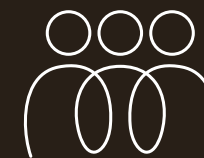




MANCHESTER
1824

The University of Manchester



inclusive
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.

“Our aim is to create an outstandingly inclusive place to work and study, characterised by equality, how we value diversity, and where all have a sense of belonging”

**The University of Manchester -
Equality, Diversity, and
Inclusion Strategy**

The University of Manchester
Diversity Calendar
2023

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



Equality and Diversity

The University's award-winning diversity calendar is now in its 15th 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 colleagues and students 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



Asking the Chancellor

'I was immediately struck by the University's commitment to Equality, Diversity and Inclusion in my first days as Chancellor which was encouraging to know as this is a subject close to my heart. Initiatives such as this calendar are a vital way to showcase the breadth of diversity at our institution and also a way to highlight what more we can do. We all have a role to play in achieving our goals, so I would encourage you all to engage with at least one activity associated with this calendar - even if it's finding out more about an equality group or understanding the barriers which still exist for some individuals in our modern society. 'll be personally committing to be visible throughout the year and engaging with the themes, topics and activities associated with your Diversity Calendar'

Nazir Afsal OBE, Chancellor of the University of Manchester

The calendar raises awareness of the diversity of people working, studying and interacting with the University. It acknowledges that we aren't all the same - each of us has our unique challenge(s) and potentially opportunities, which we bring to our day-to-day work and study and makes us who we are. It helps to acknowledge the value of each individual, whilst raising awareness of the networks that mean individuals do not have to feel alone.

**Diane Bennett | Teaching & Learning Manager (DL), Education Development
Division of Student and Academic Services, Directorate for the Student Experience (DSE)**



The Directorate of Equality, Diversity, and Inclusion's first ever Conference held in May 2022



Summary of our core goals and themes outlined in Our future.



2023 Reopening of the Manchester Museum

January 2023

18 February 2023 will mark a huge moment in Manchester Museum's rich history when it will reopen its doors following an ambitious £15 million transformation.

Hello future, the name given to this capital project, is a once-in-a-lifetime opportunity to expand the museum, make room for more joy and learning, become more widely and deeply loved, and evolve into the museum Manchester needs.

New galleries will include an Exhibition Hall, Belonging Gallery, Lee Kai Hung Chinese Culture Gallery and South Asia Gallery, a British Museum Partnership.

The Exhibition Hall is where the museum will produce, host and tour ambitious shows that explore the richness of our world and our past, present and future. Golden Mummies of Egypt will be the opening exhibition and a one-of-a-kind cultural experience. After a hugely successful tour across the USA and China, this stunning exhibition offers unparalleled access to the museum's Egypt and Sudan collections. Featuring more than 100 objects and eight mummies, Golden Mummies of Egypt presents a rich perspective on beliefs about the afterlife during an era when Egypt was part of the Greek and Roman worlds.

The South Asia Gallery, a British Museum Partnership, will be the first permanent gallery in the UK dedicated to exploring the experiences and contributions of South Asian diaspora communities in the UK. The museum will also gain an impressive new entrance, shop, café, picnic area and other inclusive visitor facilities.

The museum has also listened to advocates with lived experience, and inclusive spaces and features are being incorporated throughout the building. For example, there will be a new picnic space, café, shop, toilets and Changing Places, prayer room, quiet room and therapy room.



"History has shown us that courage can be contagious, and hope can take on a life of its own." —Michelle Obama

2023 Reopening of The Manchester Museum

- Semester 1 Exams 16-27 Jan
- Christmas break ends 15 Jan
- Semester 1 Ends 29 January
- Semester 2 Begins 30 January


January 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 New Year's Day
2 Bank Holiday	3	4	5	6	7 	8 
9 	10	11	12	13 	14	15
16	17	18	19	20	21	22 Chinese New Year Year of the Rabbit
23	24	25	26 	27  Holocaust Memorial Day	28	29
30	31					



 **BUDDHISM**
7 Mahayana New Year

 **HINDUISM**
26 Vasant
Panchami

 **SIKHISM**
9 Guru Gobindh
Singh Birthday
13 Maghi Lohri

LGBT+ History Month

February 2023

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 2023 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



