



MANCHESTER
1824

The University of Manchester



The University's Diversity Calendar has been developed to celebrate the diverse and inclusive nature of its community - promoting respect and understanding between all groups.

"A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone." - Sundar Pichai

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

The University of Manchester
Diversity Calendar
2021



Equality and Diversity

The University's award winning diversity calendar is now in it's 13th year and aims to be more inclusive than ever.

This practical resource 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 focus 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.

There will be a number of 'wiki' events throughout the year where we can help to raise awareness of different groups and ensure they are well represented on the world's most accessed encyclopaedia! Look out for the logo on different dates and find out what's involved on our Wikipedia Pages.



WIKIPEDIA
The Free Encyclopedia

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.**

 Equality, Diversity and Inclusion

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 @UoMEandD

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Our Future

The University strategic plan sets our priorities for the first five years of our journey towards the vision

At the heart of the plan, 'Our people, our values' addresses issues around how we do things including equality, diversity and inclusion (EDI). The purpose of the EDI strategy is to deliver on this commitment, supporting 'our people, our values' through the implementation of a range of specific prioritised objectives.

The EDI strategy will build on a strong commitment to EDI through collaborative delivery of inclusive practice in all that we do. Through the hard work and dedication of our EDI team and colleagues across the University, the strategy will provide us with a way forward until 2025. The strategy aims to cover issues that impact across the University community, including issues that are specific to staff and students separately and those which apply holistically to both.

The strategy is important to ensure we continue to attract the very best diverse student population to us as well as continuing to attract and retain a talented and diverse staff body. Ensuring equality of opportunity and ensuring all types of people and communities can thrive is vital to our university.

Over the next five years we have three key priorities, and these will build upon some of our exciting activities/initiatives and will outline our commitment to achieve more.

We want to ensure:

- there is equality of opportunity for everyone;
- increase the representation so that it reflects wider society and
- create an inclusive environment for our community.



Be Involved!

January 2021

Many people ask how they can be involved more in the work of the Equality, Diversity and Inclusion team, often not realising that indirectly they are already supporting the work of the team!

Being a diversity ally doesn't mean making bold statements or having to commit your time to new projects and additional workload. It can be as simple as finding out what barriers particular groups have and why; understanding the struggles that have been faced by groups throughout history and are still being encountered today; or simply asking respectful questions shows that you are interested. A good way to start is to think about what equality groups you belong to yourself. then think about your family, friends and colleagues - do they belong to different diversity groups and if so, how do you already support them?

In 2021 we'd like to encourage people to be involved more and there are many ways to do this:



you can become an **ALLOUT ally** supporting our LGBT+ staff and students;



you could be involved in the work around **Black Lives Matter**;



Join one of our many **Staff Network Groups**;



learn about the **Disability Standard**;

Or aim to focus learning more about a particular day or event throughout the year.



One important day in January is **Holocaust Memorial Day** where we can take time to learn what antisemitism looks like in our modern day society. So 'Be the light in the darkness' and reflect on how you can make a difference, even with the smallest of actions.

So there are many opportunities for us all to 'be involved' in 2021 and we hope you'll find different ways to do this and encourage others to do the same.

A graphic consisting of three stylized human figures in purple, with their arms raised and hands clasped together in a supportive gesture.








inclusive
MANCHESTER



Be Involved!

- Semester 1 Exams 18 - 29 Jan
- Revision period 11- 17 Jan
- Christmas break ends 11 Jan

January 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1 New Years 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  Holocaust Memorial Day	28  	29	30	31 



NEXT MONTH: **LGBT History Month**



BUDDHISM
25 Honen Memorial Day
28 Mahayana New Year
31 Shinran Memorial Day



CHRISTIANITY
6 Epiphany
18-25 Week of Prayer
for Christian Unity



HINDUISM
14 Makara Sankranti
21 Vasant Panchami
- Saraswati Puja



JUDAISM
28 Tu B'Shvat



SIKHISM
5 Guru Gobindh
Singh Birthday

LGBT History Month

February 2021

Every February we are able to mark the contribution our Lesbian, Gay, Bisexual and Trans people have made and continue to make to our community.

This is done via LGBT History Month and the theme for 2021 is 'Body, Mind, Spirit'.
Body: LGBT people are just people, inhabiting different bodies. Mind: The mental struggles faced by LGBT community. Spirit: How faith and sexual orientation intersect.

