

Equality, Diversity and Inclusion: SALC PGRs

Sheena Kalayil and Steven Pierce

Who are we?

Dr Sheena Kalayil (UCAE/Intercultural Studies) - Director EDI for SALC

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Today's session aims to...

- provide you with a resource of information and links
- review SALC's commitment to embedding equality, diversity and inclusion in everything we do
- review the key relationships you will have as a PGR student

Equality Act 2010

Everyone in the UK is protected by the Act. The “protected characteristics” under the Act are (in alphabetical order):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

The University and the School (SALC)

- EDI Directorate and a Faculty EDI Committee
- [Equality and Diversity Committee | School of Arts, Languages and Cultures | StaffNet | The University of Manchester](#)

Departmental EDI Representatives

- Art History and Cultural Practices: Dr Lukasz Szulc
- Classics, Ancient History and Archaeology: Dr Julene Abad del Vecchio
- Drama: Dr Darren Waldron
- English, American studies and Creative Writing: Dr James Metcalf
- History: Prof Yangwen Zheng
- Humanitarian Conflict and Resolution Institute: Dr Omer Aijazi
- Linguistics: Dr Alexander Gobel
- Modern Languages and Cultures: Dr Catherine Franc
- Music: Dr Eleanor Ryan
- Religions and Theology: Dr Kamran Karimullah
- University Centre for Academic English: tbc

PGR reps on the EDI Committee

- Will Curtis
- Nicolle Alzamora Candanedo

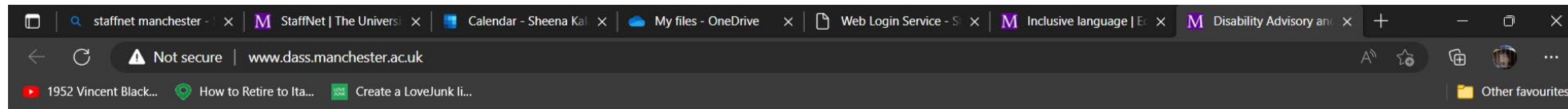
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Understanding EDI

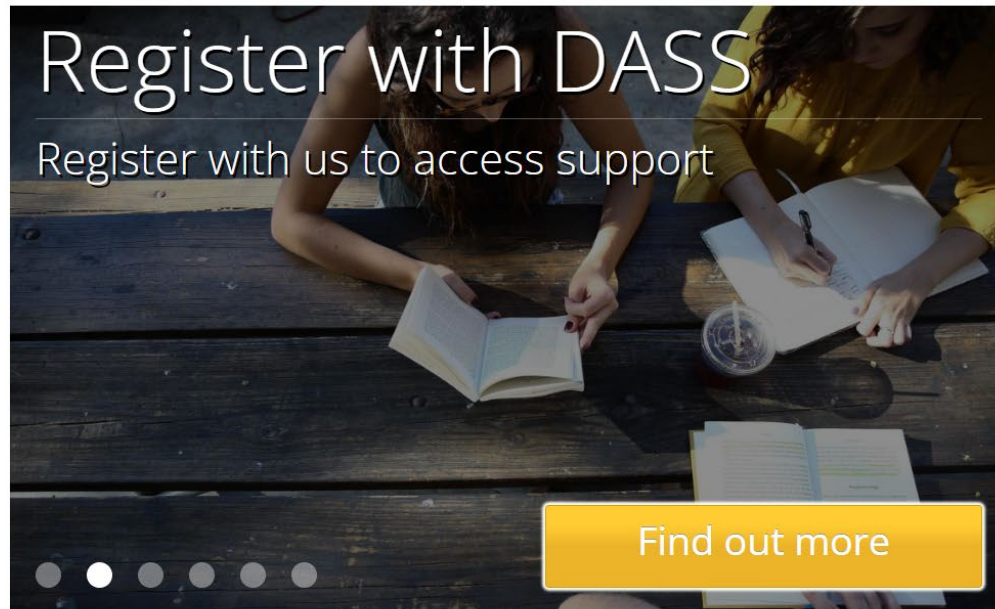
- [Training for Students | Equality, Diversity and Inclusion | StaffNet | The University of Manchester](#)
- [Inclusive language | Equality, Diversity and Inclusion | StaffNet | The University of Manchester](#)

Disability Advisory and Support Service and University of Manchester Assessment Centre (The University of Manchester)



Disability Advisory and Support Service and University of Manchester Assessment Centre

[Who do we support?](#) [What support can I get?](#) [How do I get support?](#) [Contact and see us](#) [FAQs](#) [Assessment centre](#)



Exam Support Deadline

The University has a deadline for putting exam support in place for each of the main exam periods. The next deadline is **Thursday 17 November 2022** at 4pm you'll need to register and meet an adviser to agree your exam support.

