

DIVERSITY CALENDAR 2020



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

*"Unity is Strength
Division is Weakness"*

Swahili Proverb

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 now in it's 11th year and is more inclusive than ever. It 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:

Ashgate school parents, Teachers and friends association. Registered Charity number 1164744.

The charity raises money to support and advance the educational, physical and emotional wellbeing of children and young people and is currently trying to raise money to build a new sensory room. This will provide the children with a multi-sensory, relaxing and safe space to explore, interact, develop and engage a range of senses through a variety of stimuli. Many of the children at the school are non-verbal, have sensory processing disorder, autism, complex additional needs, are wheelchair users, cannot communicate, have challenging behaviour, or have a multitude of other medical, social and behavioural differences.

The school is in one of the less affluent areas of Manchester where people cannot afford to donate, and due to having much more complex care needs for their children, many of the parents are on low income and unable to donate much money, so they have a reliance on as much external support as possible.

www.facebook.com/ashgatecharity



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

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

©copyright The University of Manchester 2020

The Equality, Diversity and Inclusion Team,

G.035 John Owen's Building Manchester M13 9PL

Tel: 0161 306 5857

Email: equalityanddiversity@manchester.ac.uk

 @UoMEandD

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

SENIOR MANAGEMENT



PATRICK HACKETT - REGISTRAR, SECRETARY AND CHIEF OPERATING OFFICER

Having been here for a year now, I continue to be impressed by our collective commitment to equality, diversity and inclusion. However, we should not be complacent. There is much more to do and I will continue to champion these principles at every opportunity.



KAREN HEATON - DIRECTOR OF HR

I am proud to support ALLOUT throughout the year on their activities including the University's application to the Stonewall Workplace Equality Index where we have achieved a top 100 position for the last five years. I'll be working closely with them throughout 2020 to maintain this great achievement!



PROFESSOR DAME NANCY ROTHWELL – PRESIDENT & VICE-CHANCELLOR

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 2020.



PROFESSOR NALIN THAKKAR - VICE PRESIDENT SOCIAL RESPONSIBILITY

This Diversity Calendar gives a week-by-week highlight of the many cultural and religious events important to our staff and students and is a reminder of the wonderful diversity of our University. As Vice-President for Social Responsibility and the first ever BAME member of the Senior Leadership Team in our University, I'm passionately committed to the principles of equality, diversity and inclusion. This calendar is part of our wider mission to ensure our University is representative of our communities and that we offer opportunities to all staff and students to realise their full potential and enable our differences to positively transform the way we work together.

thinkdifferently equality and diversity

JANUARY 2020

INCLUSIVE MANCHESTER

We want our University to be an inclusive and welcoming environment where every member of our community feels involved, supported and respected.

Being inclusive is about valuing people and taking the time to think about how our actions can affect others.

It's means not making assumptions about other people and being sure to challenge potential bias.

How can we make Manchester Inclusive? We can all contribute! Creating an inclusive environment is everyone's responsibility.



"The real radical is that person who has a vision of equality and is willing to do those things that will bring reality close to that vision."

Bayard Rustin.

We are establishing an institutional-wide initiative that will encourage people to do at least one thing to make Manchester more inclusive.

To do this we want to create a list of 100 *"ways to inclusion"* that include practical things that every one of us can do. What should these things be? We want you to tell us.

You could find out about another culture, make sure that when a decision needs to be made you include different perspectives, use inclusive language or attend an event that actively challenge prejudice.

Each of us doing something, be it large or small, will make a collective difference.

What do you think will make Manchester more inclusive?

You can email us at: [**inclusive@manchester.ac.uk**](mailto:inclusive@manchester.ac.uk)

We will share the 100 *"ways to inclusion"* later in the year and encourage all members of our community to pledge to undertake at least one.



thinkdifferently equality and diversity

INCLUSIVE MANCHESTER

SEMESTER 1 EXAMS 13TH - 24TH JAN
CHRISTMAS BREAK ENDS 13TH JAN

JANUARY 2020

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 Chinese New Year Year of the Rat	26
27 International Day of Commemoration in Memory of the Victims of the Holocaust Start of 2nd Semester	28	29	30	31		

BUDDHISM

10th -12th Mahayana New Year
16th Shinran Memorial Day
25th Honen Memorial Day

CHRISTIANITY

6th Epiphany
7th Orthodox Christmas

HINDUISM

15th Makara Sankranti
29th Vasant Panchami - Saraswati Puja

SIKHISM

2nd Guru Gobindh Singh Birthday

NEXT MONTH: LGBT HISTORY MONTH



LGBT HISTORY MONTH: POETRY, PROSE AND PLAYS

The 2020 theme for Lesbian Gay Bisexual Trans History month is *'Poetry, Prose and Plays'*. The events that surround LGBT history Month give us all the opportunity to look at different experiences of being LGBT in the workplace or as a student. The majority of people in the UK have positive stories to tell, but there are many who are not as fortunate.