**Inclusive Recruitment Stand
Pride 2022**

"People with different identities and sexual orientations shouldn't just be respected in Manchester, but celebrated"

Carl Austin-Behan



**LGBT+
History Month**
Founded by
**SCHOOLS
OUT**



The University of Manchester
LGBT Staff Network Group



LGBT+ History Month

February 2023

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					



BUDDHISM
15 Nirvana Day



CHRISTIANITY
21 Shrove Tuesday
22 Ash Wednesday
Start of Lent



HINDUISM
18 Mahashivaratri

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

International Women's Day

March 2023

International Women's Day aims to raise the visibility and achievements of women in society whilst advocating for greater gender parity. The 2023 campaign will focus on the theme Embrace Equity, emphasising the need for us to recognise equity as not just a 'nice-to-have' but as a 'need-to-have'.

At the University of Manchester, we continue to strive for greater gender equity, including increasing our female professoriate, publishing the gender pay gap and championing the women's leadership development programme Aurora.

Much of our gender equality work is aligned with our Athena Swan awards. The University has a long-standing engagement with Athena Swan and we currently hold a Bronze institutional award, four Silver and three Bronze awards at School level.

The 100 Black Women Professors Now (BWPN) is an accelerator programme for Black female academics to redress the underrepresentation of Black women academics in UK universities. The University was part of the successful pilot of this programme, launched by The Women in

"My ambition is for 50:50 representation in areas where women are currently underrepresented in the University by 2027"

Professor Dame Nancy Rothwell (Inspiring Women Leaders, Oct 2022)

Higher Education Network (WHEN), and is proud to be continuing to support colleagues to take part.

The Women@Manchester Network is growing at speed and is helping to raise the profile of and provide safe spaces to discuss women's health issues including menopause and endometriosis. Other staff networks of interest include: Lesbian, Gay Bisexual, Transgender Staff Network Group (ALLOUT); Women in Biology, Medicine and Health and the Women Professors Network.

At the University, we celebrate a number of gender campaign days as part of our inclusive culture. International Transgender Day of Visibility celebrates the contributions of transgender and non-binary people whilst raising awareness of discrimination.



Nagu Sathappan from the Department of Electrical and Electronic Engineering, one of many colleagues who attended 2022 International Women's Day



International Women's Day

- Neurodiversity Celebration Week 13-19 March
- World Autism Acceptance Week 27 March - 2 April

March 2023

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



HINDUISM
8 Holi
30 Rama Navami

ISLAM
22 Start of Ramadan
Ends 21st April

JUDAISM
6-7 Purim

SIKHISM
8-10 Holi
18-20 Hola Mohalla

Religion and Belief

April 2023

April 2023 will see a rare overlap for multi-faith calendars with Muslims, Jews, and Christians all recognising key holy periods. This is due to the coinciding of Ramadan, Passover, and Easter.


Passover and Easter often fall on the same weekends, following the Jewish Lunar Calendar, but it only occurs a few times a century that these dates coincide with the dates of Ramadan which follow the Islamic Lunar Calendar.

For staff and students on campus during this time we have over 20 Chaplains representing many faiths and denominations here at the University of Manchester.

The Multi-Faith Chaplaincy consists of an informal network of independent affiliated chaplaincies. Each Chaplaincy operates within a shared code of conduct which seeks to ensure that all staff and students who access chaplaincy services receive the best possible care and support.

The Multi-Faith Chaplaincy welcomes people of all faiths and none. The team offers pastoral support and religious guidance to staff and students of the universities. At St Peter's House you can also find the Milk & Honey Café, Volunteering Opportunities, and a multi-faith programme of activities.

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

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





Religion and Belief

Easter Break: 3rd - 16th April
 World Autism Acceptance Week
 27 March - 2 April

April 2023

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



NEXT MONTH: Wellbeing Support

 **CHRISTIANITY**
 7 Good Friday
 9 Easter Sunday
 10 Easter Monday

 **ISLAM**
 21 Eid al-Fitr

 **JUDAISM**
 5-13 Passover

 **SIKHISM**
 14 Vaisakhi

Wellbeing Support

May 2023

The People & Organisational Development strategy, launched in 2022, had five key workstreams -

Wellbeing was one of these, recognising the importance the University places on staff wellbeing. We take a whole university approach to wellbeing, with a strategy that both considers staff and students. As part of our P&OD strategy work, we have been looking at the needs of staff and the commitments we can make to support their wellbeing.

