

School of Social Sciences



Equality, diversity and inclusion

Dr. Claire Fox

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<https://www.socialsciences.manchester.ac.uk/connect/making-a-difference/equality-and-diversity-inclusion/>

Commitment to EDI in SoSS

EDI is everyone's responsibility

Should be embedded across teaching and research practices

Ongoing/long term commitment

Take everyone along



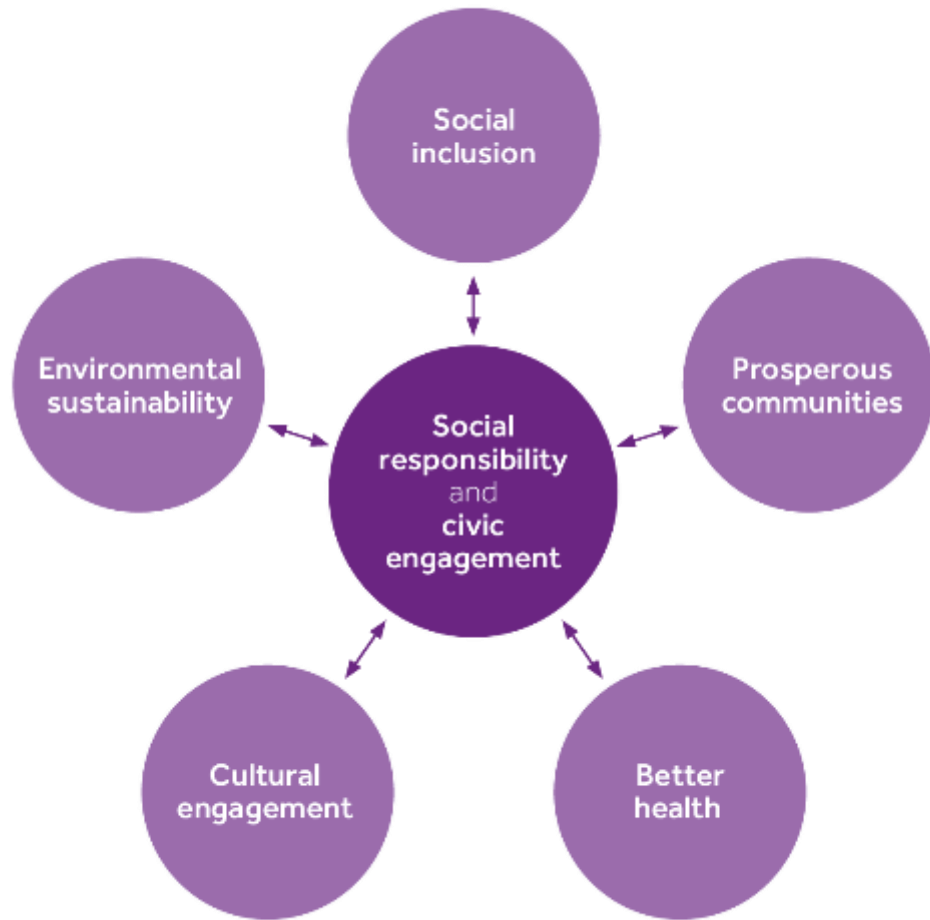
Social Responsibility @UoM



UoM World Ranking

- 2024 (2);
- 2023 (2);
- 2022 (9);
- 2021 (1);
- 2020 (8);
- 2019 (3)

Social Responsibility: At a glance



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The University of Manchester

Embedding EDI in SoSS

Diversifying the curriculum funding scheme

Funding diversity

As part of our commitment to Equality, Diversity and Inclusion, the School has funded projects to diversify our curriculum within the following courses:

- + Africa and Global Politics
- + Alternative Economies: Ordinary Economies
- + Black Identities and Cultures in Latin America
- + British Society and Culture (year 1) / New Developments in Theories of Gender and Sexuality (MA)
- + Business Economics II
- + Criminal Evidence
- + Dimensions of Peace and Conflict
- + Dissertation Research Design
- + Drugs, Markets, Policy and Consumption
- + Drugs and Society
- + Economic History
- + Education and Society

