



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.

Equality is being invited into the room

Diversity is getting a seat at the table

Inclusion is sharing your views and being heard

Charlotte Sweeney

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
2022



Equality and Diversity

The University's award winning diversity calendar is now in its 14th 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.

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.**

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

 equalityanddiversity@manchester.ac.uk

 @UoMEandD
The Equality, Diversity and Inclusion Team,

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

Tel: 0161 306 5857





Our Year Ahead

People are at the centre of the University Strategy 'Our People, Our Values' and that is why we have sought quotes from our staff and student population to demonstrate how people use the calendar and why particular months are important to them.

The heart of the University's strategic plan, 'Our people, our values' addresses issues around how we do things including equality, diversity and inclusion (EDI) and what our priorities are in order for us to achieve our vision of global influence, innovation and civic engagement.

Our EDI strategy helps us to deliver on supporting 'our people, our values' through the implementation of a range of specific prioritised objectives. It also builds 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, EDI leads and colleagues across Faculty, School and Professional Services, and the wider university community, we will collectively bring about systemic and behavioural change as we seek to build an inclusive organisation where our diverse community of staff and students can be themselves, will thrive and all feel a sense of belonging and pride at the University.

Welcome to 2022

Banji Adewumi (Director of Equality, Diversity and Inclusion)

Impact We Can Make

January 2022

Holocaust Memorial Day (HMD) is **One Day – 27 January** – that we put aside to come together to remember, to learn about the Holocaust, Nazi Persecution and the genocides that followed in Cambodia (1975-1979), Rwanda (1994), Bosnia (1992-1994) and Darfur (2003-Present Day), in the hope that there may be **One Day** in the future with no genocide.

We learn more about the past, we empathise with others today, and we take action for a better future.

You can make an impact on the community around you and mark HMD by taking some time to do one of four things;

1. You could pick [One Day](#) in holocaust history and learn about that day
2. Learn about [One Day](#) where the world changed for a victim of the holocaust or of genocide.
3. Learn about how a holocaust or genocide victim had to live **One Day at a time**
4. Think about **One Day in the Future** and use this to speak out when we see injustice or identity-based violence.



**HOLOCAUST
MEMORIAL
DAY 27/1**



-  [Holocaust Memorial Day Trust \(hmd.org.uk\)](https://hmd.org.uk)
-  [Holocaust Memorial Day Trust | Eric Eugene Murangwa – Moving Portrait \(hmd.org.uk\)](https://hmd.org.uk)
-  [Holocaust Memorial Day Trust | Avram and Vera Schaufeld – Moving Portrait \(hmd.org.uk\)](https://hmd.org.uk)
-  www.staffnet.manchester.ac.uk/equality-and-diversity/

- Semester 1 Exams 17th-28th Jan
- Revision period 31st Jan-6th Feb
- Christmas break ends Monday 3rd Jan

January 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1 New Year's Day	2
3 Bank Holiday	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						



BUDDHISM
18 Mahayana New Year



SIKHISM
9 Guru Gobindh
Singh Birthday
14 Maghi Lohri

NEXT MONTH: **LGBT History Month**

LGBT+ History Month

February 2022


Throughout February we celebrate the contributions made by people from our Lesbian, Gay, Bisexual and Trans (LGBT) communities.

LGBT History Month has been celebrated at the University since 2010 and this year we see a more inclusive approach in the national name change to LGBT+ History Month. Whilst our activities have always been fully inclusive to the whole spectrum of identities, in 2022 we'll be making a special effort to ensure some barriers experienced by the more marginalised groups are brought to the attention of the wider community.

At the University we aim to ensure our campus, our work and our policies and procedures are fully inclusive to all sections and intersections within this vibrant and active community. We'll continue to work hard at addressing any inequalities we are made aware of by working closely with our staff and student 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. If you don't identify under the LGBT+ umbrella, you can become an ally to the group and the work that they do.

You can find out full details here:

 www.staffnet.manchester.ac.uk/allout



The 2022 theme for national LGBT+ History Month is 'Politics in Art' with the logo designed by Finn Collett

"As a member of both Latinx and LGBT+ communities, I can find myself in quite a singular position in Manchester, but also twice as proud as I could be"

LC – UoM Staff member



The University of Manchester
LGBT Staff Network Group



The University of Manchester
LGBT Staff Network Group



LGBT History Month

■ National Apprenticeship
Week 7th-13th Feb

February 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 Chinese New Year of the Tiger 	2	3	4	5	6
7	8 Safer Internet Day (Global)	9	10	11	12	13
14	15	16 	17	18	19	20
21	22	23	24	25	26	27
28 						