For more details, see our [exam support page](#).

Useful links

- Disability Advisory and Support Service:
<https://www.dass.manchester.ac.uk/how-do-i-get-support/how-do-i-register/>
- Disabled Staff Network and Neurodivergent Network:
<https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/staff-networks/disabled-staff-network/>
- Disabled PGR Network: email laura.howard@manchester.ac.uk
- SALC Disability Champion: email steven.pierce@manchester.ac.uk
- Access to Work: <https://www.gov.uk/access-to-work>

SALC PGR Disability Case-worker: Rhys John-Salmon

rhys.john-salmon@manchester.ac.uk

Your case-worker coordinates the support you will/can receive

HUMS.doctoralacademy.support@manchester.ac.uk

You can get advice on issues relating to your School, or any of the issues below.

- *If you're not receiving the support in your [University Support Plan](#).*
- *If you want to apply for [mitigating circumstances or an extension](#) due to your disability.*
- *If you're not sure how to access the support that we can provide, such as podcasts or lecture notes.*

Reading and neurodiversity 21 Nov 9.30-13.00 (Campus tbc)

- Reading experiences and neurodiversity workshop for PGR students
- This workshop is open to all PGR students identifying as neurodivergent who want to explore their experience with reading and text meanings. It is a safe space for discovering, articulating or sharing some of the ‘atypical’ interactions with texts that neurodivergent readers may experience.
- Professor Alexander Samely, workshop leader and author of *Reading and Experience* (Springer 2024), will provide a brief introduction of the theoretical background. Participants will be invited to read a short sample text, which they can use as a starting point for exploring and (if they wish) discussing some of their habits, experiences and potential struggles with text meanings and how they might be tackled.
- Please contact alexander.samely@manchester.ac.uk

If you have a negative experience...