Our approach at The University includes looking at social, physical, mental and financial wellbeing. We are working on making our approach across all of these four areas more preventative and proactive. For example, the use of Wellbeing Action Plans and helping to ensure that staff stay socially connected when hybrid working, as well as working with our policy team to take the steps required to gain the workplace Menopause Accreditation.

This month is a great opportunity to get into the habit of checking in on your own wellbeing and those around you. There are lots of resources and support available, including our Employee Assistance Programme and Wellbeing Champions. Our network of Wellbeing Champions work within their areas to promote local initiatives, highlight national campaigns and run wellbeing-related activities. For more details, have a look at the wellbeing pages on StaffNet. The University also has plenty of opportunities to get active, including sessions in the Wellbeing Rooms in Simon Building – have a look at UoM Sport for more details.

 www.staffnet.manchester.ac.uk/wellbeing/

“When we feel well, we thrive and feel more able to reach our potential. At the University of Manchester, we are committed to embedding wellbeing as part of our culture. Through our strategy, we are taking steps to build on our existing foundations of support and ensure we understand the needs of our people.”

Helen Brewis, Head of Wellbeing



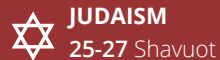


Wellbeing Support

- Semester 2 Exams: 15 May - 7 June
- Deaf Awareness Week 1-7 May
- Mental Health Awareness Week 15-21 May

May 2023

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



Charter Marks


The University's 'Our Future', 'Equality, Diversity and Inclusion (EDI)' and 'People and Organisational Development strategies' all place our people at the core, emphasising the importance of the University's EDI work. The University has long been committed to and received recognition through its engagement with equality chartermarks, including:

- Four institutional Bronze Athena Swan awards, with Bronze and Silver awards for our Schools and Departments
- Two institutional Bronze awards for the Race Equality Charter
- Disability Confident Employer level accreditation
- Stonewall Workplace Equality Index ranking within the top 100 for seven consecutive years

The chartermarks provide a framework for engagement, critical self-assessment and action planning on equalities. Adopting these frameworks allow us to identify our own good practice and areas for further positive action. We can benchmark ourselves against other organisations, including Higher Education Institutions, and make our commitment to equality clear internally and externally. Ultimately, when utilised effectively, the chartermarks act as an institution-wide commitment to and mechanism for meaningful change.

2023 is a significant year for our chartermarks. The University will submit its next applications for all four key chartermarks, demonstrating our ongoing progress and commitment to gender, race, disability and LGBT+ equality for our community.

To find out more about the University's chartermarks visit:

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





Charter Marks

- Semester 2 Exams end 7 June
- Semester 2 ends 9 June
- Summer Break starts 12 June

Pride Month 1-30 June

June 2023

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 National Windrush Day	23	24	25
26	27	28	29	30		



HINDUISM
20 Rath Yatra

ISLAM
21 Waqf al Arafa
26-30 Hajj Day
29 Eid al-Adha

SIKHISM
16 Guru Arjan Martyrdom

Data and Research


July 2023


Last year in August we delivered a well attended Lunch&Learn session entitled: 'How we use your EDI Data'. During the session we indicated moral, legal and business reasons why the University collects EDI information about its staff and students as well as how impactful and important data analytics is. The highlights of impact study cases included:

- Analysis of impact of Aurora Leadership Development Programme for Women, which indicated that the programme was effective in helping women progress to leadership positions and hence should be continued by the University.
- Introduction of Academic Returners Scheme – data analytics allows for targeted support to Academics who return to work from extended period of leave
- Recruitment Pilots – analysis of diversity of application, shortlisted and successful candidates throughout our recruitment process identified the key issues – that a particular challenge for ethnic minority candidates was shortlisting stage – which resulted in specific policies aimed at diversifying shortlists.

Now you can see how important data and research are but are your details up to date? Make sure to update your equality information on MyView.