Up to £400 per course unit

For example:

- The creation of student-made short videos
- Guest lectures to diversify the teaching content
- Identifying and/or developing new teaching materials
- Incorporating a wider range of case studies
- Creation of podcasts with guest speakers
- Encouraging student participation in the co-production of knowledge

Sharing good practice in SoSS

- Training workshops and events
- Resources created for all depts (e.g. international students)
- EDI x Teaching & Learning blog posts
- Books Beyond Boundaries
 - an ever-evolving collection of books to help explore the diversity and intersectionality lived experiences.

Access the collection via the [Libby App](#).



Diversifying the Curriculum: Criminal Evidence

by SoSS Web Team | Apr 12, 2024 | Diversity and Inclusion, Teaching & Curriculum
Caire McGuire, Suzanne Gower and Lia Secombes account of how the 'Diversifying the Curriculum' initiative enabled the attendance of a guest speaker, a Barrister from Garden Court Chambers in London.



Diversifying the Curriculum: The Human and the Digital

by SoSS Web Team | Apr 12, 2024 | Diversity and Inclusion, Teaching & Curriculum
Hira Jalyani-Sinha used funds from 'the Diversifying the Curriculum' to invite a guest speaker from the Open University.



Diversifying the Curriculum: Sociology of Mental Health & Illness

by SoSS Web Team | Apr 12, 2024 | Diversity and Inclusion, Teaching & Curriculum
Dr. Uthemi Kapadia's account of using funds from 'Diversifying the Curriculum' initiative to invite a guest lecturer with lived experience of mental illness to enhance student understandings of Global Mental Health and its effects.



Diversifying the Curriculum: Racism and Ethnicity in the UK

Disability awareness in academia covering staff and students

- [Ableism in Academia \(The University of Manchester\)](#)

Accessibility in events

- [Quick checks for accessibility](#)
- [Make your event accessible](#)

Decolonising the Curriculum – conversation 'how we image and envision decolonising the curriculum @Manchester'



Professional development support

SoSS Caregiving Costs Fund

- School-level
- Up to £400
- Open call
- Subsidise costs of care to allow conference/training attendance

Academic returners scheme

- Post extended leave (e.g. maternity/parental/adoption)
- Up to £8k
- Focus on research activities and/or developing teaching and scholarship



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Social Responsibility funding

Faculty:

Strategic Civic Engagement Fund

- Local partnerships with local government, community groups, third sector
- Up to £10,000
- Usually around May

SR in the Curriculum

- Build in SR activities in modules (guests, student-led initiatives, local exchanges)
- £1,000 per module
- Usually twice a year

School:

Limited, ad-hoc requests up to £500 considered.

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and/or

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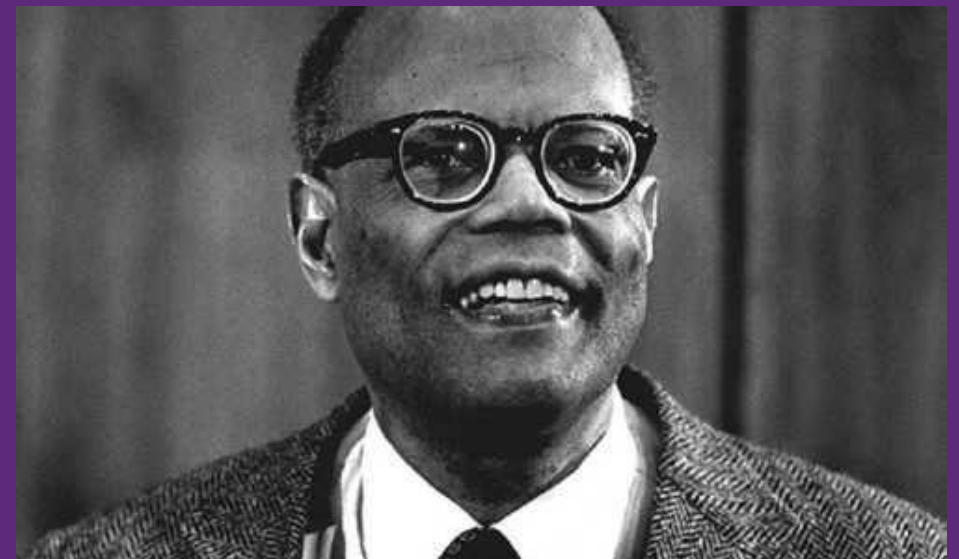
Flagship Lecture Series