In 2019, *ALLOUT*, the University's LGBT Staff Network Group, launched a project called *'It Gets Better'* where people could talk about their experiences of being LGBT and coming out in the form of a podcast. There are now several podcasts to enjoy.

Sadly, it does not always get better for some people, especially in one of the 72 jurisdictions

which criminalise private, consensual, same-sex sexual activity (12 of which impose the death penalty).

You can find more information on this Equaldex dashboard here:

www.equaldex.com

And the friendliest LGBT cities worldwide can be seen here:

www.nestpick.com/best-lgbt-cities

ALLOUT celebrates its 10th birthday in 2020 and there will be a whole host of activities and awareness raising events happening to see how we can *'make it better'* for everyone.

More details about *ALLOUT* (including how to become an ally) can be found here:

www.staffnet.manchester.ac.uk/allout





thinkdifferently equality and diversity

LGBT HISTORY MONTH

FEBRUARY 2020

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	

BUDDHISM ☸
15th Nirvana Day
24th Losar (Tibetan)

HINDUISM 🕉
13th Kumbha Sankranti
21st Shivaratri

SIKHISM ✎
17th Birthday of Guru Har Rai

NEXT MONTH: CONNECTING COMMUNITIES





thinkdifferently equality and diversity

MARCH 2020

CONNECTING COMMUNITIES

Two ways in which we can describe a community are *'a group of people living in the same place or having a particular characteristic in common'* or *'the condition of sharing or having certain attitudes and interests in common'*.

We work hard to connect our internal and external communities in a number of different ways. You can read all about our different staff network groups towards the rear of this calendar. The networks will extend their internal communities by partnering with local groups and charities to offer support for their causes and activities. This might include volunteering for them; working with them on a particular project or promoting the great work they do to other University staff and students.

We see the term *'intersectionality'* more and more nowadays. This term is used to describe people or groups who have more than one protected characteristic. In 2019 we jointly hosted an intersectionality conference around sexual orientation and disability. There are plans to host more of these events and the theme is likely to be discussed at our own ED&I Conference in October 2020.

Find out more here: www.nadsn-uk.org/conference2019





thinkdifferently equality and diversity

CONNECTING COMMUNITIES

■ EASTER BREAK STARTS 27TH MARCH

MARCH 2020

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

NEXT MONTH: WELLBEING

CHRISTIANITY ✝
25th Shrove Tuesday
26th Ash Wednesday
26th Lent begins

JUDAISM ☆
10th Purim

HINDUISM ॐ
9th - 10th Holi
20th Gaura Purnima Festival

SIKHISM ॐ
10th Hola Mohalla

Wellbeing



thinkdifferently equality and diversity

APRIL 2020

WELLBEING

The University is committed to providing a healthy working environment and improving the quality of working lives for all staff.

Wellbeing is a combination of the physical, psychological and the social features of a person. The Chartered Institute of Personnel and Development (CIPD) define wellbeing as:

'Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organisation'.

For employees a good working environment can positively impact on these aspects and more workplaces, including the University, are trying to positively influence wellbeing.

The University aims to promote and enhance wellbeing for all staff through the development of a proactive and enabling culture. This will require effective leadership, management support to encourage staff to feel supported in focusing on their wellbeing, the integration of wellbeing in all work activities and practices and individual staff taking responsibility for their health and wellbeing.

The University have a network of Staff Wellbeing Champions across the University. They help signpost staff to the University wellbeing services, national health and wellbeing days, University wellbeing events and arrange locally based wellbeing events to engage and support staff. The University also host the annual Staff Wellbeing Fair which showcases a number of the wellbeing benefits staff can access. There are representatives from a wide range of University and external wellbeing providers.

