

DIVERSITY CALENDAR 2019



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

*"A lot of different flowers
make a bouquet."*

Muslim Origin

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

Greater Manchester Immigration Aid Unit 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:

www.gmiau.org/



Greater Manchester
IMMIGRATION AID UNIT

www.staffnet.manchester.ac.uk/equality-and-diversity

www.manchester.ac.uk/connect/jobs/equality-diversity

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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 2019."

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



Having recently joined, I am delighted that my previous impression of the University as a welcoming institution genuinely committed to equality, diversity and inclusion has been borne out in reality. I am proud to be a member and will champion these principles at every opportunity.

PATRICK HACKETT – REGISTRAR, SECRETARY AND CHIEF OPERATING OFFICER



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SPEAK UP STAND UP

SEMESTER 1 EXAMS 14 - 25 JAN
CHRISTMAS BREAK 14 DEC - 14 JAN

JANUARY 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------|------------------|-----------|----------|--------|----------|---|
| | 1 New Year's Day | 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 International Day of Commemoration in Memory of the Victims of the Holocaust |
| 28 | 29 | 30 | 31 | | | |

BUDDHISM ☸

16 Shinran Memorial Day
21-23 Mahayana New Year
25 Honen Memorial Day

CHRISTIANITY †

06 Epiphany
18-25 Week of Prayer for Christian Unity
19 Timkat (Ethiopian Orthodox)

HINDUISM ☸

14 Makara Sankranti

JUDAISM ☆

21 Tu B'Shvat

SIKHISM ☸

13 Guru Gobindh Singh birthday

NEXT MONTH: LGBT HISTORY MONTH



**Lesbian Gay Bisexual Trans
History Month**



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SPEAK UP STAND UP

We believe that everyone has the right to live, work and study in an environment free from the fear of harassment or violence.

The 'Speak Up! Stand Up!' campaign is a collaboration between the University and the University of Manchester Students Union. It aims to empower people to be an active bystander and take action against harassment, hate crime and sexual violence.

Acts of harassment and violence committed because of a person's identity often start with negative attitudes, beliefs and stereotypes

about other people. These beliefs are cultivated through exposure and repeated reinforcement by those around them and they can form prejudices. These prejudices can form biases and present in a variety of forms including:

- Ageism
- Disababism
- Homophobia
- Racism
- Religious Hate
- Sexism
- Transphobia

The campaign uses a variety of activities to help people explore

these issues and develop skills and confidence to safely take action. An active bystander is someone who when they become aware of a problematic situation takes the responsibility to act.

Don't be a bystander Speak Up! Stand Up! Call it out and report it.

You can report something anonymously or report it and get confidential support from a Harassment Support Advisor visit:

www.reportandsupport.manchester.ac.uk

Find out more on the campaign:

www.manchester.ac.uk/speak-up-stand-up





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LGBT HISTORY MONTH

FEBRUARY 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------|---|-----------|-----------------------|--------|----------|--------|
| | | | | 1 | 2 | 3 |
| 4 | 5 Chinese New Year - Year of the Pig | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 RECM Submission | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | | | |

BUDDHISM ☸
15 Parivarinirvana Day
19 Magha Puja
27 Losar (Tibetan)

CHRISTIANITY †
02 Candlemas
14 St Valentine's Day

HINDUISM ॐ
09 Vasant Panchami - Saraswati Puja
13 Kumbha Sankranti
27-23 Gaura Purnima Festival

NEXT MONTH: INTERNATIONAL WOMEN'S DAY





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FEBRUARY 2019

LGBT HISTORY MONTH – HISTORY: PEACE; RECONCILIATION AND ACTIVISM

The 2019 theme for LGBT History Month is History: Peace; Reconciliation and Activism. 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. This includes 53 Commonwealth countries – many of them former British colonies.

Throughout February we'll be celebrating the centenary of aftermath of the end of WWI and the 50th anniversary of the Stonewall Riots. It's especially important to look to the past to see how we can prevent future atrocities – this is especially important today as we see a new wave of right wing populism and the election of a number of leaders who would happily turn the clocks back. It is vital that LGBT+ people stand together with their allies to support those who need it most. To quote the organisers of the national LGBT History Month Campaign: 'We can do that by acknowledging that LGB and T might be 20th century terms, but they describe same sex desire and gender variance, which have existed in all times and all places.'