BUDDHISM
16 Sangha Day



HINDUISM
28 Mahashivaratri

NEXT MONTH: **International Women's Day**



International Women's Day

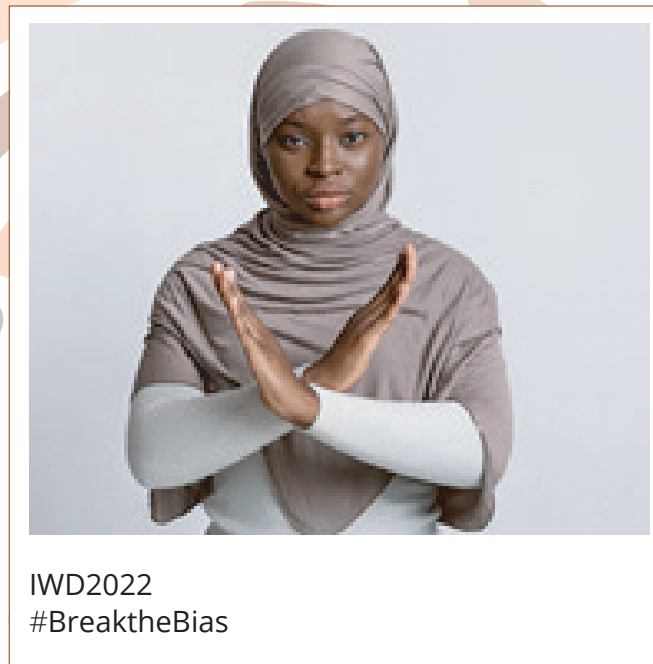
March 2022

International Women's Day aims to raise the visibility and achievements of women in society whilst advocating for greater gender parity. The 2022 campaign #BreaktheBias aims to fight for a world free of biases and discrimination.

At The University of Manchester we continue to strive for greater gender equity, including publishing the [gender pay gap](#) and hold [Athena Swan Awards](#) with Six Schools holding the award at a Silver level and eight at a Bronze level.

The [100 Black Women Professors Now](#) (BWPN) is an accelerator programme for Black female academics working in UK higher education institutions, to redress the underrepresentation of Black women academics. Launched by The Women in Higher Education Network (WHEN) and co-designed by Dr Sarah Mohammad-Qureshi at The University of Manchester.

International Transgender Day of Visibility celebrates the contributions of transgender and non-binary people whilst raising awareness of discrimination. The University of Manchester has participated in the [Stonewall Workplace Equality Index](#) since 2012. Staff Networks of Interest include: Lesbian, Gay Bisexual, Transgender Staff Network Group ([ALLOUT](#)); [Women in Biology, Medicine and Health](#) and the [Women Professors Network](#).



IWD2022
#BreaktheBias





■ Neurodiversity Celebration
Week **21st-27th March**
■ World Autism Acceptance Week
29th March - 3rd April

March 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 †	2 †	3 † Start of Lent	4 Employee Appreciation Day (Global)	5	6
7	8 International Women's Day	9	10	11	12	13
14	15	16 ☆	17 † ☆ ☞	18 ॐ ☞	19	20
21	22 Nowruz - Persian New Year	23	24	25	26	27
28	29	30	31 Transgender Day of Visibility			



NEXT MONTH: **EDI Research**



BUDDHISM
31 Magha Puja



CHRISTIANITY
1 Shrove Tuesday
2 Ash Wednesday
3 Start of Lent
17 St Patrick's Day



HINDUISM
18 Holi



JUDAISM
16-17 Purim



SIKHISM
17-18 Holi
18-20 Hola Mohalla



EDI Research at The University

April 2022

Universities undertake a vast amount of research across all disciplines.

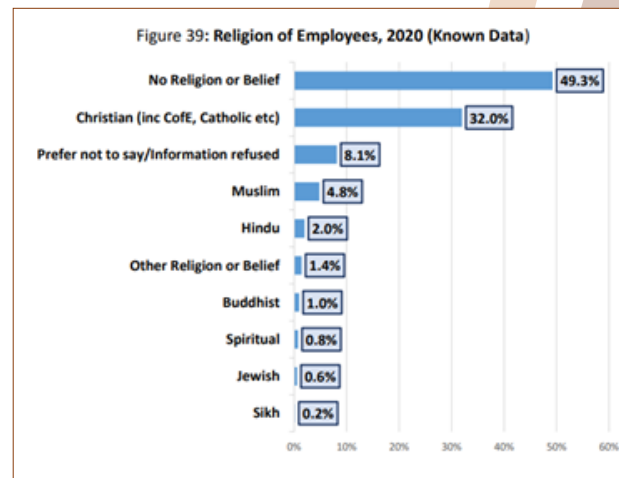
Our three faculties of Science and Engineering, Biology, Medicine and Health and Humanities have research that spans many areas we probably would never consider, many of them encompassing equality, diversity and inclusion.