Wellbeing

www.manchester.ac.uk/reward

www.documents.manchester.ac.uk/display.aspx?DocID=40628

www.staffnet.manchester.ac.uk/wellbeing

Connect Learn & Discover Be Active
Take Notice Give Be Healthy




thinkdifferently equality and diversity

WELLBEING

■ EASTER BREAK ENDS 20TH APRIL

APRIL 2020

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1	2	3	4	5
			ॐ			✚
6	7	8	9	10	11	12
ॐ	✽	ॐ	☾ ✨	✚ ✨		✚
13	14	15	16	17	18	19
☿		★	★			
20	21	22	23	24	25	26
	★		☾	☾		ॐ
27	28	29	30 Athena SWAN Submission deadline 			

NEXT MONTH: DIVERSE MANCHESTER

BUDDHISM ☸
7th Theravadin New Year

CHRISTIANITY ✚
5th Palm Sunday
10th Good Friday
12th Easter Sunday

HINDUISM ॐ
2nd Ramayana
2nd Ramanavami
6th Mahavir Jayanti
8th Hanuman Jayanti
26th Aksaya Tritiya

ISLAM ☾
9th Lailat al Bura'ah
23rd Ramadan begins
24th Isra and Mirraj

JUDAISM ✨
9th - 10th First Days of Passover
15th - 16th Last Days of Passover
21st Yom HaShoah

SIKHISM ☿
13th Baisakhi (Vaisakhi)



thinkdifferently equality and diversity

MAY2020

DIVERSE MANCHESTER

We are very lucky to live in a great diverse city of Manchester. According to research from the academics from the University of Manchester's Multilingual Manchester project, 200 languages are spoken here at any one time by its 480,000 large population. Arguably this makes Manchester the most linguistically diverse city in Western Europe.

Manchester has a very long history of migration: Irish migrants started travelling to the city already during the Industrial Revolution. Later in the 18th and 19th centuries, the city saw a migration of European Jews who were fleeing prosecution. After the Second World War, people from the Caribbean and South Asia travelled to the city and after that there was a wave of migration from former colonies in Africa. The newest immigration began in the early 2000s, mainly by young professionals from India, Europe and West Africa who started to look for opportunities brought by technological advancement and digital revolution.

Today about 33% of Manchester's population are from ethnic minority background which is well above the national

UK figure of 13% according to Office of National Statistics Census from 2011 (ONS data).


This diversity of population led to enormous diversity of ideas. The city was one of the first to commemorate Lesbian, Gay, Bisexual and Transgender population; popularise vegetarianism; as well as have a number of eminent Suffragettes-in fact, one of them-Emmeline Pankhurst-has now a statue on St Peter's Square.

Look out for blog posts and cool dashboard about UKs and Manchester population which is coming on the Equality, Diversity and Inclusion website!





MAY 2020

BUDDHISM 
7th Visakha Puja
7th Vesak / Buddha Day

CHRISTIANITY 
21st Ascension Day
31st Pentecost

ISLAM 
19th Lailat al Kadr
23rd Ramadan ends
24th Eid al Fitr

JUDAISM 
3rd Lag B'Omer
29th - 30th Shavout

NEXT MONTH: OUR BELIEFS





thinkdifferently equality and diversity

JUNE 2020

OUR BELIEFS

The Equality Act 2010 gives protection if you are discriminated against because of your belief – and this extends to not having a belief. We are all familiar with the many different religions and belief in society – some more prominent than others.

In the 2011 Census, Christianity was the largest religion, with 33.2 million people (59.3 per cent of the population). The second largest group of 14.1 million people, around a quarter of the population in England and Wales, reported they have no religion.

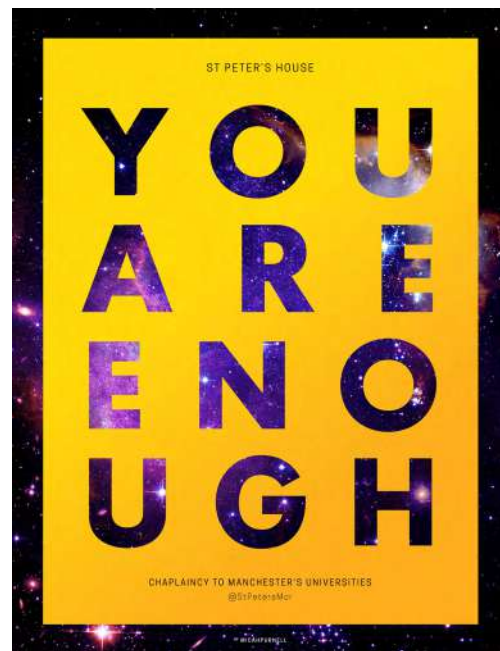
There are too many beliefs to list that would come under '*no religion*', but it's useful to understand the differences

between '*irreligion*', '*atheism*' and '*agnosticism*' to see the breadth of beliefs that exist around the earth.