Also Have a look at Equality Information Report and EDI Blog on EDI Data page

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

 <https://uomequalityanddiversity.wordpress.com/data-stories/>




"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."
Maya Angelou

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



 **BUDDHISM**
3 Dharma Day

 **ISLAM**
15-18 Muharram - New Year
29 Ashura

 **JUDAISM**
5 Fast of Tammuz

Staff Networks

August 2023

The University has various staff network groups which all members of staff are encouraged to join and participate in their activities, consultation and social activities.

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. The main four groups have an Executive Sponsor – ensuring the work done by them is supported by the University's Senior Leadership Team.

We're always improving the provision for staff to participate in network activities – 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 Group chairs 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. Work done through network groups can also be reflected in your PDR. 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: Join one of the University's Staff Network Groups in August!

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



MANCHESTER
The University of Manchester
BAME staff network group
...because race equality benefits us all

DISABLED
STAFF NETWORK

WOMEN@
MANCHESTER

ALL OUT
The University of Manchester
LGBT Staff Network Group

“Diversity: the art of thinking independently together.”

Malcolm Forbes



Staff Networks

■ Summer Break

August 2023

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 International Day for the Remembrance of the Slave Trade & its Abolition	24	25	26	27
28 Bank Holiday	29	30 	31			



NEXT MONTH: Access and Participation

September 2023

ACCESS AND PARTICIPATION

The Manchester Access Programme (MAP) helps over 600 local school students a year from underrepresented backgrounds to prepare for university study through a variety of workshops and activities. First launched in 2006, MAP has helped over 2000 students to gain a place at the University of Manchester, with many others going on to study at other research intensive universities. Many MAP students are the first in their family to attend university, and the Programme seeks to guide, encourage and support students into Higher Education and beyond.

A central part of the programme is the Academic Assignment. Students are coached to write a piece of academic work at the start of a first year university student. Each MAP student is assigned an Academic staff member or PhD Student as their Academic

Tutor- some of whom have even been through MAP themselves! Every year our students say that the Academic Assignment increases their confidence in themselves and their skills, and their potential to succeed on a University course.

If you are interesting in supporting the MAP team's work, please email map@manchester.ac.uk

"I really enjoyed taking part in MAP. Not only did I gain many academic skills but I also felt like I was really preparing for life during higher education. Using blackboard and all the resources provided by the university of Manchester I was able to confidently plan and write my academic assignment as well as learn lots about higher education."

2022 MAP Participant





Access and Participation

- Summer break ends 21 Sept
*subject to change
- International Week of Happiness at Work 19 - 25 Sept

September 2023

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 Bi Visibility Day	24
25 Semester 1 Begins	26	27	28	29	30	



NEXT MONTH: Black History Month

HINDUISM
 7 Janmashtami
 19 Ganesh Chaturthi
 30 Raksha Bandhan

JUDAISM
 15 Rosh Hashanah
 24 Yom Kippur
 29 Sukkot

Black History Month

October 2023

In a bid to recognise how the past has shaped not just the institution but ongoing racial and structural inequalities, the University became a member of the Universities studying Slavery Network and published information on how it was funded by early benefactors profiteering from the slave trade.

Black History Month is an annual celebration of the achievements made by Black people. In the United Kingdom Black History Month is celebrated in the month of October. It is used as a time to give appreciation and recognition of the positive contributions that Black people have made to British Society and Internationally. It also provides an opportunity to celebrate accomplishments, share learning, and allows us time to reflect on the past, whilst being proud of our culture and identity.

2022's Black History Month theme 'Time for Change: Action and Not Words' is a sentiment we have committed to in our newly launched EDI and People & Organisational Development Strategies. We recognise that to make real progress in our vision and become a sector leader for inclusivity and cultural change, we need a step change and to accelerate the pace with which we wish to achieve our aspiration of 'Our People, Our Values.'

"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity".

Martin Luther King jr

As part of Black History Month, the Black, Asian and Minority Ethnic (BAME) Network hosted an inspiring and uplifting event with special guest Dame Elizabeth Anionwu. Dame Elizabeth is a celebrated nurse and health care activist. The co-founder of the first ever Centre for Sickle Cell Anaemia sufferers in the UK, she successfully co-led the campaign to erect a statue of Mary Seacole in London 2016.