Within the Faculty of Humanities we find the School of Arts Languages and Cultures – which gives us the opportunity to look at the Religions and Theology Division. Focuses of this discipline include Biblical Studies, Jewish Studies, Political Philosophy and Religion, Public Theology and Religion and Political Culture.

Religions and Theology is highly interdisciplinary and encourages study from historical, anthropological, textual, sociological, theological, ethical and philosophical perspectives. Current research is looking at Explaining Early Christian Diversity; Jewish Divorce Project and Genealogies of Knowledge.

Our staff and student population is made up of many religions – Buddhism Christianity, Hinduism Islam, Judaism and Sikhism.

However, our second largest population is the group with 'no religion' and we should always remember that under the Equality Act 2010 this group is also protected.



You can find out more about Religions and Theology at the University here:



www.alc.manchester.ac.uk/religions-and-theology/






EDI Research at The University

■ Easter Break: 11th - 24th April
■ World Autism Acceptance Week
29th March - 3rd April

April 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2 	3
4	5	6	7 <small>World Health Day</small>	8	9	10 
11	12	13 	14	15 	16  <small>End of Lent</small>	17 
18	19	20	21	22 <small>Earth Day</small>	23  	24
25	26	27	28	29	30	



NEXT MONTH: Wellbeing Support



CHRISTIANITY
10 Palm Sunday
15 Good Friday
16 End of Lent
17 Easter Day
23 St George's Day



ISLAM
2 Start of Ramadam



JUDAISM
23 Passover



SIKHISM
13 Vaisakhi
18 Birthday Of Guru Angad Dev



Wellbeing Support

May 2022

The wellbeing of our staff and students is of paramount importance.

We are all still learning about the impact of Coronavirus and how it has affected different equality groups. We've all had to make adjustments to how we work and the University is always striving to improve the wellbeing experience for everyone.

In 2021 the University adapted new ideas and ways which were of a great support from a wellbeing point of view. Meeting light weeks were introduced; additional day's leave were offered to everyone and a trial of hybrid working commenced in Professional Services. Some of these will continue and develop in 2022 in conjunction with a new Wellbeing Strategy which will also be launched this year.

Staff can access all wellbeing services via these pages:



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 Employee Assistance Programme (provided by Validium) offering confidential 24-hour support across a number of different areas.

All staff can also register to become a 'Compassionate Colleague' and help support each other. Let's all use this month to find out about the great support offered, take stock of our own wellbeing and check that of your colleagues.



"The wellbeing of all our staff and students is of utmost importance to us; it is one of the aims of our strategy to give everyone the right processes, support and pathways towards wellbeing"

Gemma Dale (Wellbeing and Engagement Manager)



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



Evidence And Leadership


June 2022

Start with 'Why'

As author Simon Sinek pointed out, 'good leaders always start with WHY'. In other words, they inspire others to action by explaining the purpose, cause, beliefs and reasons why the organisation they lead exists. This cause cannot be simply something along the lines of 'to make money' because this is more of a result than reason to exist. In the case of The University of Manchester it is: 'To advance education, knowledge and wisdom for the good of society.'

In order to fulfil that mission we need to create an inclusive, diverse and agile working environment where people with different backgrounds, cultures and experiences share their ideas. Therefore, commitment to Equality, Diversity and Inclusion is crucial in terms of fulfilling this mission.

In order to analyse progress against this mission we need good quality anonymised data. This will help us understand how diverse our recruitment is, views of our staff and students as well as indicate the impact on the wider community. This is why it is very important for you to update your equality information on MyView:

 www.staffnet.manchester.ac.uk/people-and-od/current-staff/pay-conditions/myview/

Also have a look at:

Simon Sinek- 'How Great Leaders Inspire Action', TED:

 www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en



"My Leadership passions are fairness, valuing difference, walking the talk and the younger generation"

Banji Adewumi, Director of Equality, Diversity and Inclusion



Photo by krakenimages on Unsplash



Evidence & Leadership

■ Semester 2 Exams end 10th June

■ Summer Break starts 12th June

June 2022

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			



NEXT MONTH: **Staff Networks**

 **JUDAISM**
5 Shavuot (Pentecost)

 **SIKHISM**
3 Martyrdom Of Guru Arjan Dev Sahib

Staff Networks

July 2022

Join one of the University's Staff Network Groups in July!