Therefore it is important that the University reflects this religious and belief make up. We have excellent prayer and worship facilities on campus and plenty of spaces for quiet contemplation. St Peter's House Chaplaincy offers spaces for all religions and beliefs and this extends to those with no belief who may just need a place to think and reflect. Their statement '*You Are Enough*' (created by Micah Purnell) summarises their inclusive and welcoming approach.

Find out more here:

www.stpeters.org.uk





thinkdifferently equality and diversity

OUR BELIEFS

SECOND SEMESTER EXAMS FINISH 3RD JUNE

JUNE 2020

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 Summer Solstice	21 Father's Day
22	23	24	25	26	27	28
29	30					

SIKHISM 
16th Guru Arjan Martyrdom

OTHER
19th Go Home on Time Day

NEXT MONTH: GENDER DIVERSITY



thinkdifferently equality and diversity

GENDER DIVERSITY

Gender originally developed as a cultural identity, related to a person's biological sex. We now recognise that gender cannot be restricted to the binary terms of masculinity or femininity but actually is shaped by factors other than an individual's biology. Gender is more accurately described as a spectrum.

Gender identity is a personal concept which relates to an individual's sense of self. Whilst census or data records may state a finite number of genders, there are no limits to the number of gender identities which exist in our communities. As such there is no set number of gender identities. Gender identity does not give any indication of biology, gender expression, or sexuality/sexual orientation and should not be used to assume as such.

The more widely-used terms in the context of gender are:

- 'Cis' denotes that a person's gender identity is the same as the gender associated with the sex they were assigned at birth. E.g. someone who was assigned male at birth, and identifies as a man, is a cis-man.
- 'Trans' denotes a person's gender identity is different to the gender associated with the sex they were assigned at birth. E.g. someone who was assigned male at birth, and who identifies as a woman, is a trans-woman.
- 'Non-binary' and 'genderfluid' refer to a spectrum of gender identities, not exclusively or limited to being a man or a woman.

Not everyone is comfortable with sharing their gender identity in the workplace and forcing individuals to disclose or 'outing' someone's gender before they are ready to do so is not appropriate. Help create an inclusive environment where everyone feels able to bring their authentic self; here are just some of the ways you can do that.

- State your pronouns (e.g. he/him, she/her, they/them) in your email signature or on name badges at meetings to avoid mis-gendering and welcome gender diversity.
- If you really need to collect data on gender, avoid binary gender options in surveys/questionnaires/feedback forms/registration forms. Encourage respondents to self-identify if possible. Consider the options given when asking for title (Mr/Mrs etc.), include alternatives such as Mx
- Be an ally, challenge inappropriate questioning or behaviour which targets non-binary or trans peers, report if necessary.
- Avoid grouping teams as men/women for student projects, team-building exercises
- Support and celebrate gender diversity on International Non-binary People's Day (14 July) and normalise non-binary gender identity amongst your peers.





thinkdifferently equality and diversity

GENDER DIVERSITY

JULY 2020

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

BUDDHISM 
4th Asala Dharma Day

HINDUISM 
5th Guru Purnima

ISLAM 
30th Waqf al Arafa - Hajj Day
31st Jul - 3rd Aug Eid al Adha

JUDAISM 
9th Fast of Tammuz
30th Tish'a B'av

NEXT MONTH: WHO CARES?



thinkdifferently equality and diversity

AUGUST2020

WHO CARES?

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 a peer support network group as well as robust family friendly policies and procedures. You can learn more about them here:

www.manchestercarersforum.org.uk

www.carersuk.org

www.staffnet.manchester.ac.uk/personalsupport



Created by Karen Ardila Olmos
from Noun Project



thinkdifferently equality and diversity

WHO CARES?