Once again, we will mark this important month with a number of inclusive events and activities for staff and students to be involved in. These will range from online seminars, to sporting events, to social gatherings, all with the same aim - to raise awareness of barriers still faced by this community and how we can help to address them.

2021 still holds challenges for LGBTQ+ equality, even in a city as accepting and diverse as Manchester. At the University we aim to ensure our campus, our work and our policies and procedures are fully inclusive. We'll continue to work hard at addressing any inequalities we are made aware of by working closely with our staff and student groups.

We have been a Stonewall Diversity Champion since 2011 and are hugely proud to have been named a Top 100 LGBT inclusive employer every year since 2015. We'll continue this great achievement with events throughout the year focussing on the the whole spectrum and highlighting intersectionalities and how we can become fully inclusive to all these groups.

Our LGBT+ Staff Network Group, ALLOUT, is the biggest and most active of our networks with events and meetings happening throughout the year. They offer social activities, intersectional awareness raising events, peer support and advice on all aspects of working at the University as a member of the LGBT+ community. You can find out full details here:

 www.staffnet.manchester.ac.uk/allout





LGBT History Month

February 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2 †	3	4	5	6	7
8	9	10	11	12 ☸ ॐ Chinese New Year of the Ox 🐮	13 ॐ	14 †
15	16 †	17 †	18	19	20	21
22	23	24	25 ⚡	26 ⚡ †	27	28



NEXT MONTH: **Gender Equality**



BUDDHISM
12 Losar (Tibetan)



CHRISTIANITY
2 Candlemas
14 St Valentine's Day
16 Shrove Tuesday
17 Lent Begins
17 Ash Wednesday



HINDUISM
12 Kumbha Mela
13 Shivaratri



JUDAISM
9 Fast of Esther
26 Purim

Gender Equality

March 2021

The concept of gender arose to designate people to an allocated identity, set of characteristics and social roles on the basis of their biological sex.

Greater understanding about the origins of gender and their role in early society, help us understand how binary gender identities came to be. Fundamentally, gender is a socially constructed designation and each individual will self-identify along a spectrum beyond a fixed binary identity or do not associate with the concept of gender at all. It is important to respect everyone's personal preference and to not assume, nor invalidate a person's preferred gender identity.

At the University, we request details on an individual's gender alongside a number of other personal data. We do this in order to monitor any inequality in any of our processes. We use this data to support us in directing our actions accordingly, ensuring fairness of our processes. As the data demands, we focus much of our gender equality work in supporting those who identify as women and non-binary,

as we observe underrepresentation or unequal progression for this group in large parts of the University. We also pay specific consideration at the intersection of gender with other protected characteristics where we see enhanced disadvantage. The Athena Swan Charter for gender equality in higher education and research institutes, helps direct our analysis and ensures our actions are justified.

We also recognise areas where staff and students who identify as men are facing barriers; whether this is engagement with wellbeing initiatives, the low take-up of longer-term shared parental leave or underrepresentation in their chosen area of work or study. These actions also form part of the Athena Swan assessment and action planning process and are equally recognised as important.

In this calendar we have marked significant days celebrating gender; as well as International Women's Day in March, there is International Men's Day in November, Men's Health Week in June, Trans Day of Visibility in March, Agender Pride Day in May, International Non-binary People's Day in July, Transgender Day of Remembrance and Transgender Awareness Week in November.





Gender Equality

■ Easter Break starts 29 Mar

March 2021

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 Mothers Day
15	16	17 †	18	19	20	21 †
22	23	24	25	26	27 Spring Equinox	28 Nowruz - Persian New Year
29 ☆ ॐ	30 ☆ WIKIPEDIA The Free Encyclopedia	31 ☆ Transgender Day of Visibility				



NEXT MONTH: **Being Inclusive**



BUDDHISM
31 Magha Puja



CHRISTIANITY
1 St David's Day
17 St Patrick's Day
28 Palm Sunday



HINDUISM
29 Holi



ISLAM
10 Isra and Mi'raj
28 Lailat al Bara'ah



JUDAISM
9 Fast of Esther
28 Passover begins



SIKHISM
29 Hola Mohalla

Inclusive Language

April 2021

“Hello Ladies and Gentlemen” A commonly used phrase to welcome a group, but does it welcome the whole group?

This is just one example of a phrase which is not fully inclusive of the audience. In the case of this opener, those in your audience who do not identify with binary genders will feel instantly excluded from your message.

