

MANCHESTER
1824

The University of Manchester

Inclusive Manchester

Equality, Diversity and Inclusion Office

the manchester welcome 2018

welcome workshops

Outline of Session

- Diversity and the University
- What is it?
- How it may differ to what you're accustomed to
- Student Diversity
- Support Available
- What can you do?

Manchester 2020 : Strategic Plan of The University of Manchester

- **Equality:** “encourage talented people, whatever their background, to work and study at the University of Manchester on the basis of *equality of opportunity*”
- **Diversity:** “committed to the ideal of a workforce and student body that mirrors the social, ethnic, disability and gender make-up of the wider society”.
- **Meritocratic:** open to talented individuals from all backgrounds, and seeks to remove barriers to their participation
- **Fair access** and admissions policies to attract the very best students, regardless of background . . . Identify exceptional national and international students, including those with disabilities or from educationally disadvantaged

What do we mean by equality?

Protected Characteristics – Equality Act 2010

Age

Disability

**Sexual
orientation**

**Religion and
belief**

Sex

Race

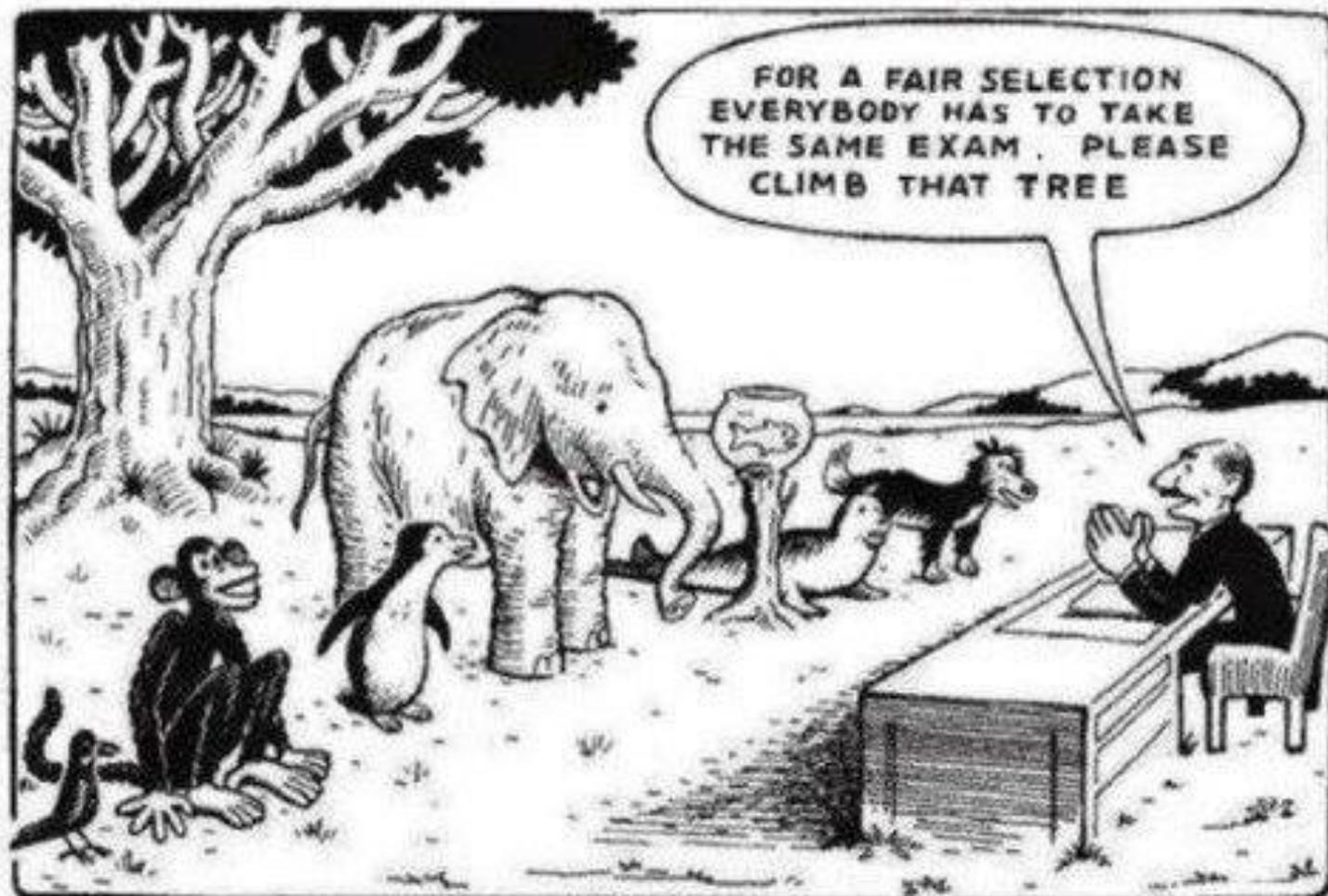
**Pregnancy and
maternity**

**Marriage and
civil partnership**

**Gender
reassignment**

The University

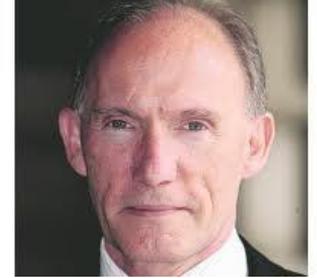
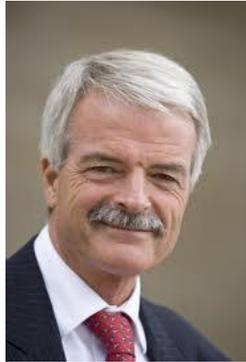
- Has a general duty to tackle discrimination, victimisation and harassment, advance equality and foster good relations.
- All of the 9 protected characteristics are covered



If you judge a fish by its 'ability' to climb a tree, it will spend its entire life believing its stupid - Albert Einstein



What do we mean by diversity?



International Students

Nearly 11,000 international UG/PG students from over 180 countries*

1	China
2	Malaysia
3	India
4	Nigeria
5	Saudi Arabia
6	Hong Kong
7	Indonesia
8	Pakistan
9	Taiwan
10	Korea

Protected Characteristics

- Disability

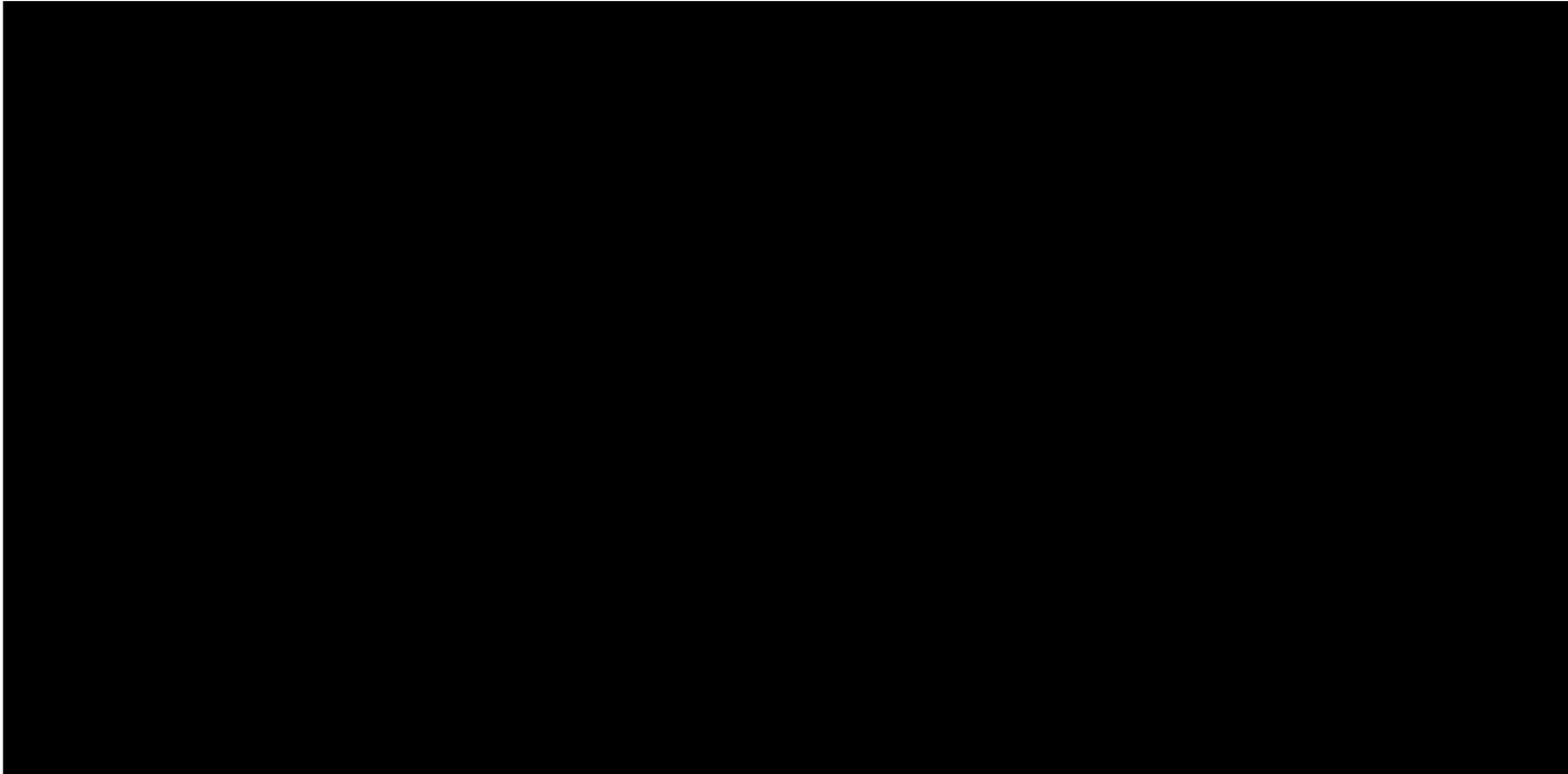
“...anyone who has a physical, sensory or mental impairment, which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.”