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 ALL OUT or by becoming an ALL OUT ally – more information can be found here:

www.staffnet.manchester.ac.uk/allout



| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------|---------|-------------------|----------|-----------------------------|----------|-----------------|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 International Women's Day | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 Spring Equinox | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 Mother's Day |

CHRISTIANITY ✝
01 St. David's Day
06 Ash Wednesday
06 Lent begins
17 St. Patrick's Day

HINDUISM ॐ
04 Shivaratri
20-21 Holi

JUDAISM ☆
20 Fast of Esther
21 Purim

SIKHISM ॐ
22-24 Hola Mohalla

NEXT MONTH: **STUDENT WELLBEING**





International Women's Day


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MARCH 2019

INTERNATIONAL WOMEN'S DAY

International Women's Day has celebrated the social, economic, cultural and political achievement of women since it was first observed in North America in the early 1900s. Activities have also been directed at challenging practices which discriminate against women. Alarming, the progress to achieving gender parity worldwide is slowing. The International Women's Day 2019 campaign theme of #BalanceforBetter is a call-to-action for driving gender balance across the world. The University will be hosting events across the Schools and Institutes as part of this theme. How will you help make a difference? One way in which the University shows its commitment is through the Athena SWAN Charter for gender equality. Reporting data on diversity, sharing 'evidence-based' best practice, and bringing staff and students together through our supportive networks all help to raise awareness of the challenges that disproportionately affect women.

The Athena SWAN Charter covers academic staff across the University and, in 2015, expanded to measure progress for staff in professional services roles, and trans* staff and students. In 2018, the University renewed its Bronze Athena SWAN award and will be working on the action plan over the coming years to achieve Silver. Whilst we have lots to celebrate, we also acknowledge that there is still much work to be done at the University. Maybe use 2019 to explore joining a Self-Assessment Team, become more involved in the action plan, or look at the work of some of the gender focussed staff network groups. To find out more visit www.manchester.ac.uk/gender

| 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 | | | | | |

BUDDHISM ☸
19 Theravadin New Year

CHRISTIANITY †
14 Palm Sunday
18 Maundy Thursday
19 Good Friday
21 Easter Day
23 St. George's Day

HINDUISM ☸
06-14 Ramayana
06 Hindu New Year
14 Ramanavami
17 Mahavir Jayanti
19 Hanuman Jayanti

ISLAM ☾
03 Isra and Mi'raj
21 Lailat al Bara'ah

JUDAISM ☆
20-27 Passover

SIKHISM ☸
17 Birthday of Guru Har Rai

NEXT MONTH: STAFF NETWORK GROUPS





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APRIL 2019

STUDENT WELLBEING

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

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.

Stressful times such as exams or preparation for exams can bring particular mental health issues to the forefront. So it's important to be prepared for these and notice any signs that may trigger things like anxiety or stress. Fortunately we have a robust wellbeing programme for students and staff. Maybe you'd be interested in one of our wellbeing workshops:

www.counsellingservice.manchester.ac.uk/workshops

Or Sporticipate: www.sport.manchester.ac.uk/sport/sporticipate



There's more information under the 'My Wellbeing' tab on My Manchester: www.manchester.ac.uk/sixways

Whatever you choose, make sure it's right for you and find something that will help you to relax, de-stress and be prepared for your exams.



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STAFF NETWORK GROUPS

SEMESTER 2 EXAMS 15 MAY - 5 JUNE

MAY 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|-----------------------------|---------|-------------------------------|----------|--|----------|--------|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 Early May Bank Holiday | 7 | 8 Staff Network Groups Day | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 Spring Bank Holiday | 28 | 29 | 30 | 31 | | |

BUDDHISM ☸
18 Visakha Puja
29 Vesak/Buddha Day

CHRISTIANITY †
30 Ascension Day

HINDUISM ☸
7 Aksaya Tritiya

ISLAM ☾
22 Lailat al Kadr

JUDAISM ☆
02 Yom Hashoah
08 Yom Hazikaron
09 Yom HaAtzmaut
23 Lag B'Omer

NEXT MONTH: MEN'S HEALTH WEEK



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MAY2019

STAFF NETWORK GROUPS

The University has a number of staff network groups which all members of staff can join and participate in the various awareness raising activities they arrange throughout the year.