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

These important networks are viewed as a vital and pivotal part of your employment and the input and activity of these groups is highly valued by the University. Our People being at the centre of everything we do.

We're always improving the provision for staff as far as network groups are concerned – staff can attend up to four meetings per year plus one associated activity from their standard working hours, with more time given to chairs. Meetings take place at different times of the day to allow as many people as possible to attend. Arranged activities can take place during or outside of work hours, but cover important subjects and topics that may have an impact on a particular (or several) areas of our staff population.

Network Groups also have a seat at the table of the quarterly EDI Forum which feeds directly into the EDI Committee.

They are a fantastic way to network with people from all over the University, build contacts, share experiences, arrange events and socialise. Many of the groups also offer confidential support and advisory services from their members to any member of staff.

Every member of staff is invited to join any of the staff network groups and although you may not fall into any of the equality groups represented, you may have an interest or simply wish to offer support or find out more about how the groups work.

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

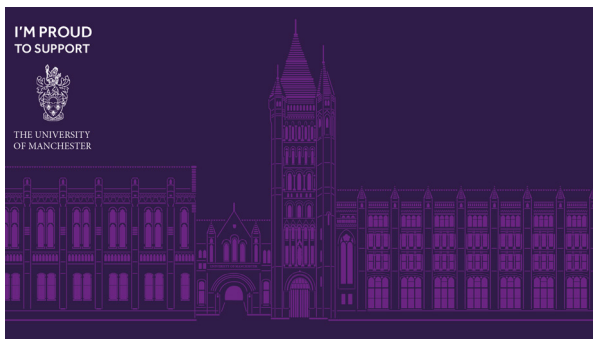


www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network



NATIONAL DAY FOR
STAFFNETWORKS

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



Our Diverse Alumni

August 2022

At Manchester we're proud to have the largest alumni community of any campus-based university in the UK, with more than 500,000 graduates in more than 190 countries around the world.

Thousands of our alumni generously give their time and money to help change the world. They ensure that talented people can study here, regardless of their background. Their support helps us tackle global issues, like cancer, energy and poverty.

Our podcast, Your Manchester Stories, tells the incredible stories of some of our alumni who have gone on to make a real difference through their work and life.

We spoke to Naa Acquah, former General Secretary of the Student's Union about her experiences of Manchester, mentoring young students in London and starting the fast-track civil service programme.

Bev Craig, newly-appointed Leader of Manchester Council, spoke to us about growing up in Northern Ireland, moving into local politics at a young age and Manchester's inspiring LGBTQ history and future.

We also heard from Trishna Bharadia, Ambassador for the MS Society, about living with multiple sclerosis and her passion for disability advocacy.

Find out more here:

 www.your.manchester.ac.uk



"You know it's almost spiritual because the very first day I came to Manchester, October the 2nd 1972. I had dropped my bags at the halls of residence and I walked down Oxford Road and I just had a feeling almost coming up from the pavement coming up towards me and a feeling... I've come home."

Christine Burns MBE – UoM Alumni



Our Diverse Alumni

■ Summer Break

August 2022

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				



 ISLAM
8 Ashura

NEXT MONTH: Access and Participation

Access And Participation

September 2022

Widening Participation during COVID-pandemic.

One of the most important pillars of equality and diversity leadership is consistency – we have to invest in the EDI agenda in good, as well as financially bad times. In fact, crisis might be a great opportunity to make a better use of technology and make improvements to processes. One of the areas of activity which the University continues to invest in is Widening Participation: various programmes that aid students from variety of backgrounds to achieve their full potential and reach their ambitions.


A good example is Manchester Access Programme (MAP) which helps over 600 local school students from under represented backgrounds to prepare for university study through a variety of workshops and engaging activities. Despite COVID Pandemic

and school closures, The University of Manchester did not stop the programme. The Widening Participation team moved the MAP programme online which included workshops and events on academic assignments, referencing skills, mentoring and virtual University Life Conference.

We have seen the impact of these activities – in 2020 481 students who completed one of our Access Manchester schemes progressed to the University, a 43% increase on last year.