Disability



Manchester's New Student Diversity

Alba – Blind student from Spain



Protected Characteristics

- Sexual Orientation

5% of people in the UK identify as Lesbian, Gay or Bi-sexual – do you think this is accurate?

Manchester Pride

U o M ♥ You

Protected Characteristics

- Religion or Belief

Is your home country considered a 'multi-faith' country?

Manchester's New Student Diversity

Religious



Religion

Religion/Belief	Manchester	UK
Christian	61.8%	59.5%
No Religion/Belief	20.7%	25.7%
Muslim	8.7%	4.4%
Hindu	0.9%	1.3%
Sikh	0.2%	0.7%
Jew	0.9%	0.4%
Buddhist	0.4%	0.4%
Other	0.3%	0.4%
Not stated	6.1%	7.2%

Gender



Black, Asian and Minority Ethnic (BAME)





The [Athena SWAN Charter](#) recognises commitment to gender equality in the advancement and promotion of staff and students in higher education and research.



For three consecutive years we have been named among the top 100 employers in [Stonewall's](#) Employers Index which recognises good practice in the area of equality for lesbians, gay men and bisexuals.



We achieved a bronze award from the Equality Challenge Unit as part of the [Race Equality Charter](#) for excellence in advancing racial equality in higher education.



We have been awarded the Disability Confident Employer symbol by Jobcentre Plus which identifies employers who agree to take a set of actions around the [recruitment, retention and career development](#) of disabled people and those with health conditions.



Time to Change is England's biggest programme to challenge mental health stigma and discrimination. We signed their [pledge](#) in June 2013, signalling our commitment to help raise awareness and tackle the stigma around mental health.



Our Equality, Diversity and Inclusion Team offers a range of [training resources](#) to staff, including online training in diversity issues undertaken by all staff.



[Report and Support](#) is an online function for staff and students to report cases of bullying, harassment or discrimination. It can be used to either report an incident and get support from an advisor, or report an incident anonymously.



[Staff Network Groups](#) allow different groups to meet, share experiences and discuss issues that may be affecting their particular community.

WHERE DO YOU DRAW THE LINE



To report bullying harassment or discrimination, anonymously or for support visit www.manchester.ac.uk/we-get-it and click on report and support