Cristabel Pankhurst Lecture



<https://www.socialsciences.manchester.ac.uk/connect/making-a-difference/equality-and-diversity-inclusion/key-information/>

Arthur Lewis Lecture



<https://www.socialsciences.manchester.ac.uk/connect/events/arthur-lewis-lectures/>

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Other resources



- Core hours and inclusive meetings policy
- Menopause network/Menospace padlet
- Free period products in SoSS bathrooms
- Sunflower hidden disabilities scheme
- Pronoun badges
- Enhanced academic promotions support
- Pankhurst Public lecture relaunch
- Training workshops
- Enhanced student support:
 - Sexual Consent workshops & safety kits for new UG students
- EDI-linked bursaries
- SoSS EDI Committee – dept reps

- < StaffNet
- < Equality and Diversity
- > Staff networks
 - Black Asian Minority Ethnic (BAME) Staff Network Group
 - Catholic Staff
 - Christian Staff Network Group
 - Climate Network
 - Disabled Staff Network Group
 - International Staff Network Group
 - Lesbian, Gay Bisexual, Transgender Staff Network Group (ALL OUT)
 - Menopause

Staff Network Groups



SNGs

The University has a number of staff network groups which are co-ordinated by the Equality, Diversity, and Inclusion Team.

Each group meets regularly, and all have individual agendas and terms of reference. 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 'categories' represented in the current staff network groups, you may have an interest or simply wish to offer support or find out more about how the groups work.

Attendance at meetings is not a requirement to be a member of any group and many choose to be on the confidential mailing list, just so they can keep abreast of issues and activities.

Issues raised by our SNGs are fed into the [Forum](#), both of which meet three times a year.

To ensure that the work of these networks is effective some decisions have been made by the Governance Group following feedback from staff.

- With prior agreement with the Equality, Diversity and Inclusion Team



Home

Home

Report

Support

Campaigns

Talk to us

Leave Site



REPORT & SUPPORT

If you or someone you know has experienced or witnessed a micro-aggression or any form of harassment, discrimination or abuse you can report it anonymously or report it and get support from an advisor.



There are two ways you can tell us what happened

Report anonymously

or

Speak to an advisor



Study

Research

Connect

About

Faculty of Humanities / Connect / Equality and diversity / Employee support



Faculty of Humanities



Connect



Equality and diversity

Social responsibility in employment

Employee support

We provide and promote a number of services to staff that support our commitment to equality and diversity in the workplace.

Some of these are of particular interest to employees with a [protected characteristic](#), as outlined by the Equality Act 2010.

In particular, these services work to protect University staff from unlawful discrimination and ensure that everyone has access to appropriate support and advice.

[Support Service](#)

Inclusive teaching



- ‘Accessibility’ audit
- First tutorial/small group session/academic advising: get to know the students
 - Any DASS reports?
 - Remember – these are **confidential**
- New course unit? EDI considerations
- Teaching ‘challenging’ topics: Anticipate, think about how to approach:
 - trigger warnings?
 - alternative content?



Equality, diversity and inclusion

Our ambition is to create an inclusive place to work and study...



Equality, Diversity and Inclusion



About us
What we do
Read more

Our strategy
Our Equality, Diversity and Inclusion strategy
Read more

Who we are
Meet the team
Read more

How we can help