MANCHESTER
1824
The University of Manchester

Support Report Campaigns | Talk to us Leave Site

REPORT & SUPPORT

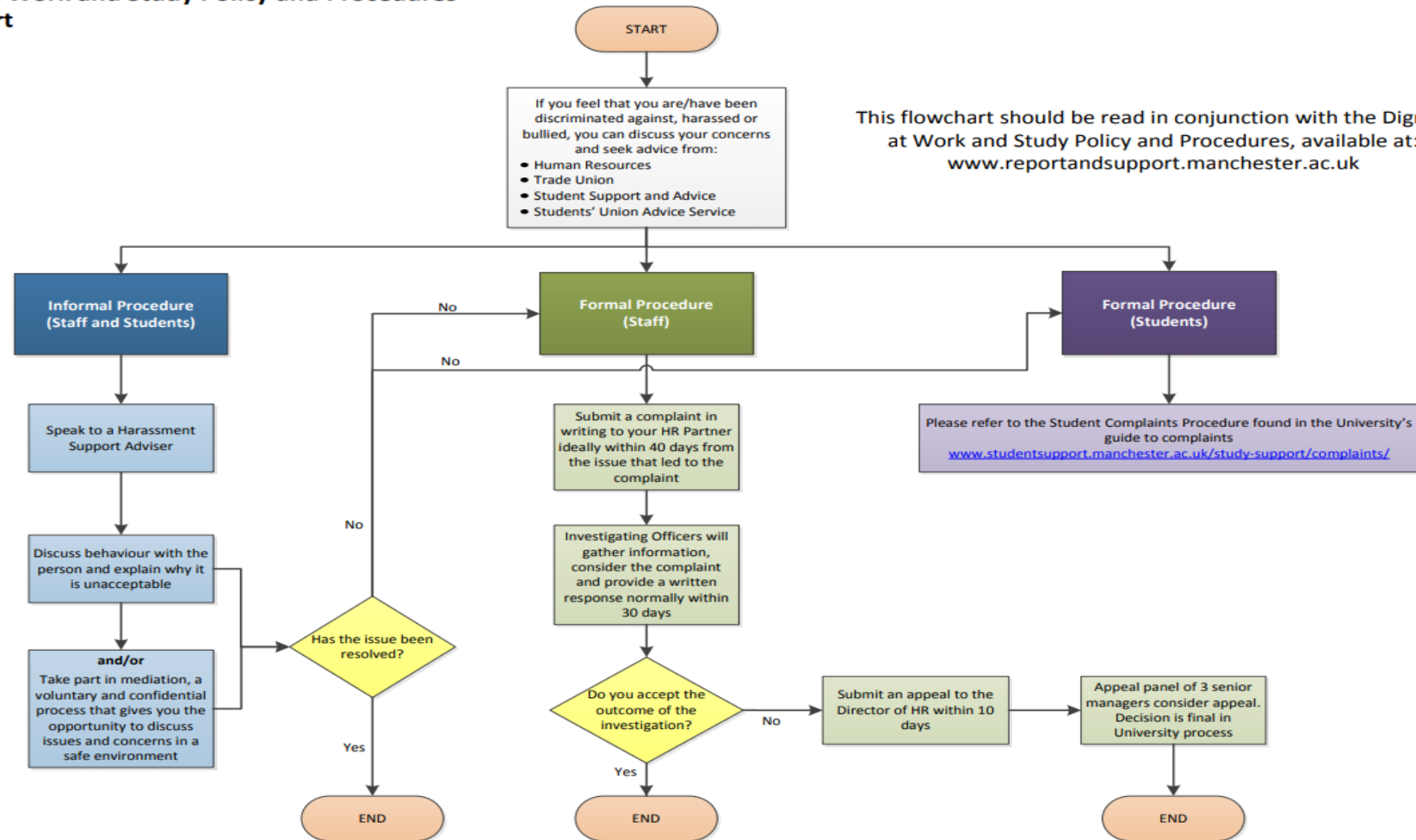
If you or someone you know has experienced or witnessed any form of bullying, harassment, discrimination, gender based violence, hate or micro-aggressions, or have a safeguarding concern, you can report it anonymously or get support from a trained advisor.

You can tell us what happened through this website

08:58
18/01/2023

Dignity at Work and Study Policy

Dignity at Work and Study Policy and Procedures Flow Chart



What is harassment, discrimination and bullying?

Harassment

is unwanted conduct which has the effect (intentionally or unintentionally) of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment which interferes with an individual's learning, working or social environment or induces stress, anxiety or sickness on the part of the harassed person.

I think I'm being bullied and harassed, what can I do?

If you believe that you are being bullied or harassed, you can contact a Harassment Advisor. Harassment Advisors provide confidential support and information to staff and students on the University's policy and will be able to explain the options available to you.

What happens after mediation?

If the mediation process hasn't been successful, or either party decides not to take part, you can make a formal complaint. An independent investigation will then be carried out and a decision will be made as to whether the complaint should be upheld and whether to refer for consideration under the disciplinary procedures. If you are not happy with the outcome, you also have the right to appeal.

Discrimination

takes place when an individual or a group of people is treated less favourably than others because of their race, gender, gender reassignment, marital status, status as a civil partner, disability, age, religion or belief, sexual orientation or other factors unrelated to their ability or potential.

Bullying

can be defined as repeated or persistent actions, criticism or personal abuse, either in public or private, which (intentionally or unintentionally) humiliates, denigrates, undermines, intimidates or injures the recipient.

What happens next?

With the support of another colleague, fellow student or Harassment Advisor, you may feel able to resolve your complaint through speaking informally with the respondent. If this doesn't feel possible, or it hasn't worked, then an alternative is mediation. Mediation is an informal and private process. A trained Mediator will work as an intermediary with you and the respondent to help you to reach an agreed solution.

What happens if I am accused of bullying or harassment?

If you are accused of bullying or harassment you can contact a Harassment Advisor. Harassment Advisors are there to provide confidential support and information to staff and students on the University's policy and will be able to explain the options available to you. What happens next will depend on the person who has accused you but it is hoped that you will be able to find a resolution with the support of the Harassment Advisor or through mediation.

If you have a negative experience...