These important networks are viewed as a vital and pivotal part of your employment and the input and activity of these groups is highly valued by the University.

As a member of staff you can attend up to three staff network group meetings per year during your working hours. Meetings take place at different times of the day to allow as many people as possible to attend at least one per year. Arranged activities can take place during or outside of work hours, but cover important subjects and topics that may have an impact on a particular (or several) areas of our staff population.



They are a fantastic way to network with people from all over the University, build contacts, share experiences, arrange events and socialise. Many of the groups also offer confidential support and advisory services from their members to any member of staff. Every member of staff is invited to join any of the staff network groups and although you may not fall into any of the 'categories' represented in the current staff network groups, you may have an interest or simply wish to offer support or find out more about how the groups work.

Important dates for diary: National Staff Network Groups Day 8 May and Mental Health Awareness Week 8-14 May

You can find out more about individual groups, their activities and influence by visiting:

www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network

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

CHRISTIANITY †

09 Pentecost
10 Whit Monday
16 Trinity Sunday
20 Corpus Christi

ISLAM ☾

05 Eid al Fitr
05/05-05/06 Ramadan

JUDAISM ☆

09-10 Shavuot

SIKHISM ☼

16 Guru Arjan Martyrdom

NEXT MONTH: CHARTER MARKS AND ACCREDITATIONS





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JUNE2019

MEN'S HEALTH WEEK

Men's Health Week runs from 10- 16 June 2019. 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 dies before the age of 65, and offer support for improving health and wellbeing. The focus for 2019 will be the impact of inequality and deprivation on men's health.

Whilst we have seen an increase in men participating in our on campus sport and wellbeing programme, they are still less likely to take part in the wide variety of classes and programmes made available.

**MEN'S
HEALTH
WEEK**

In June, why not make a resolution to do a little bit more for your health? Take a break from your desk at lunchtime, get colleagues signed up to form a sports team, go running, go swimming or even sign up to one of the many courses on offer via Wellbeing:

www.staffnet.manchester.ac.uk/wellbeing

Encourage others to do the same and point out opportunities to get fit and raise awareness of health and wellbeing issues faced by our male population.

We'll have lots of resources available this month from:

www.menshealthforum.org.uk

Even if you use June to start thinking about your own (and other's health) there's always something happening on campus to help you improve different aspects of your health and wellbeing.







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CHARTER MARKS AND ACCREDITATIONS

■ SUMMER GRADUATION 8-19 JULY

JULY 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------|---------|---|---|--------|----------|---|
| 1 | 2 | 3 | 4  <i>LGBTSTEM Day</i> | 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 
16 Asala Dharma Day

HINDUISM 
17 Guru Purnima

JUDAISM 
21 Fast of Tammuz

NEXT MONTH: THE IMPORTANCE OF DATA



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JULY 2019

CHARTER MARKS AND ACCREDITATIONS

There are currently two higher education equality charter mark awards. Athena SWAN (gender) and the Race Equality Charter Mark have been developed by a national organisation, Advance HE.

The charter marks aim to transform cultures and make a real impact on the lives of staff and students. The University has been engaged with Athena SWAN for ten years and the Race Equality Charter Mark for three years – when it was introduced.

The charter marks have different levels of award with a bronze recognising that the institution has an understanding of the issues and acknowledges commitment and preparation to act. In addition to the requirements for a bronze award, a silver recognises a significant record of activity and achievement by the institution in promoting gender and race equality.

Currently, the University has an institutional Athena SWAN and Race Equality Charter Mark bronze award.

You can also apply for School level awards with Athena SWAN but not the Race Equality Charter Mark. From the University's 17 Schools, seven have a Silver award and eight have a Bronze Athena SWAN award.

It is hoped that these charter marks will help to address the culture as well as the under-representation of women and minority ethnic staff at senior levels in the University. We also participate in the annual

Stonewall Workplace Equality Index which ensures we have an inclusive workplace for LGBT Staff; Time to Change helps us highlight the stigma surrounding mental health issues; and by being a Disability Confident employer we can ensure we address the under-representation of disabled candidates successfully applying for and securing employment.