Stereotyping

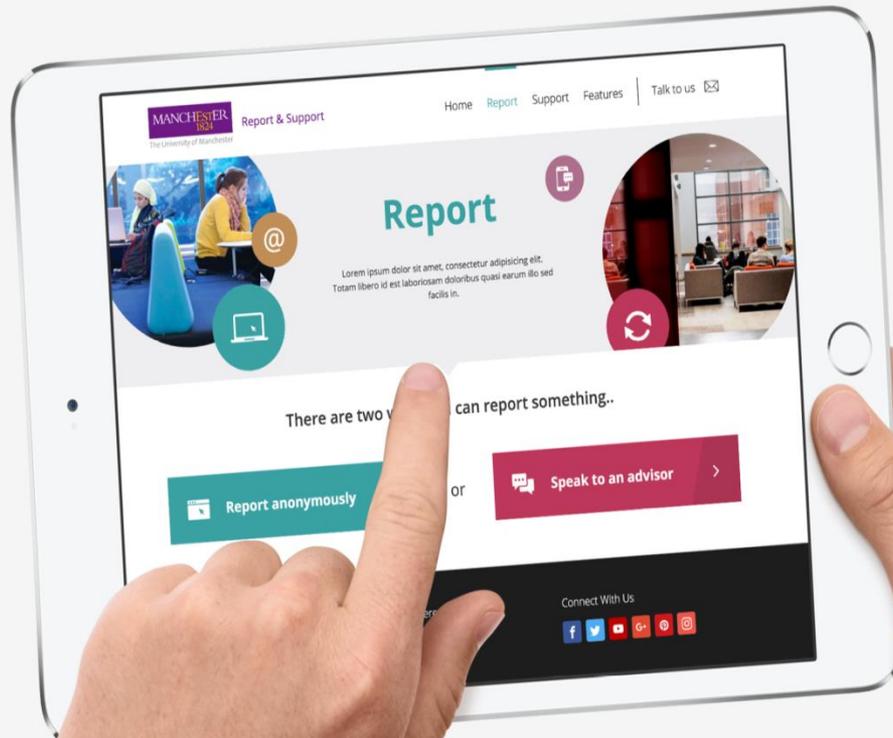


WHERE ARE YOU FROM?



- You can report any form of bullying and harassment – even anonymously
- Should you witness or experience harassment, report it and it will be dealt with by a harassment support advisor
- The Report and Support Button can be accessed online by anybody

Support Available



www.manchester.ac.uk/we-get-it

Unconscious or Implicit Bias

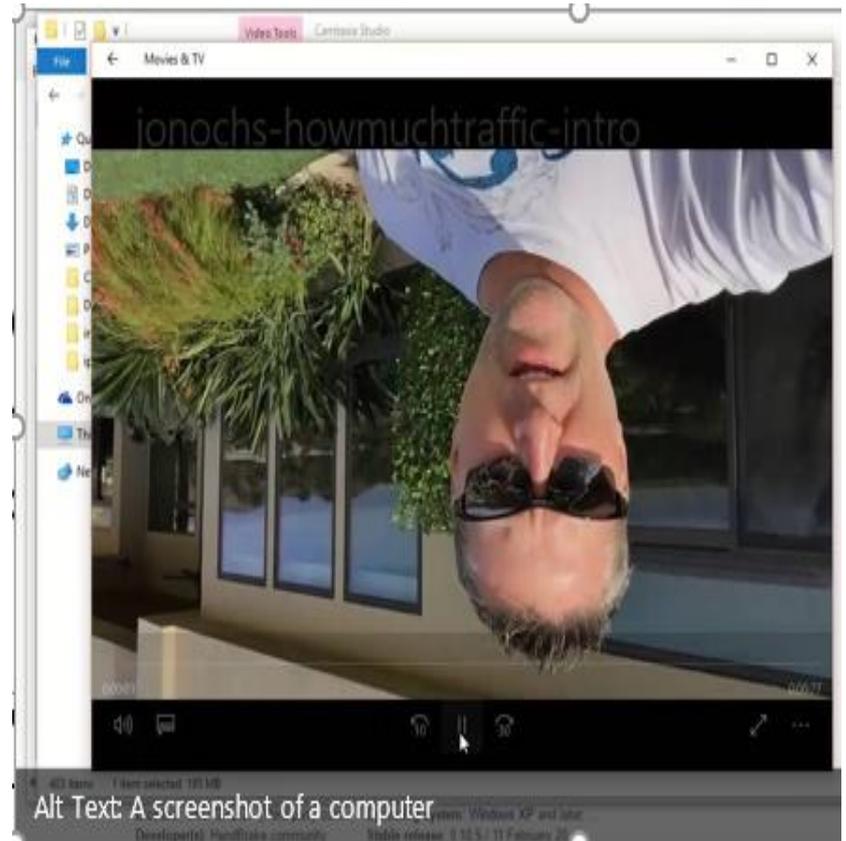
Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our **background, cultural environment** and **personal experiences**



[The story of the Surgeon](#)

Google – YouTube

When YouTube launched their video upload app for iOS, 5-10% of videos uploaded were upside-down.



Alt Text: A screenshot of a computer

Support Available

- Equality, Diversity and Inclusion Team
- International Office
- Students Union
- Disability Advisory and Support Service
- Harassment Support Advisors
- Student societies

What can you do?

- Equality and diversity and Unconscious bias online training
- Keep an open mind
- Enjoy the diversity Manchester has to offer
- Ask questions
- Visit our pages:
 - www.manchester.ac.uk/connect/jobs/equality-diversity-inclusion/

Thank You

Any questions or comments?

MANCHESTER
1824

The University of Manchester



the manchester welcome 2018
welcome presentations