Further Information:

Widening Participation at the University of Manchester:

 www.manchester.ac.uk/discover/social-responsibility/social-inclusion/widening-participation/

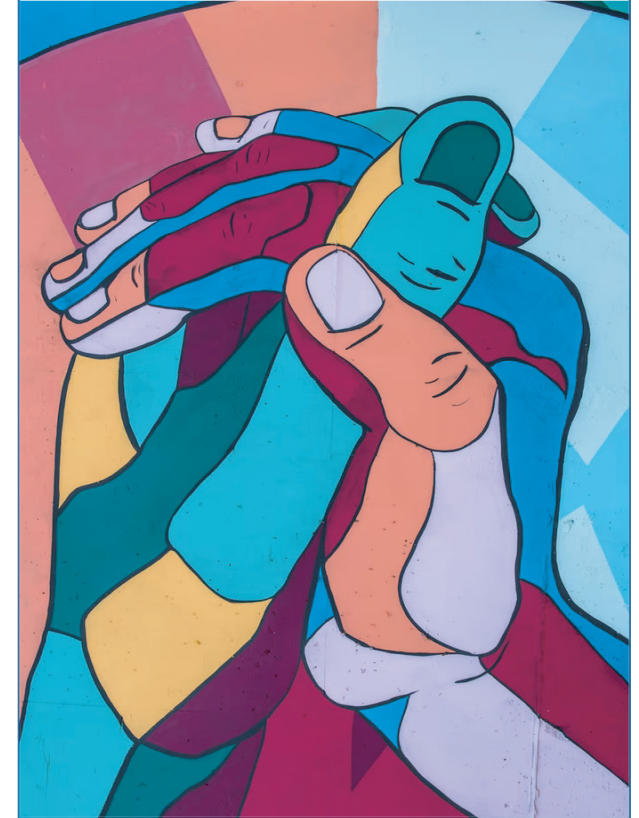


Photo by Tim Mossholder on Unsplash



Photo by Clark Tibbs on Unsplash

“With what has been happening in regards with the virus, I was expecting [MAP] to be called off this year but this shows their commitment and passion for the Access Programme, the fact that they still manage to keep it going virtually, makes me really proud to be connected to this programme.”



MAP 2020 student



Access and Participation

- Summer break ends 19th Sept
*subject to change
- International Week of Happiness at Work 19th - 25th Sept

September 2022

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
				Bi Visibility Day 		
26	27 	28	29	30		



 JUDAISM
27 Rosh Hashanah

NEXT MONTH: Black History Month

Black History Month

October 2022

We celebrate the achievements and contributions of Black people to British Society, for example, Marcus Rashford, became the youngest ever recipient of an honorary doctorate from the University of Manchester, for his campaigns against child poverty. We fully support the 'Show Racism the Red-Card' campaign where staff are encouraged to wear red and stand up to Racism.

The book '[With Women](#)' documents oral histories of Black and Asian midwives to inspire a new generation. Recent events and movements such as campaigns to recognise the contributions of the Windrush generation and Black Lives Matter have reaffirmed the importance of educating all on the impact Black people have made throughout history.

For instance, the [Ahmed Iqbal Ullah RACE \(Race Archives and Community Engagement\) Centre](#) is the University's open access library specialising in the study of race, migration, and diversity. The centre educates on the importance of viewing Black history as world history. The [Ahmed Iqbal Ullah Education Trust](#) archives the life stories of Black, Asian and Minority Ethnic (BAME) communities in Manchester.

The University of Manchester holds a Bronze Race Equality Charter Award, which aims to increase the representation, progression and success of minority ethnic staff. The Charter is overseen by Professor Dawn Edge, who is the Academic Lead for EDI (Race). Professor Edge

is leading ground-breaking work to develop culturally- appropriate psychological therapies for Black people diagnosed with psychosis and their families. Other notable work includes Professor of Public History, author and broadcaster, David Olusoga's [lockdown lecture and keynote speech](#) on Black History Study Day, as well as a lockdown lecture by [Gary Younge](#), Professor of Sociology in the School of Social Sciences and award-winning journalist.

The BAME Staff Network is a vibrant group of staff who raise awareness of issues on behalf of colleagues at the University and advocate for race equality by contributing to the Race Equality Charter. Further insightful Black Lives Matter resources can be found on the BAME Staff network [website](#).

We are also marking World Mental Health Day on 10th October. World Mental Health Day raises awareness of mental health issues around the globe and campaigns to make access to effective mental healthcare a reality for people worldwide.



"Being LGBT+ and Asian could be challenging at times – that is why it is so important to keep having a voice and representation, to let everyone know that it is ok to have those feelings and no one should feel alone"

DP UoM staff member



Black History Month


October 2022

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						



 **HINDUISM**
25 Diwali

 **JUDAISM**
5 Yom Kippur
10 Sukkot

 **SIKHISM**
20 Birth of the Guru Granth

NEXT MONTH: **Bullying, Harassment and Discrimination**



Bullying, Harassment and Discrimination

November 2022


We strive to create an environment where everyone feels valued and respected and can work and study in a safe and supportive environment. The University takes a zero-tolerance approach to all forms of bullying, harassment and discrimination and we have robust support in place to help in these situations.