By signing up to additional 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/





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THE IMPORTANCE OF DATA

AUGUST 2019

| 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 Summer Bank Holiday | 27 | 28 | 29 | 30 | 31 | |

BUDDHISM ☸
26 Obon (Ulambana)

CHRISTIANITY ✝
06 Transfiguration of the Lord
15 Assumption of the Blessed Virgin Mary

HINDUISM ॐ
11-15 Radha Govinda Jhulana Yatra
15 Raksha Bandhan
21 Sri Balarama (Appearance)
23 Krishna Janmashtami

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

JUDAISM ☆
11 Tish'a B'av

NEXT MONTH: DIVERSITY IN THE CURRICULUM





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AUGUST 2019

THE IMPORTANCE OF DATA

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 & benefit from a workforce with a diverse population. You can update your own information at any time through the MyView portal.

All reported data is anonymous and there are measures in place to ensure people cannot 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.

We would like to highlight the important contribution that our postgraduate students make to the University. They expand our knowledge by producing new and original research, often pushing existing boundaries of scholarship. In addition, postgraduate research students are teaching our undergraduate students, especially at the beginning of their studies. From our data, we see they come from 76 different countries with about 40% identifying as BAME. And there is a difference between genders as to preferred areas of study. Amongst male postgraduate research students the majority of males are in the Faculty of Science and Engineering, with the female majority found in Biology, Medicine and Health. Find out more information here:

My View
Employee Self Service

www.staffnet.manchester.ac.uk/equality-and-diversity/data

BAME – Black Asian and Minority Ethnic



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DIVERSITY IN THE CURRICULUM

WELCOME WEEK 16-20 SEP

SEPTEMBER 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|---|---------|-----------|----------|-----------------------------|----------|--------|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 Stonewall Submission Date | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | | | | | | 23 |
| 23 September Equinox Bisexual Visibility Day | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

NEXT MONTH: BLACK HISTORY MONTH

CHRISTIANITY

08 Nativity of the Blessed Virgin Mary
27 Meskel (Ethiopian Orthodox)

HINDUISM

02 Ganesh Chaturthi
04 Nandotsava
06 Radhastami
21 Sri Yamana Dvadasi
29 Navaratri

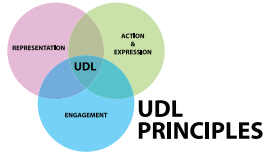
ISLAM

01 Al-Hijra-Muharram (New Year)
10 Ashura

JUDAISM

30/09-31/10
Rosh Hashanah





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SEPTEMBER 2019

DIVERSITY IN THE CURRICULUM

The student body in higher education is becoming increasingly diverse, with significant numbers of students with disabilities; international, non- traditional and students from diverse cultural and academic backgrounds (Killick 2017). However, there is limited evidence that teaching and learning methods have adapted to meet the changing needs of the student population (Hockings and Bowl 2008). Such practices in higher education continue to meet the needs of the traditional student and, continue to disadvantage diverse groups of learners who face significant barriers to participation and achievement. The development of inclusive assessment practices will hopefully eliminate the need for additional arrangements and inclusive assessment practices will improve the learning experience for all learners.

Universal Design for Learning (UDL) is a way of thinking about teaching and learning that helps give all students an equal opportunity to succeed. The UDL framework encourages practitioners to provide flexible opportunities for assessment. This enables students to demonstrate their learning in multiple ways that include visual and oral presentation, rather than only written assessment.



The University has recently set up an Inclusivity Working Group with a specific remit for developing an “Inclusive Teaching, Learning and Student Experience Strategy”.

To find out more about Universal Design for Learning please visit www.cast.org.uk



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BLACK HISTORY MONTH

OCTOBER 2019

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

CHRISTIANITY †
31 Reformation Sunday

HINDUISM ॐ
07 Dussehra
19 Diwali

JUDAISM ☆
02 Fast of Gedalliah
09 Yom Kippur
14-20 Sukkot
21 Shemini Atzeret
22 Simchat Torah

SIKHISM ✧
27 Bandi Chhor Divas (Diwali)

NEXT MONTH: **DIWALI**





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BLACK HISTORY MONTH

Since 1987, Oct. 1-31 is celebrated as Black History Month (BHM) (www.blackhistorymonth.org.uk) in the UK (The USA marks this in February). The rationale behind both are however the same – “to celebrate the achievements and contributions of black people not just in the UK, but throughout the world and also to educate all on black history”

The wider aim of this is the advancement of race equality (specifically) and equality (generally).