AUGUST 2020

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 Summer Bank Holiday						

BUDDHISM ☸
13th - 15th Obon (Ulambara)

HINDUISM ☸
3rd Raksha Bandhan
9th Sri Balarama (Appearance)
11th Krishna Janmashtami
11th - 15th Radha Govinda Jhulana Yatra
22nd Ganesh Chaturthi
26th Radhashtami
29th Sri Vamana Dvadasi

ISLAM ☾
31st Jul - 3rd Aug Eid al Adha
20th Al-Hijra-Muharram (New Year)
29th Ashura

NEXT MONTH: INCLUSIVE TEACHING & LEARNING



thinkdifferently equality and diversity

SEPTEMBER 2020

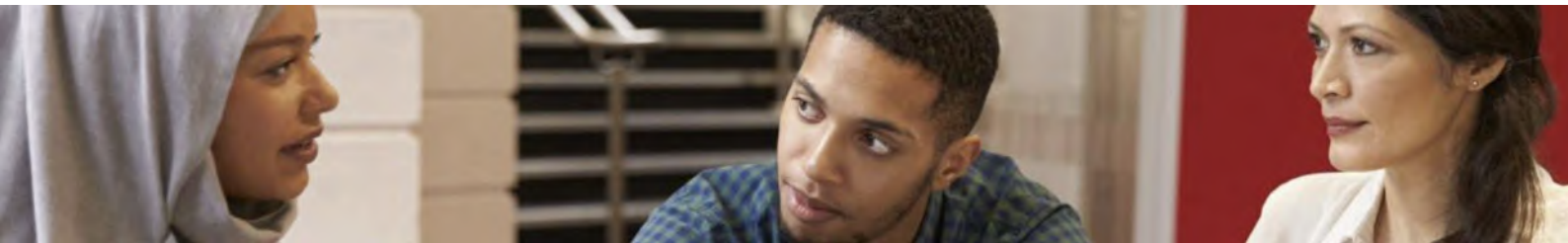
INCLUSIVE TEACHING & LEARNING

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







thinkdifferently equality and diversity

INCLUSIVE TEACHING & LEARNING

SEPTEMBER 2020

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1	2	3	4 Stonewall Submission Date 	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21 Enkutatash - Ethiopian New Year Start of 1 st Semester ☆	22 September Equinox	23 Bi Visibility Day 	24	25	26	27
28 ☆	29	30				

NEXT MONTH: BLACK HISTORY MONTH

JUDAISM ☆

18th -20th Rosh Hashanah (New Year)

21st Fast of Gedalliah

27th -28th Yom Kippur





thinkdifferently equality and diversity

OCTOBER2020

BLACK HISTORY MONTH

This month in the UK is celebration of the achievements and contribution of our Black community. It is also an opportunity to raise awareness of the struggles, injustices and biases that this group has had to overcome and still face. The month was originally founded in the 80s to challenge racism and cover the history of Black and Caribbean people in Britain not taught in schools. These days this has expanded to include all black and ethnic minority people and to ensure that their stories too are not lost through history.

Whilst there is a focused energy on highlighting the history of Black people during this month, it is important that work in this area is not put aside for the remaining 11 months of the year. The University of Manchester has an incredibly active BAME Staff Network Group, who additionally co-ordinate activities during Black History Month. The group also work hard throughout the year to challenge inequalities and consult

on policies and practice, as well as providing support and guidance to its members. The University also demonstrates commitment to race equality through the work under the Race Equality Charter, which requires regular self-assessment of our progress against our planned actions and targets. We were awarded Bronze status during the 2016 pilot, only 1 of 8 institutes to achieve this accolade. Our Bronze award was renewed in 2019 in acknowledgement of our activities and planned actions. To find out more about the work of the BAME staff network groups and the University's Race Charter work, please visit

www.bit.ly/UOMBSNG and <http://bit.ly/UOMRACE>

MONTH
BLACK HISTORY

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
					ॐ	ॐ
19	20	21	22	23	24	25
ॐ	ॐ	ॐ	ॐ	ॐ	ॐ	ॐ
26	27	28	29	30	31 Halloween	
			☾			

HINDUISM ॐ
17th - 25th Navaratri
25th Dussehra

ISLAM ☾
29th Mawlid an Nabi
(Birth of the Holy Prophet Muhammad PBUH)

JUDAISM ☆
3th - 9th Sukkot
10th Shemini Atzeret
11th Simchat Torah

NEXT MONTH: INCLUSIVE CULTURES



thinkdifferently equality and diversity

NOVEMBER 2020

INCLUSIVE CULTURES

Manchester is truly rich in culture! The city boasts great architecture, numerous galleries and museum, a fantastic music scene as well as internationally recognised sports teams and nightlife. To reflect this, we have a truly diverse and culturally rich population.