There are many occurrences of less obvious exclusionary language; words and phrases in common usage, repeated without recognition of their hurtful origin or the continued offence that they cause.

Using inclusive language avoids bias, discrimination and offence. It demonstrates allyship and sets an expectation of language and behaviour for others to follow. Inclusive language also exposes your message to a wider audience, engaging people who you may have had difficulty attracting previously. This can be particularly true of job advertisements, where biased language can influence who chooses to respond.

Being mindful of inclusive language extends to our usual work practice, irrespective of your role. Review for inclusive language in email correspondence, in meetings, in teaching, or when writing policies and instructions. However, this need not be a

practice limited to the workplace, inclusive language in social situations avoids isolating anyone who feels excluded by the conversation and apprehensive about raising the issue.

Even those with the best intentions will find ensuring inclusive language takes practice and may feel like a conscious effort requiring more time initially. Here are some starting tips to help you consider appropriate language use.

- Use people-first language: ‘students with a visual impairment’
- Use gender neutral terms: ‘people’, ‘siblings’, ‘they’
- Include non-binary options on e.g. registration forms, including for ‘Title’ (also think about which questions are really needed)
- Ask for, and use, preferred pronouns
- Ask for, and use, preferred name
- Avoid heteronormative words: ‘a child’s mum and dad’; use neutral terms ‘parents’, ‘spouse’, ‘partner’.
- Avoid words and sayings which have their roots in racial discrimination



- Keep sentences short, clear and accessible to audiences with different levels of literacy.
- Be mindful of the typeface you use in print
- Avoid jargon and local slang

Above all, be open to learning, you may not immediately see where offence can be taken but there is no excuse to persist with using exclusionary or offensive language once their negative associations have been highlighted to you. Find out more on our [Inclusive Language Pages](#)



Inclusive Language

■ Easter break ends 12 Apr

April 2021

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



NEXT MONTH: **Wellbeing**



BUDDHISM
13 Theravadin
New Year
(Songkran)



CHRISTIANITY
1 Maundy Thursday
2 Good Friday
4 Easter Day
23 St George's Day



HINDUISM
12 Hindu New Year
13 Ramayana begins
21 Ramanavami
25 Mahavir Jayanti
27 Hanuman Jayanti



ISLAM
13 Ramadan
begins



JUDAISM
8 Yom HaShoah
8 Passover ends
14 Yom Hazikaron
15 Yom HaAtzmaut
30 Lag O'Omer



SIKHISM
14 Baisakhi
(Vaisakhi)
17 Guru Har
Rai Birthday

Wellbeing

May 2021

The events of 2020 made us all think more carefully about our health and wellbeing.

The impact of Coronavirus was felt across the world and it did not discriminate when it came to equality groups. Some groups felt a greater impact than others, but we also came to understand the detrimental effect it was having on many other communities.

We all had to make adjustments to our lifestyles - both in work and outside of the workplace. This had a great impact on everyone's mental health and wellbeing with people finding different ways to cope with our new routines and patterns. This has led to much of our staff population having a blended approach to work and this is likely to continue this year and beyond.

We are lucky to work at an institution which is putting staff wellbeing at the forefront and focus of its strategy 'Our People' is the centrepiece of the University's strategic vision for the next 5 years and this will ensure we

all have a safe and healthy environment in which to work.

Staff can access all wellbeing services via these pages:

 <https://www.staffnet.manchester.ac.uk/wellbeing/>

Here you will find information, resources and support to numerous internal and external platforms. One of these is the newly launched 24 hour mental health support helpline run by Heath Assured.

Use this month to take stock of your own wellbeing and check that of your colleagues, even a simple message to say hello will go a long way.





MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1	2
3 Bank Holiday	4	5	6	7	8 ☾	9
10	11	12	13	14 ☾ ॐ	15	16
17 International Day Against Homophobia, Transphobia and Biphobia 🏳️‍🌈	18 ✡️	19	20	21 ✝️	22	23 ✝️
24	25	26 ☸️	27	28	29	30
31 Spring Bank Holiday ✝️						



Inclusive Leadership

Why does it matter?

June 2021

Inclusion is another step beyond representation – it is a place where everyone feels respected, valued and safe.

Some people believe that it does not matter who the person in a particular post is, whether it is a women, an ethnic minority, a disabled person etc. They say that we should implement a 'colour-blind approach' which means that we should not talk about the issue of diversity at all. Following this line of argument might actually reduce prejudice against various groups.