- [Report + Support - University of Manchester](#)

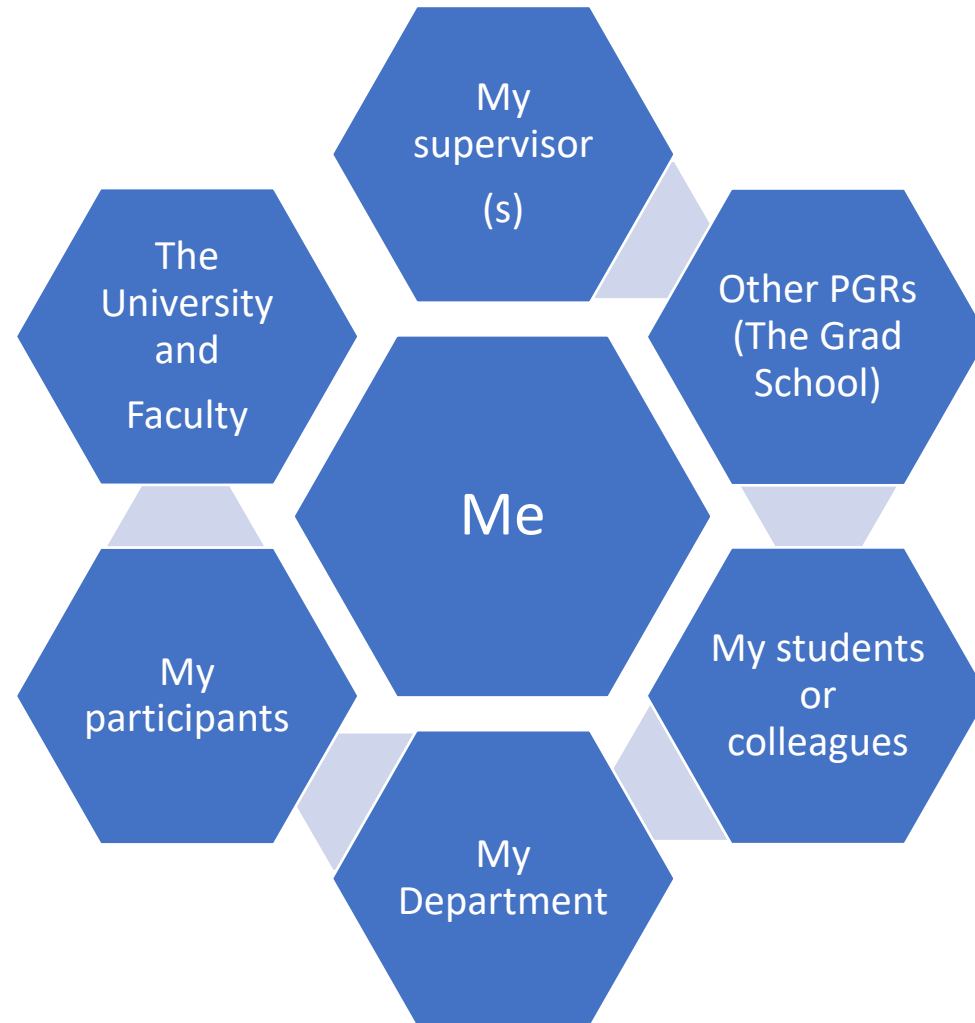
Please also feel free to contact:

- Your Departmental EDI rep
- Sheena
- Steven

Your contribution to debates

Gordon, R., & Bose, L. S. (2020). Reflecting on representation: exploring critical tensions within doctoral training programmes in the UK. In G. Crimmins (Ed.), *Strategies for Supporting Inclusion and Diversity in the Academy: Higher Education, Aspiration and Inequality* (pp. 49-68). Palgrave Macmillan. https://doi.org/10.1007/978-3-030-43593-6_3

Key relationships



What are your thoughts and expectations on the following:

- The relationship with your supervisor(s)
- The relationship with your department
- How you will be professionalised in your discipline (training/conferences/networking)

Your supervisor

[Managing your supervisor relationship – Student News
\(manchester.ac.uk\)](#)

Tips to develop a good relationship with your supervisor

- Become familiar with their working style
- Keep communication lines open
- Discuss your goals and aspirations
- [Tips for maintaining a PhD supervisor relationship – Researcher.life](#)