Campaigns such as 'Speak Up Stand Up' ensure we are continually refreshing this information and making sure people are aware of how to report any instances they have witnessed or have been the subject of unacceptable behaviour

Our confidential Report and Support platform allows staff, students and visitors to advise us of any instance where they have been the subject of, or witnessed, bullying, harassment or discrimination.

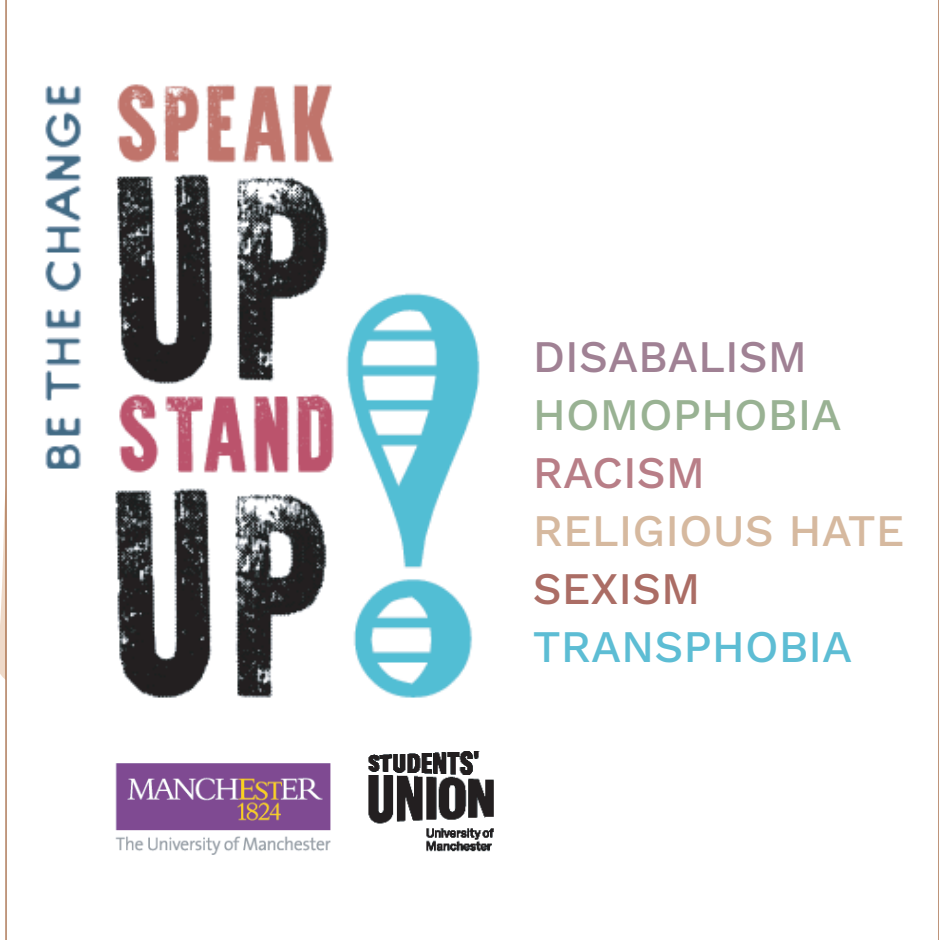
People can report an instance anonymously or to receive support from one of our trained staff or student advisors.

All cases are treated equally ensuring everyone feels dignified and respected at the University.

 www.reportandsupport.manchester.ac.uk

2022 will see the roll out of Active Bystander training after a successful pilot in 2021. More details will appear on our webpages:

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



The graphic features the text 'SPEAK UP STAND UP' in large, bold, distressed fonts. To the left, 'BE THE CHANGE' is written vertically. To the right, a list of issues is shown: 'DISABALISM', 'HOMOPHOBIA', 'RACISM', 'RELIGIOUS HATE', 'SEXISM', and 'TRANSPHOBIA'. A blue speech bubble icon is positioned between the text and the list. At the bottom, the logos for 'MANCHESTER 1824 The University of Manchester' and 'STUDENTS' UNION University of Manchester' are displayed.

"Addressing bullying, harassment & discrimination is important for us to create a fair, safe and equal place to work."