In fact, this is not the case – diversity of leaders matters because it changes our perceptions about these groups. We had an opportunity to test that theory: Barack Obama was the first African American president of the United States from 2008 to 2016. It was a first time that Americans were exposed to an example of Black person in a position of authority for a substantial period of time rather than in more familiar context such as the world of entertainment,

sport or associations with crime and poverty. This positive shift might have contributed to decline of white prejudice over that period – 5 times faster than it had in previous 20 years (Goldman 2014).

However, diversity is not enough to reach truly inclusive leadership. Inclusion is another step beyond representation – it is a place where everyone feels respected, valued and safe. It refers to a cultural and environmental sense of belonging where there is equal opportunity to connect, contribute and achieve their full potential. Inclusive leadership can not only inspire others but also lead to better business outcomes, performance; quality of decision making; as well as more productive team collaboration.



"You can't lead the people if you don't love the people. You can't save the people if you don't serve the people."

Cornel West, African American public intellectual



Inclusive Leadership

■ Semester 2 Exams end 9 Jun

■ Summer Break starts 14 Jun

June 2021

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				

Fathers Day

Summer Solstice



† CHRISTIANITY
3 Corpus Christi

☆ JUDAISM
27 Fast of Tammuz

☸ SIKHISM
16 Guru Arjan Martyrdom

NEXT MONTH: Inclusive Teaching and learning

Inclusive Teaching and learning

July 2021

Inclusive teaching and learning respects diversity, enables participation, removes barriers and anticipates and considers a variety of learning needs and preferences

Being inclusive is about creating an environment where everyone is treated with dignity and respect. It refers to a cultural and environmental sense of belonging where there is equal opportunity to connect and contribute in a meaningful way so that everyone can achieve their full potential. It's where people feel respected, valued and safe to be themselves and speak up if they see something that isn't right.

At Manchester we're committed to embedding inclusive values and approaches within teaching and learning policy and practice. Our Teaching and Learning Inclusivity and Engagement Strategy is delivered through our [Institute of Teaching and Learning](#). We will engage with our student partners and develop a strategy that will ensure that our curriculum, assessments, and environments are inclusive.





Inclusive Teaching and Learning

July 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1	2	3	4
5	6	7	8	9 ॐ	10	11
12	13	14 International Non-binary Day 	15	16	17 	18
19 	20 	21  WIKIPEDIA The Free Encyclopedia	22	23	24 ॐ 	25
26	27	28	29	30	31	



NEXT MONTH: **Manchester Museum**



BUDDHISM
24 Asala Dharma Day



HINDUISM
9 Guru Purnima
24 Gauru Purnima



ISLAM
19 Waqf al Arafa - Hajj Day
20 Eid al Adha



JUDAISM
17 Tish'a B'av

Manchester Museum

August 2021

The Museum combines the academic with the popular and admission is free, making it the perfect place to inspire wonder for everyone.

Manchester Museum, part of The University of Manchester, is situated at the heart of the Oxford Road campus. It is the UK's largest university museum, with extraordinarily diverse natural history and humanities collections.

Over the next two years, our hello future project will transform the Museum as it becomes more inclusive, imaginative and relevant to the diverse communities it serves. This will include a South Asia Gallery, co-curated with diaspora communities, and the Lee Kai Hung Chinese Culture Gallery, which will help us in build understanding between cultures, particularly through empathy. We will also further develop our ongoing work around creative ageing.

We are committed to widening the range of perspectives and critical understanding of our collections. In November 2019, in partnership with the Australian Institute

of Aboriginal and Torres Strait Islander Studies (AIATSIS), Manchester Museum unconditionally repatriated 43 secret sacred and ceremonial objects back to Indigenous communities in Australia. We are building on this work, putting Indigenous perspectives at the centre of our practice and exploring the role that objects and the people who care for them can play in reconciliation and healing.

In 2020, we launched Queering Manchester Museum, available at www.mmfromhome.com. This includes a digital trail which brings LGBTQ+ voices to some of the Museum's most iconic objects as well as some hidden gems. Responding to our collections, it also features Queer Tales, a digital drag show co-curated with Cheddar Gorgeous, showcasing queer storytelling at its most creative. This is part of our ongoing work around gender, sexuality and inclusion and our commitment to creating safe spaces to tell and listen to the stories of our LGBTQ+ community.

Manchester Museum has innovated new ways to connect with people in a physically distanced world. This blended approach, engaging with audiences both in the museum and remotely will continue as we look forward to welcoming you to a bigger, more inclusive and imaginative Manchester Museum in 2022.

To find out more visit  www.manchester.ac.uk/museum





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 Summer Bank Holiday	31					



BUDDHISM
13-14 Obon
(Ulambara)

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

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

ISLAM
10 Muharram
19 Ashura

Diversity in Research

September 2021

The University of Manchester has a proud history of addressing inequalities and improving lives through its research.

As one of the world's leading research universities we bring together a diverse, multicultural and vibrant research community of nearly 8000 researchers. Diversity of background, thought and experience allows every researcher to bring a unique perspective to their research practice which drives creativity and innovation, essential for our research to have maximum, real-world impact. This keeps us at the forefront of the search for diverse solutions to some of the world's most pressing problems. We are applying our research power to tackle all aspects of inequality through our Global Inequalities Beacon leading global projects to tackle food poverty, supporting those in crisis, redressing health inequalities, challenging discriminations, improving access to sustainable ways of living, and redressing socio-economic disparities. Through our COVID catalysts we are looking at how we can learn from the challenges of COVID-19, and build a more sustainable and equitable post-pandemic world.

Whether on a regional, national or global scale, the societal and individual impacts of our research is evident. It is underpinned by sustained ambition to attract and promote a diverse research workforce that exemplifies our equality, diversity and inclusion goals in practice to strengthen equitable pathways of influence and achievement amongst our research community and to provide an inclusive environment where everybody's ideas are valued and their careers can flourish. In September each year we celebrate the contribution and talents of our diverse research staff and have taken a leading (inter)national role in Postdoc Appreciation Week.

We know we have much more to do to expand access to research careers and we are committed as a University and as a sector to recognise and reward diversity of research career paths, to broaden perspectives of research success and to diversify our research leadership so that it mirrors that of our valuable early career research base.





Diversity in Research

■ Summer break ends 20 Sep*
*subject to change

September 2021

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



NEXT MONTH: **Black History Month**

✝ **CHRISTIANITY**
9 Nativity of the Blessed Virgin Mary

ॐ **HINDUISM**
4 Nandotsava
9 Ganesh Chaturthi
26 Radhashtami
29 Sri Vamana Dvadasi

✡ **JUDAISM**
7-8 Rosh Hashanah
16 Yom Kippur
21 Fast of Gedaliah



21-29 Sukkot
28 Shmini Atzeret
29 Simchat Torah


Black History Month

October 2021

This month we are celebrating the achievements and contributions of Black people throughout the world and helping to educate all on Black history.

We are also marking World Mental Health Day on 10th October. World Mental Health Day provides an opportunity to raise awareness of mental health issues around the globe and to assess what more needs to be done to make access to effective mental healthcare a reality for people worldwide. The two things go hand-in-hand as many Black pioneers have made significant contributions to mental health research, practice and policy. For example, Dr. Solomon Fuller was the first African American Psychiatrist to be recognized by the American Psychiatric Association and made history-altering discoveries through his research on how Alzheimer's physically changes the brain. More recently, Joseph L. White, 'the Father of Black Psychology', challenged psychological institutions for their racial bias and pushed for increased

representation of African American clinicians in the American Psychological Association. In the UK, Aggrey Burke was the first Black psychiatrist appointed by the NHS who carried out extensive research on mental health and racism. Manchester's Professor Dawn Edge is lead ground-breaking work to develop culturally- appropriate psychological therapies for Black people diagnosed with psychosis and their families. For more information visit  [Black History Month](#) or  [World Mental Health Day](#).

And for the past four years we have also actively engaged with the nationwide campaign  'Show Racism the Red-Card' where staff are encouraged to wear red and stand up to Racism.





Black History Month

October 2021

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 Halloween



NEXT MONTH: Islamophobia Awareness Month

 **HINDUISM**
9 Navaratri

Islamophobia Awareness Month

November 2021

The topic of Islamophobia is one of great concern and importance for The University of Manchester.

This month we are focusing on Islamophobia Awareness Month (IAM). IAM was co-founded by MEND (Muslim Engagement and Development) in 2012 to deconstruct and challenge the stereotypes about Islam and Muslims. It aims to raise awareness within society of how Muslims are discriminated against in various spheres, along with providing information on the positive contributions of British Muslims to the UK. MEND have developed an exhibition which features the positive contributions of British Muslims such as Mo Farah, Nadiya Hussain, Sadiq Khan and many more as well as showcasing the true scale of Islamophobia across society today. You can access a copy of the [Islamophobia Exhibition here](#).

