Ganesh Chaturthi  
 17 - Radhashtami  
 21 - Sri Vamana Dvadasi

☾ Islam

11 - Al-Hijra-Muharram

☆ Judaism

10-11 Rosh Hashanah  
 12 - Fast of Gedaliah  
 19 - Yom Kippur  
 23-24 - Sukkot

Other

7 - Stonewall Submission Date  
 22 - September Equinox  
 17-21 - Welcome Week  
 23 - Bisexual Visibility Day

NEXT MONTH: BLACK HISTORY MONTH



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SEPTEMBER 2018

## STUDENT AMBASSADORS

The University, in collaboration with the Students Union, launched its 'Diversity and Wellbeing Student Ambassador Programme' in the School of Health Sciences, Social Sciences, Arts, Languages and Cultures and Materials in October 2017.



The Programme is part of a wider 'Diversity and Inclusion Student Ambassador Programme', funded by the Higher Education Funding Council (HEFCE). With the University as lead we are working with our partners, the University of Birmingham and Manchester Metropolitan University, and their respective Students 'Guild and Union'.

The Programme responds to the HEFCE (2015) report on the 'causes of differential outcomes' which highlights differences in outcomes and experiences for these groups even after controlling for other potential influencing factors. It aims to promote wellbeing and improve outcomes, specifically attainment and student experience, for Black Asian and Minority Ethnic (BAME) under-graduate students and those from low-socio-economic groups.

It uses a co-production model that brings students and staff together to:

- **Belonging.** Increase student's sense of belonging by building meaningful relationships between students and between students and staff through the development of internal and external networks.
- **Safe Spaces.** Create safe spaces and open a dialogue on inclusive learning and teaching environments, academic support and feedback and wellbeing.
- **Speak Up Stand Up.** Empower students to tackle the negative effects of stereotyping and micro-aggressions and safely challenge racism, sexual harassment and other forms of discrimination on campus through an active bystander campaign.

To get involved or find out more visit our blog: <https://diversityandwellbeingambassadors.blog/>

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

✝ Christianity

28 - Reformation Sunday

ॐ Hinduism

9 - Navaratri

19 - Dasara

☾ Islam  
29 - Ashura

★ Judaism

1 - Shemini Atzeret

2 - Simchat Torah

Other

10 - World Mental Health Day

31 - Halloween

NEXT MONTH: ANTI-BULLYING



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OCTOBER 2018

## BLACK HISTORY MONTH

### Decolonizing the University and Curriculum

There have been a number of student campaigns in Higher Education to “decolonize” the university and its curriculum. The most recent campaigns have been the Rhodes Must Fall movement in South Africa, which inspired protests such as Rhodes Must Fall at Oxford to remove the Cecil Rhodes statue and “Why is My Curriculum White” at UCL. These movements have found affinities with expanding struggles around race, gender, and class on North American campuses and with the upsurge of interest in decolonisation within professional academia.<sup>1</sup>



Additional calls to “decolonize the university” and “decolonize education” are part of the wider student campaign which call for discussions around the curriculum, teaching and support more positive outcomes for BAME students.<sup>2</sup> The principles of decolonizing education are centred on critically responding to imperialism and colonialism assumptions, motivations and values and overturning the Whiteness Eurocentric domination of knowledge within the curriculum. Together with including more Black, Asian Minority Ethnic authors, theorists and updating reading lists in response to the changing diverse student population. Many debates argue that decolonization is

contentious and is a call to simply replace White authors however; opposing arguments clearly state decolonization is not about replacing Eurocentric texts but more about broadening student's perceptions and considering a range of non-white approaches in the curriculum.

To find out more about the Student Union Liberation Campaigns please visit:

<https://manchesterstudentsunion.com/liberation>

<sup>1</sup> [www.crassh.cam.ac.uk/programmes/decolonising-the-curriculum-in-theory-and-practice](http://www.crassh.cam.ac.uk/programmes/decolonising-the-curriculum-in-theory-and-practice)

<sup>2</sup> [www.soas.ac.uk/blogs/study/decolonising-curriculum-whats-the-fuss/](http://www.soas.ac.uk/blogs/study/decolonising-curriculum-whats-the-fuss/)



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## ANTI-BULLYING

# NOVEMBER 2018

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1	2	3	4
			†	†		☾
5	6	7	8	9	10	11
		☯				
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	☾ TRANSGENDER DAY OF REMEMBRANCE		☯	☯ ☾		
26	27	28	29	30		
				† ATHENA SWAN DEADLINE 		

† Christianity

1 - All Saints Day  
2 - All Souls Day  
30 - St. Andrews Day

☾ Islam

4 - Waqf al Arafah - Hajj Day  
23 - Eid al Adha  
20 - Mawlid An Nabl

☯ Sikh

7 - Bandi Chhor Divas  
22 - Birthday of Guru Nanak Dev Sahib  
23 - Martyrdom of Guru Tegh Bahdur

Other

11 - Remembrance Sunday  
20 - Trans Day of Remembrance  
30 - Athena Swan Deadline

NEXT MONTH: IDPD





# thinkdifferently equality and diversity

NOVEMBER 2018

## ANTI-BULLYING

### SPEAK UP STAND UP!

The 'Speak Up Stand Up' initiative, a collaboration between the University and the Students Union, aims to encourage people to take action on all forms of hate crime, harassment, sexual harassment, sexual assault, and discrimination. Whether it is in person or online we believe that these behaviours are never ok.

