

SEED Equality, Diversity, and Inclusion (EDI)



Dr Laura Winter, SEED Director for EDI,

Pronouns: she, her

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University context

- [EDI Strategy](#) developed recently outlines the aims for the next 3 years, focused on inclusive environment and culture, diversity and equity across our community, and inclusive practice
- Central EDI team (equalityanddiversity@manchester.ac.uk) and three academic leads
- Silver Athena Swan, Silver Race Equality Charter, Disability Confident Leader Status – all with associated achievement plans pushing for improvement

SEED EDI structure

- [SEED EDI](#)
- EDI team:
 - Director for EDI: Laura Winter
 - Gender and sexuality equity lead: Catherine Atkinson
 - Race equity lead: Marc Mbah
 - Disability equity leads: Rachel Challinor and Heather Cockayne
 - Taught students: Laura Goodfellow
 - PGR: TBC

Training

Please do complete the [training](#) available

- Unconscious bias and Diversity in the workplace as core trainings
- [Disability equity](#)
- [Let's Talk About Race \(EDI202\)](#)
- [Understanding Islamophobia \(EQDV223\)](#)
- [Understanding Antisemitism \(EQDV224\)](#)

We also will advertise periodically when running other training e.g., active bystander and trans inclusion

Disability

- [Disability Advisory and Support Service](#)
- A disability is defined as “any condition which has a significant, adverse and long-term effect on a person’s ability to carry out normal day-to-day activities.”
- DASS can help create a support plan; with applications for Disabled Students’ allowance etc.
- DASS FAQs [here](#)
- Please talk to your supervisors about your needs and any adjustments which might be helpful (including for viva)
- [SafeZone](#) watches to link to campus security and help
- [Disabled Staff Network](#)

Gender and sexuality

- [Women@manchester](#) group
- Athena Swan work at a school level – look out for info
- Looking at developing a men’s health group: see [here](#)
- Staff are encouraged to share pronouns, please do the same if you feel comfortable. To look up how you can share on Microsoft 365, outlook or zoom/teams see [here](#)
- [LGBT ALLOUT](#) group
- Can filter and search for gender neutral toilets here: [Interactive map | The University of Manchester](#)
- Students Union have a [gender expression fund](#)

Parents and carers

- [PGR parents - School of Environment, Education and Development - The University of Manchester](#)

Includes guidance on parental leave, links to support and networks and other important information

- Parents and carers room in ALB 2nd floor

Religion

- [Multifaith chaplaincy](#)
- Can filter and search for prayer rooms here: [Interactive map | The University of Manchester](#)
- If helpful, please speak to your supervisor about religious holidays and festivals and your work

Mental health and well-being

- [SEED PGR Handbook](#) has lots of resources and information
- [Counselling service](#) has individual support and workshops
- Provide specific information for postgraduate researchers [here](#)
- If your mental health difficulties meet the legal definition of disability, then see information in relation to DASS
- Speak to supervisor or trusted peer or colleague

When things go wrong

- Supervisory team and advisor, Department PGR co-ordinator, PGR Director, EDI team
- [SEED Responding to discrimination, harassment, bullying, and victimisation \(The University of Manchester\)](#)
- [Report + Support - Report + Support - University of Manchester](#)