JH UoM Staff member



Bullying, Harassment and Discrimination

November 2022

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1	2 National Stress Day	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24 ☪	25 International Day for the Elimination of Violence against Women	26 INTERNATIONAL MENS DAY November 19	27 Transgender Day of Remembrance 
28	29	30				



NEXT MONTH: UK Disability History Month

✝ CHRISTIANITY
27 Advent Begins



SIKHISM
8 Guru Nanak Birthday
14 Martyrdom Of Guru Tegh Bahadur Sahib

UK Disability History Month

December 2022

December is UK Disability History Month when there is a focus on the inequalities that many of our disabled staff and students face as they go about their day to day lives.

Now in its 13th year its aims are:

- Celebrate our Lives as Disabled People now and in the past
- Challenge Disablism by exploring our oppression over time and now
- Achieve Equality

3rd December is International Day of Persons with Disabilities (IDPD). IDPD has been adopted by www.purplespace.org as part of their #PurpleLightUp campaign and you will see some of our buildings lit in purple to celebrate the contribution and diversity that our friends and colleagues with disabilities bring to the community at The University of Manchester.

If you are a staff or student living with a visible or invisible disability or an impairment or long-term health condition, why not consider joining one of our networks.



Staff:

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



Students:

www.manchesterstudentsunion.com/activities/view/disabledstudentsoc



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



Manchester Academy 2021
for IDPD



Disabled people are a vital and influential part of our University community whether as students, members of staff or visitors. We are proud to celebrate the International Day of Persons with Disabilities as an opportunity to recognise the many ways in which the full diversity of what it is to be human are exemplified by our colleagues and friends”.






Professor Alys Young, University of Manchester Academic Lead for Disability Equality



UK Disability History Month

- University Closure Day
- Christmas Break

December 2022

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



 **CHRISTIANITY**
24 Christmas Eve
25 Christmas Day

 **JUDAISM**
18 Hanukkah

Equality, Diversity and Inclusion Team

The Directorate of EDI covers both the staff and student population, here you can meet the team



Banji Adewumi (she/her)

Director of Equality, Diversity & Inclusion

Banji.adewumi@manchester.ac.uk

Banji is the Director of Equality, Diversity and Inclusion and will work closely with senior leaders across the whole University ensuring the agenda and strategy is embedded within every activity the University undertakes.



Tahira Majothi (she/her)

Equality, Diversity and Inclusion Partner

tahira.majothi@manchester.ac.uk

0161 306 5879 (internal: 65879)

Tahira is the EDI Partner for FBMH. She also supports the ongoing implementation of the University EDI strategy within FBMH, the Race Equality Charter and the activities of the Black, Asian and Minority Ethnic Staff Network.



Paul Marks-Jones (he/him)

Equality, Diversity and Inclusion Partner

Paul.marks-jones@manchester.ac.uk

0161 306 5878 (internal: 65878)

Paul is the EDI 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.



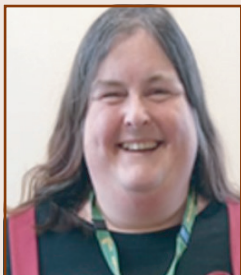
Sami Karamalla-Gaiballa (he/him)

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.



Kathy Bradley (she/her)

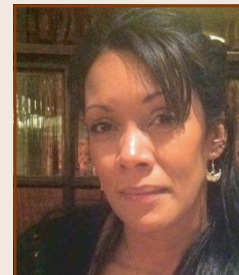
Equality, Diversity and Inclusion Partner

Kathy.bradley@manchester.ac.uk

0161 306 5856 (internal: 65856)

Kathy is the EDI Partner for Humanities. She leads on the Athena Swan and Disability Standard Applications for the University.

Her lived experience will inform and benefit her role as EDI Partner for Disability including supporting the work needed to elevate the university to Disability Leader status.



Paula O'Grady (she/her)

EDI Assistant

paula.ogrady@manchester.ac.uk

0161 306 5857 (internal: 65857)

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

Equality and Diversity Champions

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.

You can learn about some of the work below and visit: www.staffnet.manchester.ac.uk/equality-and-diversity/training for more details



Professor Alys Young (she/her)

University Academic Lead for Equality, Diversity and Inclusion (Disability Equality)
Over the past year there has been a greater integration of the disability equality agenda into the University's EDI approach from an intersectional perspective with clear

recognition of an anti-discriminatory approach to ableism. I look forward to seeing the many initiatives on a university-wide basis to promote disability equality coming to fruition.



Vikki Goddard (she/her)

Professional Services and Cultural Institutions Champion for Equality, Diversity and Inclusion
2022 promises to be an exciting year for our work pioneering and enabling enhanced

diversity and a more inclusive environment. I am particularly looking forward to being involved in work to build a more inclusive staff recruitment and selection approach, which we know, from work already undertaken in a number of areas is really needed to attract, retain and enable progression of the best people for The University of Manchester. I am really pleased to be joining with a wide and diverse group of colleagues from across the University to create an even better place to work and study.