Just looking at our own student population in 2019 shows this: we have over 40,000 students with more than 15,000 from outside of the UK. The most students come from countries such as China and Malaysia but we can see students from every corner of the globe.

To this number we can add over 2,000 staff from overseas, making us a truly international institution.

Working or studying in another country brings a whole host of challenges. From the everyday issues of our unusual climate to the more complex issues of opening a bank account or adhering to visa conditions. Fortunately we have great support from teams such as International Development and Student Recruitment; Human Resources and Equality, Diversity and Inclusion. They ensure our international population have the support and tools required to make coming to and living in Manchester a truly fulfilling experience. For example, international staff can ask to be matched with a *'buddy'* from their home country to help with practical issues of living in the city and working at the University.

Additionally the International Society welcomes everyone to participate in their exciting year round programme of activities. Find out more about them here:

www.internationalsociety.org.uk







thinkdifferently equality and diversity

INCLUSIVE CULTURES

NOVEMBER 2020

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 +
2 +	3	4	5	6	7	8 Remembrance Sunday
9	10	11	12	13	14 ॐ	15
16	17	18	19 International Mens Day	20 Transgender Day of Remembrance 	21	22
23	24 ॐ	25	26	27	28	29
30 Athena SWAN Submission deadline 						

NEXT MONTH: ACCESSIBLE MANCHESTER

CHRISTIANITY +
1st All Saints Day
2nd All Souls Day

HINDUISM ॐ
14th Diwali

SIKHISM ॐ
14th Bandi Chhor Divas (Diwali)
24th Martyrdom of Guru Tegh Bahdur
30th Birthday of Guru Nanak Dev Sahib





thinkdifferently equality and diversity

DECEMBER 2020

ACCESSIBLE MANCHESTER

At the University of Manchester we want to provide an accessible and inclusive environment. AccessAble is the UK's leading provider of disabled access information and we work with them to provide detailed Access Guides that lets staff, students and visitors know what access will be like when they visit any university building. It looks at the route they will use getting in and what is available inside. More information can be found here:

[**www.accessable.co.uk/the-university-of-manchester**](http://www.accessable.co.uk/the-university-of-manchester)

We are fortunate to work for an organisation that can provide support to many people (including staff, 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)

Enjoying good mental health and wellbeing helps us to deal with the stresses of everyday life. The University has a wide range of excellent resources to help individuals manage Mental Health problems, as well as resources for managers and teams. One example is the Big White Wall, which is an anonymous and totally confidential free online mental health and wellbeing resource. It is monitored 24/7 by clinical professionals.

More information can be found here:

[**www.counsellingservice.manchester.ac.uk/bwww**](http://www.counsellingservice.manchester.ac.uk/bwww)



3 December
**International Day of
People with Disability**




thinkdifferently equality and diversity

ACCESSIBLE MANCHESTER

■ WINTER GRADUATION 14TH - 18TH DEC
■ CHRISTMAS BREAK STARTS 18TH DEC

DECEMBER 2020

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 World AIDS Day 	2	3 International Day of People with a Disability	4	5	6
7	8	9	10	11	12	13
			☆	☆	☆	☆
14	15	16	17	18	19	20
☆	☆	☆ ♀	☆	☆		
21	22	23	24 University Closure Day	25 Christmas Day	26	27
			†	†		
28 Boxing Day	29 University Closure Day	30 University Closure Day	31 New Year's Eve University Closure Day			

UNIVERSITY CLOSURE DAY: 24TH - 31ST

CHRISTIANITY †
24th Christmas Eve
25th Christmas Day

JUDAISM ☆
10th - 18th First day of Hannukah

SIKHISM ♀
16 Guru Arjan Martyrdom

ED&I TEAM

thinkdifferently equality and diversity

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.



PATRICK JOHNSON (HE/HIM)

Head of Equality, Diversity & Inclusion

patrick.johnson@manchester.ac.uk

0161 306 8896 (internal: 68896)

Patrick leads the EDI team who provides advice, support and guidance to managers, staff and students across the University. He leads on the development of diversity and inclusion strategies, policies and practices at the University.



PAUL MARKS-JONES (HE/HIM)

Equality, Diversity and Inclusion Partner

paul.marks-jones@manchester.ac.uk

0161 306 5878 (internal: 65878)

Paul is the ED&I Partner for FSE, The Library and other areas. He co-ordinates the staff network groups, training delivery for the unit and leads on the University's Stonewall WEI application.