It builds on the successful 'We Get It' campaign and calls for all members of our community to become active bystanders. With an emphasis on empowerment, the campaign intends to equip people with the necessary skills and confidence, to safely challenge problematic and abusive behaviours.

To support this initiative an active bystander social media campaign and an educational programme will be launched in September 2018. By using a combination of online digital media and face-to-face activity we will encourage people to:

**See it!** We want to equip people with the facts on hate crime, harassment, sexual harassment, sexual assault, and discrimination.

**Know it's a problem.** We want to help people to recognise those at risk of negative behaviours, when those behaviours are problematic and the negative impacts they can have.

**Take responsibility.** We want to encourage people to address their own attitudes and beliefs, and increase empathy for those who may have experienced problematic behaviours, encouraging an individual and collective sense of responsibility.

**Take action.** We want to equip people with the necessary skills to be confident that they can interrupt, speak out and help when problematic behaviours occur.

**Be the Change.** To find out more about the campaign and how to get involved visit the University Report and Support Platform.

**Remember!** You can report problematic behaviours either anonymously or you can get support from a University Harassment Support Advisor by using the Report and Support Platform. [www.reportandsupport.manchester.ac.uk](http://www.reportandsupport.manchester.ac.uk)





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INTERNATIONAL DAY OF PEOPLE WITH DISABILITY (IDPD)

DECEMBER 2018

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

† Christianity  
2 - Advent begins  
24 - Christmas Eve  
25 - Christmas Day

☆ Judaism  
3 - First Day of Hanukkah  
10 - Hanukkah (final day)

Other  
1 - World AIDS Day  
3 - International Day of People with Disabilities (IDPD)  
26 - Boxing Day  
27-29 - University Closure Day  
31 - New Year's Eve

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DECEMBER 2018

## INTERNATIONAL DAY OF PEOPLE WITH DISABILITY (IDPD)

IDPD (December 3) is a worldwide observance day promoted by the United Nations since 1992. The aim of the day is to involve groups of people from all sections of society in upholding the rights of persons with disabilities and to celebrate their contribution to society. In 2017 we celebrated by asking people to wear purple and lighting up university buildings.

We are fortunate to work for an organisation that can provide support to many people (including current staff and students, potential staff and students and visitors) through the Disability Advisory and Support Service (DASS). Any disabled staff member or student can register with DASS and receive support from their specially trained advisors. More information can be found here:

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



We also have a very active Disabled Staff Network Group (DSN). They run a confidential mailing list organise meetings and awareness raising events throughout the year. You can find out more here:

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

We should also recognise that disability extends beyond a physical or mobility related impairment. Mental Illness will impact on a quarter of us all and therefore it's important for the University to be an active member of Time to Change – the charter that aims to end mental health discrimination.

You can find out more about this and all other services available here:

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

# ADDITIONAL TRAINING

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## 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. Full details can be found using the links below:

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

There are other training resources available including an online module on Unconscious Bias, Supporting Trans Staff in the Workplace DVD's, books and case studies. In 2018 we'll be rolling out a new face to face training session entitled Transfer: A Journey looking at the experiences of Trans staff and students. Please contact **[equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)** to discuss other training requirements.

## STAFF NETWORK GROUPS

The Equality, Diversity and Inclusion Team facilitates a number of staff network groups. As a member of staff you can participate in any of the network group activities – ranging from meetings, to social events, to awareness raising on campus. As a staff member you are entitled to attend up to 3 meetings per year as a part of your normal working hours:

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



**\*Trans is an umbrella term encompassing all those who do not identify with the sex they were assigned at birth, including but not limited to those who are transgender, genderqueer, agender and non-binary.**

# RELIGION & BELIEF

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## CHRISTIANITY

Christianity is the largest religion in the UK. 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 May 29 in 2018.

## HINDU

Hinduism is most widely practised in India and it is the third largest religion in the UK with over half a million followers and close to 900 million worldwide. 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. The most distinct festival of the year is Holi where coloured powder or water is thrown to mark the arrival of spring.

# RELIGION & BELIEF

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## 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 and this 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 9th month of the Islamic calendar.

## JUDAISM

There are over a quarter of a million practicing Jews in the UK making it the 5th largest religion. Jews believe they have a covenant with God and these laws and commandments are revealed in their Holy Book – the Torah. Much like other beliefs, there are different branches of Judaism all with different interpretations of the faith. Their day of rest (Shabbat) begins at sunset on each Friday.

## 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 K's'. The most important festival in the calendar is Vaisaki which falls on 14th 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 skepticism. Just because someone chooses not to follow a religion does not mean that their beliefs and ideals should not be taken into account.

We have listed the major festivals for the six largest religions – here is a list of some other festivals which are also important to many staff and students at the university: