**Issue 4 2021 Edition of Social, Wellbeing, EDI, Social Responsibility and Green Impact News**

[New dates: Compassionate Colleague training](https://www.staffnet.manchester.ac.uk/news/display/?id=25809)

Over 600 members of staff have now attended a Compassionate Colleague briefing. A new date has been added on Monday 1 March.

[#ChooseToChallenge - FBMH International Women’s Day event](https://www.staffnet.manchester.ac.uk/news/display/?id=25803)

"It's all in your head" – The experience of disabled women in higher education. The Faculty of Biology, Medicine and Health (FBMH) is marking [International Women’s Day](https://www.internationalwomensday.com/) (IWD) 2021 with an event on Monday, 8 March.

[Take part in our monthly Virtual Purple Wave challenges](https://www.staffnet.manchester.ac.uk/news/display/?id=25847)

From February to May there will be various monthly challenges that you can do in your own time and set goals to keep you physically active.

[Equality, diversity and inclusion: Lessons learnt and action plan](https://www.staffnet.manchester.ac.uk/news/display/?id=25818)

Report and action plan published.

[Staff benefits update](https://www.staffnet.manchester.ac.uk/news/display/?id=25855)

During half term and ‘meeting light’ week, we are focussing on some of your wellbeing benefits and inviting you to share your countryside and wildlife photographs!

[I hear you | Staff Wellbeing Blog](https://wellbeinguom.wordpress.com/2021/02/17/i-hear-you/)

This blog is for, and written by, staff at the University of Manchester.  The topics are about wellbeing personally and at work. This article ‘I hear you’ has been written by Gemma Dale.

[Dealing with Distress UoM Workshop Slides](https://documents.manchester.ac.uk/display.aspx?DocID=53254)

Please find above a copy of the presentation slides from the Dealing With Distress wellbeing workshop held on 16 February 2021. The workshop will run again at a later date, so watch this space. You can also find a link to the referenced paper here:

[The 4Ds of Dealing With Distress – Distract, Dilute, Develop, and Discover: An Ultra-Brief Intervention for Occupational and Academic Stress](https://www.frontiersin.org/articles/10.3389/fpsyg.2020.611156/full)

[New Equality, Diversity and Inclusion blog piece](https://uomequalityanddiversity.wordpress.com/data-stories)

'5 Minute Explainer: LGBQ+ employee population in three charts: ‘Spirit’, ‘Mind’ and ‘Body’'.

[New Digital Wellbeing Workshops Now Available](https://www.staffnet.manchester.ac.uk/umitl/events/upcoming-events/digital-wellbeing-workshops/)

New digital wellbeing workshops now available, please share with your networks. In this 75 min session, we will:

* Discover what is meant by ‘digital wellbeing’, both professionally and personally
* Explore how digital (using technology) affects our wellbeing, analysing the personal gains and challenges
* Guide you in creating priorities to support positive digital wellbeing

[John Lewis Virtual Crafting Events](https://experiences.johnlewis.com/categories/craft)

Get creative at home, with a host of exciting virtual craft events and much more.

[Q&A Highlights with Parenting Expert Elizabeth O’Shea](https://www.youtube.com/watch?v=U_h_fqiLEhk)

In this Q&A from Innerfit, Elizabeth O’Shea shares some practical tips to help parents with topics like:

* Getting a child to try new foods
* Keeping your cool but still “getting through”
* Managing bed time
* Separation anxiety
* Parenting with empathy
* Helping children who are tearful or feeling sad

[Happiful Magazine – March 2021](https://read.happiful.com/92c0a7a0-87c4-4b35-a33e-615a41143adc/read?utm_source=newsletter&utm_medium=email&utm_campaign=2021_week_7)

Packed with inspiration, this issue guides you through creating your own personal development plan (with insight from a qualified life coach), essential tips for turning your passion into profit, and simple steps to nurture your self-trust.

Plus we've got motivational insight from the nation's favourite PE teacher, Joe Wicks, food for thought with a feature on how to create your own 'power hour', plus a guide to managing the negativity invading your space.

With so much of our lives spent at our jobs, it’s never been more vital to ensure our routines, boundaries, and work lives are serving us – we deserve no less!

We hope this issue fills you with the confidence to reclaim your career, but if you find yourself spiralling in self-doubt, or feel overwhelmed by all we’re contending with at the moment, I want you to think of the following words from writer Brandi L Bates: "Some roses grow through concrete. Remember that."

[Share your memories and experiences of Manchester's Gay Village](https://www.staffnet.manchester.ac.uk/news/display/?id=25834)

Manchester Village Stories is a University research project focused on your stories and experiences.

[Do you know someone that deserves a Pride of Manchester Award nomination?](https://www.staffnet.manchester.ac.uk/news/display/?id=25833)

The Manchester Evening News Pride of Manchester Awards 2021, in association with TSB, will be celebrating the region’s unsung heroes this March, with a glitzy virtual awards ceremony hosted by actress Kym Marsh.

[Surge in use of online mental health services during COVID-19 pandemic](https://www.staffnet.manchester.ac.uk/news/display/?id=25814)

There has been a surge in the use of online mental health services during the COVID-19 pandemic, according to new research, as millions of people unable to access traditional services have sought help from digital providers.

[Our impact film on Better Health](https://www.staffnet.manchester.ac.uk/news/display/?id=25845)

We’re committed to promoting good health and wellbeing for our staff, students and communities around the world. In the last three years we have accomplished many achievements to support better health locally and globally.

[How to cope with feelings of inadequacy during lockdown](https://metro.co.uk/2021/02/11/coping-with-feelings-of-inadequacy-during-lockdown-14064554/?fbclid=IwAR1b8FFOvIqycwuRnnOABddK2XDynWiMcOwcbHFKZXBcUKV6tsDxkUJNP6k)

Experiencing feelings of inadequacy in the pandemic? Many people are. Be kind to yourself and stop aiming for perfection.

[What happens when you work from bed for a year?](https://www.bbc.com/worklife/article/20210217-is-it-bad-to-you-work-from-your-bed-for-a-year)

The allure of working from bed is strong – but turning your mattress into your office can trigger a slew of health problems, both psychological and physical.

[Managing your energy: free resources](https://robertsoncooper.us19.list-manage.com/track/click?u=12265bf42741bd1a48f2db086&id=14b1bb1fb5&e=6564b64cf8)

Take control of the foundations of your wellbeing – the energy you have available to face the demands of your work and life – with our free download and video from Professor Ivan Robertson.

[Staying energised – a companion for lockdown](https://www.robertsoncooper.com/resources/staying-energised-a-companion-for-lockdown/)

A word from Professor Sir Cary Cooper... "Most of us are now experiencing *Pandemic Fatigue*; we are not seeing our loved ones, we don’t always have great routines when it comes to our work, we are not socially connected to our colleagues and many are feeling job insecurity. This can lead to working longer hours and checking emails late at night, and often not sleeping as a consequence.

All of this creates what is being called *Pandemic Fatigue*, and we do need to in the short-term, think about how we can somehow maintain our energy.

[Does Greater Manchester have more green space than we think?](https://ilovemanchester.com/greater-manchester-green-space-rhs?mc_cid=f279ae00bc&mc_eid=f86f6b0f4f)

The University of Manchester mapped all of Greater Manchester’s green space including parks, trees, playing fields and private gardens.

[Have your say on how Manchester’s public spaces should reflect its history](https://ilovemanchester.com/manchester-spaces-statues-have-you-say?mc_cid=2b70fcf646&mc_eid=f86f6b0f4f)

There has been lots of debate about who and what is represented in public spaces when it comes to statues, monuments and memorials. To take part in the online consultation, which runs until 22nd March 2021, visit [manchester.gov.uk/publicspaces.](http://www.manchester.gov.uk/publicspaces) For more information on taking part in online panel discussion workshops, or to book an online video interview, visit [manchesterhistories.co.uk.](http://www.manchesterhistories.co.uk/)

[Being Human – Creating a Culture of Wellness, Wednesday 3 March 2021 @ 10:30](https://www.eventbrite.co.uk/e/being-human-creating-a-culture-of-wellness-tickets-139859693107?aff=Leads)

Over the course of the last year, we've been exploring what it means to be human, both personally and professionally. After the popularity of our previous Being Human event, Wellness v Burnout, we have decided to return to the topic with a twist...

Jeremy Sturt, co-founder of just add water, will be joined by Elizabeth Cowper, founder of The Ludo Partnership, to host a lively and discursive conversation of what it takes to build a culture of positivity and wellness within companies and organisations – moving from the individual to the collective.

How do we create healthy environments that influence and people's health and wellness? What are the social factors that play a critical part in the culture? How do I create the conditions that allow my colleagues to shine?

[Inspiring Workplaces Workshops: Community conversations and collaboration to drive change](https://www.inspiring-workplaces.com/events/)

We are putting on one workshop a week, for one month, same time (4pm), same place on the following issues:

• 04 March: How can we manage the overall wellbeing (in and out of work) of our people?

• 11 March: How to create inclusive cultures

• 18 March: How to deliver humanity in our leadership

• 25 March: How to manage change and innovation with lack of control

We will discuss, challenge, and work together to find ways through these issues and beyond. We will share our thoughts with the world too. So... be part of a body of professionals trying to solve industry wide issues that will improve the lives of people and organisational performance all over the world.

[Innerfit Resources Downloads](https://www.innerfit.co.uk/resources-downloads)

Great resources to download from Innerfit, including:

* Work from home wellbeing planner
* Mental wellbeing whilst working from home
* How to stay well working from home
* How to move well working from home
* Lower body and cardio workout
* Upper body and core workout
* Healthy hacks for a busy schedule

You also have the option to sign up for the Newsletter.

[Natural World Webinars by Manchester City of Trees](https://www.cityoftrees.org.uk/news/natural-world-webinars)

We are launching a series of monthly webinars for both families and adults for 2021, with the aim of keeping people connected to nature safely during the pandemic. From butterflies and blossom to foraging and folklore the free sessions will cover a myriad of topics taking inspiration from the natural world.

The webinars begin on 17th February with an interactive session on Tree identification, aimed at both adults and young people. All the information covered at the Tree ID session can be found in our guide [here](https://www.cityoftrees.org.uk/sites/default/files/How%20to...identify%20the%2010%20most%20common%20trees_0.pdf) and the session has been uploaded on our [YouTube channel](https://www.youtube.com/watch?v=DtJWQKFqdy8).

[Love To Ride 4-Week Challenge](https://love-to-ride.intercom-clicks.com/via/e?ob=58RPFEk5j0HV3tpn7RUekk5eHt9ioDWe8xi0pc35b0zEOvUOB7DKuhkK4twF7hrKnDENQ0jesFYoJRqfE58v2A%3D%3D&h=340e605ead996df957e683e7f6312560d676523e-f7b62264d265fcfcc8405c0cbeb7524077b6a8bc_1664203075484&l=a83b30bf23d860e80473e62ca7a118ddd1106aa0-6520957)

Next month, we’ll be rolling out a 4-week challenge designed to motivate and support riders to get out on bikes this spring and enjoy all the benefits of biking. From the physical and mental health benefits through to the fun and adventure riding brings. **Register now and be healthier and happier this Spring.**

[Maintaining a Mindful Life](https://www.futurelearn.com/courses/mindfulness-life?utm_campaign=fl_bau&utm_medium=email&utm_source=marketing&utm_term=210221_BOW___UK&utm_content=course_title10)

FutureLearn Free Course: Learn how to apply mindfulness techniques, so you can improve your communication, relationships and emotional health.

[Dame Kelly Holmes launches her new podcast What Do I Do? Mental Health and Me](http://kellyholmes.co.uk/2019/03/22/kelly-launches-her-new-podcast-what-do-i-do-mental-health-and-me/)

Having experienced my own difficulties with depression and self-harm, in What Do I Do? Mental Health and Me, I set out to discover how other people cope, talking to TV personalities, writers, comedians, journalists and more about their mental health. You can get the podcast over at [Audible](https://www.audible.co.uk/pd/What-Do-I-Do-Mental-Health-and-Me-Audiobook/B07MTMGXPH).

[‘Intuitive Living and Loving Your Spirit’ Webinar Recording](https://clicks.eventbrite.com/f/a/be63N6TmwhlDjDiqqNbkaQ~~/AAQxAQA~/RgRiBpG8P0RzaHR0cHM6Ly91czAyd2ViLnpvb20udXMvcmVjL3NoYXJlL2RXNVJwYjdZanVDamRUeE1yODRpdWZWVmw1SUlhZDNVbGlUSjdGOWNIbnZEamxoVHJSc1lqOExXaU9mQkR4aHQuMjFBSmc4VURJd2RRWWxJQ1cDc3BjQgpgITxeJWBmBJrOUiJqdWxpZS5idXR0ZXJ3b3J0aEBtYW5jaGVzdGVyLmFjLnVrWAQAAAAA)

Join Fiona in this part of her “Intuitive Living” programme, and get a feel for where your spirit is leading you next. Brought to you by Mind Body Spirit.

Access Passcode: 9djKv+RN

[Meditation: What are the benefits for health and business?](https://community.virginpulse.com/e2t/tc/VWd5RK6cMgxXW8gYnVK6bMmSfW3rtmkr4nmbxwN4WpFfB5fV3mV3Zsc37CgThMV2JZzj3hnZCZW4yqym97MYcqKW4XwJWC2cvbk4W6NmR13515jRMW4-v5y_2VgdTSW6Ml5QN4_FQhCW3Sd4gw965gGfW3_PJ9h1bQ6mbW1BGTjX7ntQBtVv8c_37sLxSjW7VLkSW8BQKlSV197kD6Qx04sW8PHkl_5FbsHmVBZ1Bv3sCLQ2W8C9Ndb7LGGcgW1Q5Xjt3sPq6fW9h3rRD73Zl8YW6W_2cc1PtknzW3_YtK55hr19gW81bRPQ7j0QG7W6LHlFF1h0qnNW7GCyWd4GFYsTW6dlz6t6ngmxSW6MDRw53LVrqYV7S7PP4bCQWlW4cS3T_4HJMQ0W7NPwbk1Ggzh2W2VK9sN9lCFhxW88D_lP8NSD3FW2hTSLv3ntBc2W95qyHJ74QP6ZN9fw3GTQkmp6W4YHVBx5q2yFyW2xcP495KB3XG34hc1)

Discover what benefits mindfulness meditation can bring to corporate health and wellness. Watch the replay.

[Manchester Science Festival Recordings](https://www.scienceandindustrymuseum.org.uk/manchester-science-festival)

Although the live events have now finished, there’s still plenty to explore, including the Royal Photographic Society's Science Photographer of the Year and Climate Superheroes online exhibitions. You can also rewatch the live talks and hear from scientists and experts at the forefront of the fight against climate change, listen to local voices making a difference in our communities and discover practical ways you can help to protect the natural world.

[Local cyclist takes on Mount Everest challenge for mental health charity](https://ilovemanchester.com/local-cyclist-mount-everest-challenge?mc_cid=549937b654&mc_eid=f86f6b0f4f)

Rick will be attempting the mammoth climb in one day - and has also set his own challenge to beat Mark Cavendish's record. The 28-year-old from Knutsford is taking on the challenge to raise money for [mental health](https://ilovemanchester.com/the-best-places-to-seek-mental-health-support-in-manchester) charity The Campaign Against Living Miserably (CALM).