CATH PRESCOTT (SHE/HER)

Equality, Diversity and Inclusion Partner

cath.prescott@manchester.ac.uk

0161 306 5857 (internal: 65857)

Cath is EDI Partner for the Faculty of Biology, Medicine and Health, and the Directorate of Student Experience. This year she will be leading a project to pilot of a series of active bystander sessions for staff to promote inclusive learning environments.



SARAH MOHAMMAD-QURESHI (SHE/HER)

*Central Charter Marks' Coordinator (Gender and Race)
EDI Advisor*

s.mohammad-2@manchester.ac.uk

0161 306 5879 (internal: 65879)

Sarah works across the University supporting work relating to the AdvanceHE's Athena SWAN (gender equality in HEIs) and Race Equality Charter Marks.



SAMI KARAMALLA-GAIBALLA (HE/HIM)

Data Analyst

sami.karamalla-gaiballa@manchester.ac.uk

0161 306 5859 (Internal 65859)

Sami's main role is to interpret patterns in data to identify key areas where bias might be occurring as well as to build models which help in indicating solutions to and evaluate impact of current programmes across a number of areas.



VERONIQUE RIZZUTO (SHE/HER)

Equality, Diversity and Inclusion Assistant

veronique.rizzuto@manchester.ac.uk

0161 306 5857 (internal: 65857)

Veronique provides administrative support to Equality, Diversity & Inclusion team in delivering the University's Equality and Diversity agenda.

ASSOCIATED STAFF

thinkdifferently equality and diversity

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.



DR. RACHEL COWEN - University Academic Lead for Equality, Diversity and Inclusion (Gender Equality)

As gender equality champion I have been privileged to meet, work with and support many inspiring women making a difference in the University and beyond. There have been numerous achievements in 2019 which I am very proud of.

This year I am looking forward to the launch of "Inclusive Manchester" and an exciting programme of activity to engage and inspire all members of our community to take collective responsibility and pledge actions to create an inclusive learning and working environment where everyone feels they belong and can grow and thrive.



PROFESSOR ALYS YOUNG - University Academic Lead for Equality, Diversity and Inclusion (Disability Equality)

2019 – "this marks the first year in which the UoM has formally established a University-wide lead for disability equalities. We have started working toward the Business Disability Forum Disability Standard and also become corporate members of Purple Space – an organisation promoting the empowerment and contribution of disabled people in all aspects of life."

2020 plans: "2020 marks the 50th Anniversary of the Chronically Sick and Disabled Person's Act – a groundbreaking piece of legislation colloquially referred to as 'the Magna Carta for Disabled People'. In partnership with Manchester Histories Festival and with the support of the family of the late Lord Morris of Manchester who was responsible for this Act, the 2020 Manchester Histories Festival will celebrate the significance of the Act and its long term consequences for disabled people's rights today. Look out for the call for contributions and an exciting programme of events in June 2020"



DR. DAWN EDGE - University Academic Lead for Equality, Diversity and Inclusion (Race Equality)

During the past year, my focus has been around student mental health. It has been particularly gratifying to be involved in establishing the sector-leading Greater Manchester Student Mental Health Hub in collaboration with the NHS. I have also been involved in two OfS-funded studies to improve both undergraduate and postgraduate student mental health and wellbeing. I jointly developed the very popular and positively evaluated 'Understanding Mental Health' UCIL course unit and led a Social Justice Challenge on 'Race'. In the coming year, I shall be concentrating on a programme of activities to deliver the University's Race Equality Chartermark action plan. My colleagues Prof Young, Dr Cowen and I shall continue to work closely to explore issues at the intersections between the various protected characteristics.

ADDITIONAL TRAINING

thinkdifferently equality and diversity



The Equality, Diversity and Inclusion Team facilitates a number of staff network groups. Network groups are a fantastic way to collaborate with colleagues from around campus and are also a way to develop skills outside of your day to day role. Network group activities can be reflected in your annual PDR. 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

The ED&I team offers a number of online training resources. these include Diversity in the Workplace and Unconscious Bias - both of these being mandatory for people involved in any stage of the recruitment process.

We also have other resources around supporting trans staff and inclusive language which can be found on our pages here:

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

We work closely with colleagues in Staff Learning and Development to ensure we offer the most diverse and relevant training to all areas of the University and their offering (both online and face to face) can be seen here:

www.staffnet.manchester.ac.uk/staff-learning-and-development



***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.**