Dr Susie Miles (she/her)

Associate Dean for Equality, Diversity and Inclusion, Faculty of Humanities
As an EDI leader my goal is to work myself out of a job! As cultural change leads to fairer

and less discriminatory structures and processes, EDI principles will be embedded in everything we do. Our plans for working towards this inclusive culture for staff and students in 2022 include: actions to support and integrate issues of disability equality into policies and practices in research, teaching and the student experience; targeted action on race equality, including Manchester 10:10 and increased numbers of BAME PS staff; a significant increase in Humanities staff engagement in Manchester Gold; extending Diversity in the Workplace training to all PGR students.



Rachel Cowen (she/her)

EDI Academic Lead for gender and sexual orientation

Last year we made significant progress launching a new University Leadership Framework with the key competency of role

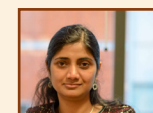
of model for inclusion and a 10 credit unit for students focusing on EDI and how we can all play a part in shaping a fairer world. This year I am looking forward to embedding these initiatives, supporting our staff and students to strengthen their inclusive leadership capacity and collectively creating a truly inclusive Manchester where everyone can achieve their ambitions.



Dr. Mark Hughes (he/him)

Associate Dean for Equality, Diversity, Inclusion and Accessibility (EDIA) in the Faculty of Science and Engineering.
Being an Associate Dean brings significant responsibility. It means I have a seat (albeit

virtually), and a voice at several important university committees and meetings. To use that voice appropriately, myself and our Faculty EDIA team have developed a close working relationship with representatives from the BAME, DSN and AllOut staff network groups. The reps are an integral part of our FSE EDIA community. Importantly, each year our Faculty EDIA objectives are co-developed with the network reps. This year's objectives include themes such as safe-spaces, career development and training for leadership.



Dr Hema Radhakrishnan (she/her)

Associate Dean for Social Responsibility, Faculty of Biology & Health

2021 has proven to be uniquely challenging for clinical staff in particular with pressures of increased service demand contrasted with limited availability of child/elderly care and the personal risks to health. The pandemic has highlighted the need for diversity amongst clinical academics, to develop diagnostics and treatments for a diverse population, more than ever. This year, I am committed to putting together support systems to help those impacted by the disruption caused by the pandemic to get back to progressing their careers. Through secured Wellcome Trust funding, my team and I hope to further understand the academic culture in Manchester and trial interventions for clinician researchers which could change the direction of travel and allow us to achieve its strategic goals in research and Equality, Diversity, Inclusion and Access.



Dawn Edge (she/her)

EDI Academic Lead for Race

I am committed to advancing race equality at our University and beyond. In the coming year, I look forward to working with 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.

Senior Leadership Team

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You can learn about some of the work below and visit: www.staffnet.manchester.ac.uk/equality-and-diversity/training for more details



"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 2022."

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 proud to be part of our collective commitment to Equality, Diversity and Inclusion. Further substantial progress does need to be made, and, together with my senior colleagues, I will continue to do everything I can in contributing the leadership, drive and strategic direction that can set the tone for, promote and enhance EDI across Professional Services."

Patrick Hackett

– Registrar, Secretary and Chief Operating Officer



"People will forget what you said; people will forget what you did; but people will never forget how you made them feel" – Maya Angelou. The most significant thing we can all do to improve the student and staff experience is to work on the inclusiveness of our culture. Inclusion is a human right. All people should feel part of the Manchester community, irrespective of race, gender, disability, or any other protected characteristic. Equity of opportunity is one of my most important strategic issues and my passion in life."

Adèle Mackinlay

– Director of People and Organisational Development



Networks, training, charity



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 also 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 and you are entitled to attend up to 4 meetings and one associated activity annually 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 Learning and Organisational 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/



Further Learning

Our Charity of the year is the Fostering Network. The Fostering Network is the UK's leading fostering charity, bringing together everyone who is involved in the lives of children and young people who are fostered to make foster care the very best it can be. Foster Children and Foster Parents span all of the equality groups and intersections of these groups. Throughout the year we'll be highlighting their work and giving you the opportunity to contribute to their fundraising efforts. You can find more information on their website:



<https://thefosteringnetwork.org.uk/>

The Fostering Network

"As well as working for the University, I am a foster carer. I quite simply would not be able to do that without the Fostering Network."

UoM staff member