We are lucky to have an active and vibrant staff and student population across many different belief systems. Muslims make up 4.6% of staff and 14.2% of students (data correct 31 July 2019).

At the University we believe all forms of Islamophobia are unacceptable. Islamophobia has been described as 'an

exaggerated or irrational fear, hatred and hostility towards Islam and Muslims perpetuated by negative stereotypes resulting in bias, discrimination and marginalisation of Muslims from civic social and political life'.

Our 'Where do you draw the line?' active bystander sessions encourage all members of our community to Speak Up and Stand Up to all forms of problematic behaviour. Some of the contents of this session has been co-produced with the [University of Manchester's ISOC society \(ISOC\)](#) In this session we encourage people to reflect on their own and others behaviour and introduce a range of techniques that can be used to safely challenge problematic behaviour. More information about our 'Where do you draw the line?' active bystander sessions can be [found here](#).

Additionally, staff and students are also supported at the University by our Muslim Chaplain, more details can be seen on the pages of [St Peter's House](#)

ISLAMOPHOBIA AWARENESS MONTH





Islamaphobia Awareness Month

November 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 †	2 †	3	4 ॐ	5	6	7
8	9	10	11 Remeberance Sunday	12	13	14
15	16	17	18	19 ॐ INTERNATIONAL MENS DAY November 19	20 Transgender Day of Remebrance 	21
22	23	24 ॐ	25  WIKIPEDIA The Free Encyclopedia	26	27	28 † Submission deadline 
29 ☆	30 ☆ †					



NEXT MONTH: **The Disability Standard**

† **CHRISTIANITY**
1 All Saints Day
2 All Souls Day
28 Advent Begins
30 St Andrew's Day

ॐ **HINDUISM**
4 Diwali

☆ **JUDAISM**
29 Hanukkah

ॐ **SIKHISM**
19 Guru Nanak Dev Sahib Birthday
24 Martyrom of Guru Tegh Bahadur

The Disability Standard

December 2021

On the 3rd of December every year we celebrate the heritage, contribution, culture and rights of people with disabilities on the International Day of Persons with Disabilities

In line with World Health Organisation, this is regarded as a 'day for all' in clear acknowledgement that disability is part of the human experience. Disability does and will touch all of our lives.

The struggles faced by many people with disabilities around the world not to be discriminated against on grounds of disability is an ongoing struggle. In countries such as the UK, the Equality Act 2010 and the Public Sector Equality Duty 2011 have placed clear duties on institutions such as Universities not just to outlaw discrimination but actively to promote, enable and ensure disability equality.

At the University we are working towards the Disability Standard, an externally assessed marker of quality of our progress in disability equality and opportunity. The strengths and


contributions of the **Disabled Staff Network (DSN)** within the national grouping of DSNs is fundamental to our ambition.

The DSN has an active and vibrant membership which meets three times a year and organises informal social events. This Network is open to all members of staff who consider themselves to have an impairment, cognitive difference, or long term health/medical condition, and to members of staff who have a specific interest in this area of work.

But in the end, achieving disability equality is all of our responsibility and built into the fabric of all aspects of our challenge to be 'Inclusive Manchester'.

You can find out more from:

 <https://idpwd.org/>





DECEMBER 3 2021

"NOT ALL DISABILITIES ARE VISIBLE."

Proud Supporter

www.idpwd.org

#IDPWD2021 #NOTALLDISABILITIESAREVISIBLE

 facebook.com/idpwd.org  instagram.com/idpwd_org













The Disability Standard


- University Closure Day
- Christmas Break

December 2021

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 	2 	3 	4 	5 
		 WORLD AIDS DAY		 INTERNATIONAL DAY OF PEOPLE WITH DISABILITIES		
6 	7	8	9	10	11	12
13	14 	15	16	17	18	19
20	21	22	23	24 	25 	26
				Christmas Eve	Christmas Day	Boxing Day
27	28	29	30	31 		
				New Years Eve		



 **CHRISTIANITY**
24 Christmas Eve
25 Christmas Day

 **JUDAISM**
6 Hanukkah
14 Fast of Tevet

Equality, Diversity and Inclusion Team

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.



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.