2022 BAME Staff Network Co-Chairs, Loraine Mckoy and Laverne Condappa-Ward said: "The Black, Asian and Minority Ethnic (BAME) Network actively strives to raise the voices, visibility and representation of its network members, their experiences, and achievements all year round. Whilst we strongly believe we are all part of the shared history of Britain, Black History Month and this event in particular, allows us to centre the focus sharply on structural inequalities, in particular health inequalities for Black, Asian, and Minority Ethnic communities, which were so stark over the course of the pandemic."

If you'd like to be involved in Black History Month 2023 please email BAME.CHAIRS@manchester.ac.uk



***Loraine Mckoy - Co-Chair of
BAME Staff Network***

***Banji Adewumi -Director of Equality,
Diversity, and Inclusion***

***Laverne Condappa-Ward - Co-Chair of
BAME Staff Network***

Together at the BAME Staff Network
2022 Black History Month Event



Black History Month

October 2023

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
24 Dussehra

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

Bullying, Harassment and Discrimination

November 2023

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. We strive to use informal mechanisms such as mediation to be able to help people resolve some situations and have a varied cohort of trained mediators at the University.


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.

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.

 www.reportandsupport.manchester.ac.uk


www.reportandsupport.manchester.ac.uk


In line with our strategy during 2023 staff can register on our 'Active Bystander' training. More details are available on our webpages:

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

November also gives us the opportunity to reflect on the International Day for Violence Against Women (25 November) which includes 16 days of activism concluding on the 10th of December — the day that commemorates the International Human Rights Day.

More info is available on the official website:

 www.un.org/en/observances/ending-violence-against-women-day



BE THE CHANGE

SPEAK UP STAND UP

DISABALISM
HOMOPHOBIA
RACISM
RELIGIOUS HATE
SEXISM
TRANSPHOBIA

MANCHESTER
1824
The University of Manchester

STUDENTS' UNION
University of Manchester



Bullying, Harassment and Discrimination

November 2023

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
Transgender Day of Remembrance					International Day for the Elimination of Violence against Women	
27	28	29	30			

INTERNATIONAL MENS DAY November 19



NEXT MONTH: UK Disability History Month

HINDUISM
12 Diwali

SIKHISM
24 Guru Tegh Bahadur Sahib Martyrdom

UK Disability History Month

December 2023

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 14th 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/staffnetwork/disabled-staff-network-group/



Students:

www.manchesterstudentsunion.com/activities/view/disabledstudentsoc



Manchester Academy 2021 for IDPD



“Disability is articulated as a struggle, an unnecessary burden that one must overcome to the soundtrack of a string crescendo. But disabled lives are multi-faceted - brimming with personality, pride, ambition, love, empathy, and wit.”













Sinead Burke



UK Disability History Month

- University Closure Day
- Christmas Break

December 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1  WORLD AIDS DAY	2	3 † Advent Begins  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 † Christmas Eve
25 † Christmas Day Bank Holiday	26 Boxing Day Bank Holiday	27 	28	29	30	31 New Year's Eve



† **CHRISTIANITY**
24 Christmas Eve
25 Christmas Day

 **JUDAISM**
7-15 Hanukkah

 **SIKHISM**
27 Guru Nanak Jayanti

Equality, Diversity and Inclusion Team



The Directorate of EDI covers both the staff and student population, here you can meet the team. 'If you would like to contact a member of the team, please email equalityanddiversity@manchester.ac.uk



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 leaders across the whole University ensuring the agenda and strategy is embedded within every activity the University undertakes.

Equality, Diversity and Inclusion Specialists



Paul Marks-Jones
(he/him)



Fran Guratsky
(she/her)



Kathy Bradley
(she/her)

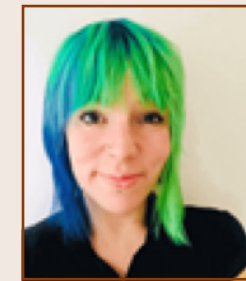


Tahira Majothi
(she/her)

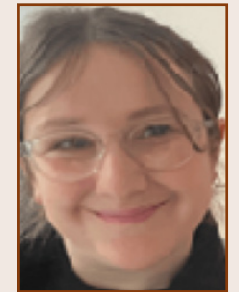
EDI Team Purpose

“We energetically work towards building a fairer and more representative University, that feels like a community, inclusive for all. We are here to establish the University of Manchester as the benchmark for Equality, Diversity and Inclusion in the wider community and across the world.”