[*CALM*](http://www.thecalmzone.net/)*provides a free and anonymous helpline 0800 58 58 58 as well as a webchat (5pm-12am daily) which is staffed by trained professionals. To help Rick reach his £2,000 target and to find out more about his Mount Everest challenge, you can find his JustGiving page*[*here*](https://www.justgiving.com/fundraising/rickrideseverest)*and you can watch the ride*[*here*](https://www.youtube.com/watch?fbclid=IwAR0aDAqOLwfcif9RLKyfiFJQLPSIkSLaENTCplzESZqdf3_zOWOqv2Ur0ew&v=JPYgHYq4IRA&feature=youtu.be)*.*

[Discussion of the film ‘The Windermere Children’ Recording](https://devbusiness.us16.list-manage.com/track/click?u=e44de94794d9d2534e5d7f115&id=9ac0a33857&e=3ee891ac94)

On 11 February, the United Nations Outreach Programme on the Holocaust organized a discussion of the biographical drama, [“The Windermere Children”](https://www.bbc.co.uk/iplayer/episode/m000dtcz/the-windermere-children). The film is about the recovery and rehabilitation of 300 young orphaned Jewish children who survived the Holocaust and were sent to the United Kingdom after the end of the Second World War.

[Mental Health-Related Workplace Absenteeism Cost Soared To £14bn In 2020](https://www.thehrdirector.com/business-news/hr_in_business/mental-health-related-workplace-absenteeism-cost-soared-to-14bn-in-2020/?utm_source=Paiger&utm_medium=Referral)

The impact of the nation’s deteriorating mental health from Covid-19 lockdowns and other restrictions cost UK businesses £14bn last year, according to an exclusive study by Westfield Health.

[Gallup's webcast on 'Creating a Thriving Post-Pandemic Workplace'](https://event.on24.com/eventRegistration/EventLobbyServlet?target=reg20.jsp&partnerref=emailShareFromReg&ms=1612344608065&eventid=2994857&sessionid=1&key=3BDBE55B4F5B9CD2BD6F0ED035D72BA5&regTag=&V2=false&sourcepage=register)

You will learn:

* Practical advice for managers to focus on the whole person as they engage, manage and develop their team members.
* Actions that organisations should take to prevent burnout, enhance productivity and help employees find work-life balance.
* The essential elements of wellbeing and how these should be addressed to create a workplace culture of wellbeing.

[‘Unbroken’ The Podcast With Madeleine Black](https://www.youtube.com/watch?v=9t8PfyFSNqk)

She has been on an incredible journey since her life was devastated when at just 13 years old, she accidentally killed a friend in a school sports day event.

Some key points you won’t want to miss:

🎧 How she learnt to have compassion for her younger self

🎧 How a car crash woke her up to how she was living and left living in London and gave her time to reflect on her misery and ask big questions

🎧 How she heard a quote at a sales conference which stopped her in her tracks

🎧 How she learnt to see that she had a choice in her response and could find meaning in what had happened

🎧 How learning mindfulness allowed her to expand her self-awareness

🎧 How a Reiki session whilst travelling in India opened her up to a connection of something greater

🎧 How she learnt to embrace all the rejected parts of her life with love and compassion in order to accept herself fully

🎧 How her mantra of “This Too Will Pass” helps when she’s feeling overwhelmed

**Links to other relevant mailings:**

[Manchester Strollers Weekly Update, 12 February 2021](https://documents.manchester.ac.uk/display.aspx?DocID=53224)

[EDI Network Group Digest February 2021](https://documents.manchester.ac.uk/display.aspx?DocID=53298)

[Manchester Strollers Weekly Update, 19 February 2021](https://documents.manchester.ac.uk/display.aspx?DocID=53312)