Veronique Rizzuto (she/her)

Equality, Diversity and Inclusion Assistant

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0161 306 5857 (internal: 65857)

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



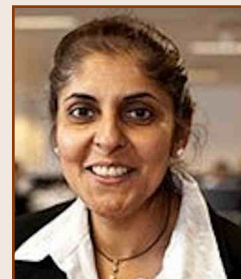
Paul Marks-Jones (he/him)

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.



Mehrunnisa Lalani (She/Her)

Interim Head of Equality, Diversity & Inclusion

Mehrunnisa.lalani@manchester.ac.uk

0161 306 8896 (internal: 68896)

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



Sami Karamalla-Gaiballa (he/him)

Data Analyst

Email: sami.karamalla-gaiballa@manchester.ac.uk

Phone Number: 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.



Cath Prescott (she/her)

Equality, Diversity and Inclusion Partner

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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 a series of active bystander sessions for staff to promote inclusive learning environments.

Equality and Diversity Champions

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You can learn about some of the work below and visit [Meet The team](#) for more details



This past year has been like no other. The impact of the pandemic has been acutely felt by everyone but has been particularly challenging for women and staff and students with caring responsibilities. As gender equality lead I have been raising awareness of the

impact on productivity and well-being and will be working hard this year to ensure that we mitigate against any long term impact on people's careers.

I am also looking forward to the launch of a new undergraduate course unit "Equality, Diversity and Inclusion: Your Role in Shaping a Fairer World"; to providing continuing support to our Aurora Women's leadership participants and launching a University of Manchester Inclusive Leadership Framework to help us work towards an inclusive culture where everyone can thrive.



Dr Rachel Cowen (She/her)

University Academic Lead for Equality, Diversity and Inclusion (Gender Equality)



Events during the past year have shed a bright light on race-related injustices and inequalities. Disproportionate COVID-19 infection and death rates among people from Black, Asian and other UK ethnic minorities have demonstrated how disparities

are intensified at the intersection of race/ethnicity and other protected characteristics.

In the wake of the murder of George Floyd and subsequent global #BlackLivesMatter protests, many institutions have taken steps to examine their systems and processes and act to tackle systemic biases that disadvantage some groups in society. In this context, I am committed to advancing race equality at our University and beyond. In the coming year, I look forward to working EDI Leads, BAME Staff Network, Students' Union and wider staff body to make demonstrable progress towards our vision of achieving a silver Race Equality Chartermark.



Dr Dawn Edge (She/her)

University Academic Lead for Equality, Diversity and Inclusion (Race Equality)



A great deal of the previous year has been taken up with the impact and response to Covid-19. For disabled people, including those with underlying serious health concerns, the consequences of the pandemic have raised many challenging issues of

potentially inequitable impacts on staff and students alike. It has also shone a light on the resilience and adaptability of many disabled people. The University's adoption of added flexibilities in working arrangements, engagement with students and accessibility can also be seen as benefits from which we can learn for the future.

In the year ahead I am looking forward to making substantial headway with the University's ambition to achieve the Disability Equality Standard, to work alongside our committed EDI groups across the whole university to put Disability Equality in the forefront of all action plans and to continue work in partnership with our Disabled Staff Network and learn from their influence and contribution.



Professor Alys Young (She/her)

University Academic Lead for Equality, Diversity and Inclusion (Disability Equality)

Senior Leadership Team

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"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 2021."

Professor Dame Nancy Rothwell
– President & Vice-Chancellor



"Our annual Diversity Calendar highlights social, cultural and religious events that are important to our wide range of staff and students. As Vice-President for Social Responsibility and the first ever BAME member of our Senior Leadership Team, I know first hand the benefits that diversity, equality and inclusion bring to our University. This calendar is part of our wider mission to be inclusive of all communities, to see diversity as one of our defining strengths, and to positively transform the way we all work together."

Professor Nalin Thakkar - Vice President



"I am now into my third year at the University, and proud to be part of our collective commitment to Equality, Diversity and Inclusion. Further progress does need to be made, and I will continue to do everything I can in contributing the leadership, drive and strategic direction that can enhance EDI across Professional Services."

Patrick Hackett
- Registrar, Secretary
and Chief Operating Officer



"I continue to be 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 will be working closely with members of the staff network group in 2021 to prepare our submission and maintain this fantastic achievement. "


Karen Heaton - Director of HR



Training and Network Groups

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/



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.