The University of Manchester is committed to race equality and actively supports BHM activities internally and externally. Each year the University collaborates with other bodies to coordinate a number of events across Greater Manchester

(see www.blackhistorygm.org) in celebration of BHM, beginning with a launch event typically held at Manchester Cathedral.

In 2018, the University hosted its inaugural university-wide BHM event - “Brilliant and BAME” involving staff, students, local artists, businesses and community members. The event showcased University activities targeting race equality across the institution and the local community. This event was organised by our vibrant BAME Staff Network – you can find out more about their work and how to get more involved here: www.staffnet.manchester.ac.uk/bame
In addition, you can find out more about the Student Union Liberation Campaigns by visiting: www.manchesterstudentsunion.com/liberation



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DIWALI

NOVEMBER 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------|---------|-----------------------------|----------|------------------------------------|----------|-----------------------|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 Remembrance Sunday |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 Trans Day of Remembrance | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 Athena Swan Submission Deadline | 30 | |

CHRISTIANITY †

01 All Saints Day
02 All Souls Day
30 St. Andrews Day

ISLAM ☾

10 Mawlid an Nabi (Birth of the Holy Prophet Muhammad PBUH)

SIKHISM ☸

12 Birthday of Guru Nanak Dev Sahib

NEXT MONTH: IDPD





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NOVEMBER 2019

DIWALI

Diwali, the Festival of Light, comes at the end of October or early November. It's a festival that Sikhs, Hindus and Jains celebrate. For Sikhs, Diwali is particularly important because it celebrates the release from prison of the sixth guru, Guru Hargobind, and 52 other princes with him, in 1619.

Diwali is known as the 'festival of lights' because houses, shops and public places are decorated with small earthenware oil lamps called Diyas. These lamps, which are traditionally fuelled by mustard oil, are placed in rows in windows, doors and outside buildings to decorate them. Fireworks are also a big part of the Diwali celebrations, although some Sikhs prefer not to use them because of noise, atmospheric pollution and the risk of accidental deaths and injuries.

Diwali is very much a time for buying and exchanging gifts. Traditionally sweets and dried fruit were very common gifts to exchange. Diwali is also a traditional time to redecorate homes and buy new clothes. Diwali is also used to celebrate a successful harvest.

At the University we have celebrated Diwali with traditional Indian and Bollywood flashmobs, exchange of sweets, Indian food stalls and the opportunity for students to get Henna tattoo.

In addition, the Indian society of Manchester organises an annual event called Diwali Mela which translates as a Diwali fair. The Diwali fair has performances from various cultural societies, traditional Indian games, food, henna art, photo booth, money collection for charity and an explanation of the history behind Diwali through dance and performances.

www.staffnet.manchester.ac.uk/religion



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INTERNATIONAL DAY OF PEOPLE WITH DISABILITY (IDPD)

■ WINTER GRADUATION 9 - 13 DEC
■ CHRISTMAS BREAK 13 DEC

DECEMBER 2019

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|---------|-------------------|------------------|---------------|--------|----------|------------------------|
| | | | | | | 1 World AIDS Day ✚✚ |
| 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 | 28 | 29 |
| 30 | 31 New Year's Eve | | | | | |

UNIVERSITY CLOSURE DAY: 24TH - 31ST

CHRISTIANITY ✚

01 Advent begins
24 Christmas Eve
25 Christmas Day

JUDAISM ✨

23-30 First day of Hanukkah

SIKHISM ☯

01 Martyrdom of Guru Tegh Bahadur



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INTERNATIONAL DAY OF PERSONS WITH DISABILITIES (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 and 2018 we linked up with www.purplespace.org and celebrated this important day by asking people to wear purple and lighting up university buildings in the same colour.

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

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/dsn



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

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

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** 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

***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 2019.

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 'pluralist' 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. There are many important celebration days throughout the year for the Jewish faith which may mean larger numbers of the staff and student population may be absent to celebrate these.

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 – A list of other important festivals can be found on our Intranet pages.