

# EQUALITY, DIVERSITY AND INCLUSION

## 1. Our Team - Who we are and how you can contact us

### 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](mailto:equalityanddiversity@manchester.ac.uk)



**Banji Adewumi (she/her)**  
Director of Equality, Diversity & Inclusion  
[banji.adewumi@manchester.ac.uk](mailto: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 (she/her)**



**Fren Guratshy (she/her)**



**Kathy Bradley (she/her)**



**Tahira Magoshi (she/her)**

#### Equality, Diversity and Inclusion Assistants



**Joseph Danson (she/her)**



**Miriam Amies (she/her)**

#### Equality, Diversity and Inclusion Data Analysts



**Semi Karamulla (she/her)**



**Bianca Cavenar (she/her)**

## 4. The question we get asked the most - and the answer!

**How do we find the EDI Office?** We're in Room G.035 in the John Owens - through the Pensions Office. Call us on 0161 306 5857 if you get lost!

**How do I carry out an Equality Impact Assessment?** Email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) or use the toolkit on StaffNet.

**Can we have more gender-neutral toilets?** We now are creating a process for toilets change of use.

**I've transitioned, how do I go through the name change process?** Email [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) and we can support you through this.

**How do I submit an EDI Data Request?** Submit a request on the form listed on the Data part of EDI StaffNet

**Where can I find a prayer space?** You can check our interactive map!

[www.manchester.ac.uk/discover/maps/interactive-map/](http://www.manchester.ac.uk/discover/maps/interactive-map/)

**Please can I join X Staff Network?** You can join by emailing [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk) and we can make sure to subscribe you to the Network you're interested in.

## 2. Our 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."

## 5. How we're contributing to P&OD transformation and the delivery of the EDI strategy

- Attending Workforce Planning & OD Community of Practice and Organisational Change Forum Meetings
- Kathy in our team has presented on EIAs
- Partnership working with all P&OD Partners
- EDI Partners also joined Future Leaders recruitment and on Manchester Gold
- Work with Brooke Foulger on policies such as Ramadan guidance for staff

## 6. The ways we can help and support you

- Training (EIA, Active Bystander, Allies Training, Cultural Awareness, Diversity in the Workplace ...
- Advise P&OD Partners on EDI matters
- Report and Support – trained HSAs
- Creating Terms of Reference for local level EDI working groups
- Signposting and providing EDI Resources.

## 7. The thing about us that will surprise you the most

There are 9 of us in the team! Small but impactful! And we work across the WHOLE UoM population including staff and students (50,000+ people)

## 3. The thing we're most proud of

**1. Chartermarks** - Listening to staff and students through 25 focus groups for Athena Swan, Race Equality Charter, Stonewall, and Disability Confident.

**2. Data Reports** - We provide data and evidence on a variety of measures including for the Equality Information Report and Pay Gap reports as well as the impact of schemes Digital Futures and Knowledge Exchange Framework.

**3. Staff Networks** - Our networks provide support, initiatives and events - join us on 10 May to recognise Staff Network Day, more info coming soon!

**4. Report and Support** - A confidential reporting system for all instances of staff bullying, harassment, discrimination and victimisation. Working closely with Advice & Response we take steps and measures to eradicate any form of hate and discrimination and ensure anyone making a report is supported.

**5. Campus Engagement** - We host an annual EDI Conference - the next one is on 5 July. We also host 'Lunch and Learns' and share resources on schemes like Sunflower Hidden Disabilities. Read our EDI Blog, subscribe to our EDI Digest Mailing List, or follow us on Twitter @UoMEandD

**6. Culture Change and Training** - Active Bystander and EIA training is being delivered to each Faculty and Professional Services area.

**7. Support staff development and progression through 100BWP, Aurora, Inclusive Advocates, StellarHE and much more** - We coordinate development programmes for underrepresented groups including piloting the 100 Black Women Professors Now programme. StellarHE and our Inclusive Advocates PS pilot support staff from ethnic minority backgrounds to develop skills for leadership roles.