Equality, Diversity and Inclusion Assistants



Steph Danson
(she/her)

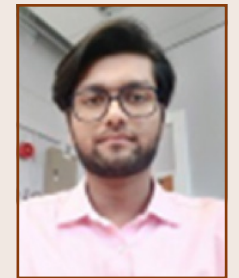


Miriam Amies
(she/her)

Equality, Diversity and Inclusion Data Analysts



Sami Karamalla
- Gaiballa
(he/him)



Umanga
Chaudhary
(he/him)

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



Prof Rachel Cowen (she/her)

EDI Academic Lead for Gender and Sexual Orientation

2023 promises to be an exciting year where we will continue to support, champion and celebrate diverse and inclusive leaders through a range of internal and external programmes and events. We will host the 10 year anniversary conference for the Aurora national women's leadership programme, Advance HE and it will also be the first anniversary of our Women@Manchester network. I look forward to the continued growth and success of this network and to working in partnership with our staff and student community to take bold actions to accelerate equalities progress through our progressive EDI strategy.



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 Natalie Gardiner (she/her)

Associate Dean for Equality, Diversity and Inclusion in the Faculty of Biology, Medicine and Health

As the new Associate Dean for EDI, 2023 will be a busy year filled with self-assessment team meetings for our Charter Mark applications. This will be a reflective period, a chance for us to pause and critically take stock of our progress, but also a forward-thinking, bold and ambitious period. We must ensure everyone's voice is heard, actions are taken to remove structural barriers, people are empowered to champion and/or challenge behaviours to create a supportive and inclusive culture where people feel they are treated fairly, with dignity and respect.



Prof 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.



Prof Dimitris Papadimitriou (he/him)

Associate Dean for Equality, Diversity, and Inclusion in the Faculty of Humanities

This year we will be launching a series of exciting initiatives in the Faculty of Humanities. Following the successful reaccreditation of SoSS with a Bronze Athena SAWAN award in 2022, two more of our Schools will submit their applications for Athena SWAN awards: SALC (Bronze) and SEED (Silver). Our Faculty is also taking concrete measures to embed EDI into the approval of all new academic programmes and we wish to build further on our fantastic successes last year with record numbers of staff engaging with Manchester Gold. What do we pledge to do differently this year? We will listen to our students and staff and make sure that EDI is embedded in a meaningful way across all levels of operation within the Faculty of Humanities.



Sinead Hesp (she/her)

Director of Legal Affairs and Board Secretariat, Chair of University Professional Services and Cultural Institutes Equality, Diversity and Inclusion Group

The launch of the new EDI strategy provides an exciting impetus for our work in increasing diversity and building a more inclusive environment. I am looking forward to working with colleagues across Professional Services to bring the new strategy to life in all areas and to ensure that equality, diversity and inclusion goals are embedded and integrated in our activities.



Prof Jackie Carter (she/her)

EDI Academic Lead for Disability

I am looking forward to creating improved experiences for disabled people. I will be developing opportunities for conversations to take place between disabled and non-disabled members of the university so we can all learn from each other, and for those of us who are disabled to share what the everyday experience of this means. By understanding each others' perspectives we can continue to create a more inclusive and caring environment.

Senior Leadership 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.

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 and we will build on this over the coming year as we implement our new EDI strategy."

Professor Dame Nancy Rothwell

– President & Vice-Chancellor



"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



Professor Nalin Thakkar

– Vice-President for Social Responsibility
"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."



Colette Fagan

– Vice-President for Research
"With our new University EDI action plan and the commitment and ideas of so many of our staff and students I am optimistic that we will make further progress towards achieving EDI in all that we do. As part of my contribution I am pleased to work with our great BAME staff group as their SLT sponsor, and to join their events and discussions."



Adèle Mackinlay

– Director of People and Organisational Development
"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."



Networks, Training, Charity



The Equality, Diversity and Inclusion Directorate 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/



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: "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

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

"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

The Fostering Network

