

School of Social Sciences



Equality, diversity and inclusion

Dr. Claire Fox

EDI Director

claire.fox-2@manchester.ac.uk
@drclairefox

EDI at UoM

EDI Directorate

- Banji Adewumi

Faculty of Humanities

- Vice Dean for SR and EDI: Dimitris Papadimitriou
- School EDI Directors
- SoSS - dept. EDI representatives



EDI in SoSS

EDI is *everyone's* responsibility

- Should be embedded across teaching and research practices
- Ongoing/long term commitment
- Take everyone along

Responsible Practices

Inclusive teaching



- 'Accessibility' audit
- First tutorial/small group session/academic advising: get to know the students
 - Any DASS reports?
 - Remember – these are **confidential**
 - Preferred pronouns: theirs and yours
- Monitor attendance/online (self)registers
 - Mental health concerns
- New course unit? EDI considerations

Teaching 'difficult' topics



- Anticipate challenging topics (and maybe students!), especially on certain topics
 - Think about how to approach them
- Give trigger warnings?
 - *Some dept's have advice on this - SoSS-wide guidance coming soon....
- Don't let offensive/problematic attitudes and/or language go unchecked *but* be sensitive and professional in addressing it
- What to do if a student (or you) becomes upset/triggered, feels 'targeted' by others, wants to report bullying/harassment?

Help and Support

Funding Opportunities

Diversifying the Curriculum Funding

- School-level
- Yearly (call – around June/July)
- Ad hoc applications considered on a case-by-case basis

SoSS Caregiving Costs Fund

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

See SoSS EDI website for information



SoSS family- friendly policies

- SoSS Caregiving Costs fund (see previous slide)
- Guidelines on core working hours (10am-4pm)
 - Avoid scheduling key meetings outside of these times
- Email guidance:
 - Avoid sending emails outside normal working hours, schedule to send later and/or add a clear statement in your email signature:
'I sometimes work at irregular times, so if this email arrives in the evening/at the weekend, please do not feel obliged to respond until "core" working hours.'

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The University of Manchester

Faculty of Humanities

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Social responsibility in employment:

Our targets

Policies and guidance

Staff training and development

Humanities Equality and Diversity Working Group

Training and development

Staff equality and diversity-related training and development opportunities and provision.

- [Equality and diversity training](#)
- [Dignity at work training](#)
- [Equality Act 2010 training](#)
- [Managing disabled staff training](#)
- [Peer Support Group for women and men returning from maternity, paternity or adoption leave](#)
- [Unconscious bias-online training](#)
- [Diversity in the workplace training](#)



EDI in T&L "How to"

Access useful material on how to affect change.

Training and development opportunities

< StaffNet

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> 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 (ALLOUT)

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 [Equality Forum](#), both of which meet three times a year.

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

- With prior agreement with the Equality and Diversity Team



Study

Research

Connect

About

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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.

[Report Service](#)

REPORT & SUPPORT

If you or someone you know has experienced or witnessed a micro-aggression or any form of harassment, discrimination or hate 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



Top tweets

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Ahmed Iqbal Ullah
Race Relations
Resource Centre &
Education Trust

HOME COVID-19 ABOUT US GET INVOLVED COLLECTIONS LIBRARY RESOURCES BOOKSHOP EVENTS NEWS VISIT US

Community Work

We deliver talks and training at community events, workshops and conferences.

AIU Race Relations Resource Centre and Education Trust

The Resource Centre is free to visit and includes hundreds of books on the history of race, migration and ethnicity. Our archive contains a wide range of documents, leaflets, posters, photographs and ephemera donated by global majority communities across Greater Manchester. The Education Trust offers ongoing training to community groups with an



Free Sanitary Products

We know periods are a **bloody** pain so please take what you need, when you need it and if you are able, add what you can, when you can to this box.

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