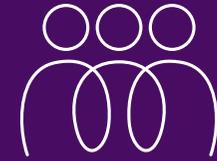




MANCHESTER
1824

The University of Manchester



inclusive
MANCHESTER

The University's Diversity Calendar has been developed to celebrate the diverse and inclusive nature of our community - promoting respect and understanding between all people.

“Our aim is to create an outstandingly inclusive place to work and study, characterised by equality, how we value diversity, and where all have a sense of belonging”
The University of Manchester - Equality, Diversity, and Inclusion Strategy (EDI)

The University of Manchester

Diversity Calendar

2026

By understanding and embracing difference we can help to create an environment based on the principles of dignity, fairness, equality, inclusiveness and respect.



Equity, Diversity and Inclusion

The University's award-winning diversity calendar is now in its 18th year and aims to be more inclusive than ever.

This practical resource includes details of all the main religious festivals and major national and international days of celebration or memorial. It can help us to be more mindful that meetings and events are not planned when colleagues and students may not be able to participate.

We focus on the six major world faiths currently represented within our community.

Buddhism

Christianity

Hinduism

Islam

Judaism

Sikhism

This does not mean we do not recognise that there are many more faiths or beliefs of equal importance. We also recognise that a large proportion of our University community may have no religion or belief.

We are continually trying to improve the information we provide, therefore if you have any constructive feedback or suggestions, please don't hesitate to contact us.

Thank you.

✉ equalityanddiversity@manchester.ac.uk

🌐 staffnet.manchester.ac.uk/equality-diversity-inclusion

📍 The Equality, Diversity and Inclusion Directorate,
G.035 John Owen's Building
Manchester M13 9PL



inclusive
MANCHESTER

Asking the EDI Director

"In my first year as Director of Equality, Diversity, and Inclusion, I've been struck by the dedication, energy and shared purpose I've seen across our community. It's clear that many people are working with intention to build a more inclusive and equitable environment - and that's reflected in everyday conversations, actions and decisions.

As we embark on our strategy to 2035, our vision is a university where Equality, Diversity, and Inclusion are principles that shape how we lead, work and support one another. That means embedding EDI into the heart of our strategy - not as a separate strand, but as a driver of change. I'm looking forward to continuing this work with colleagues across the University, making sure our shared ambitions translate into meaningful, lasting change - at Manchester and beyond."



The EDI Directorate
At the European Diversity Awards in
November 2024



The EDI Directorate
Visiting Whitworth Art Gallery in
October 2025

Sarah Fox

Executive Director
of Equality, Diversity
and Inclusion

Report and Support

Bullying, harassment, discrimination and any acts of violence against our community are unacceptable. We strongly encourage colleagues, students and those concerned about the actions of someone affiliated with the University to help us to tackle these inappropriate behaviours. We have a specific online service - the Report and Support platform - for reporting any incidents affecting the University community that take place either on or off campus, including during social events. It is important that everyone feels safe and welcome at the University.

The EDI Directorate oversees the Report and Support function for reports concerning colleagues, and coordinates the University's Harassment Support Advisor (HSA) Service. HSAs provide a confidential information service on issues relating to bullying, harassment, sexual harassment, and discrimination.

Once a colleague case is identified as requiring support, a call-out is made to a team of volunteer Harassment Support Advisors (HSAs) who work in a variety of roles across the University. They include both Professional Service staff and academics. They offer an important listening and signposting support service that includes referrals to colleagues across the People Partner team, Employee Relations, the Disability Advisory and Support Service and Counselling.

The Advice and Response (A&R) service provides holistic, trauma-informed support to students who have experienced any form of gender-based violence, harassment or hate. The Safeguarding, Gender-Based Violence and Hate sub-team is made up of specialist caseworkers who provide confidential, practical and emotional support to students.

It is important to note that Report and Support does not form part of any formal process or complaint. If this is the preferred path, you should consider speaking to your People Partner.



Key Activities:

The Gender Based Violence Action Network for Students was set up with Advice and Response colleagues and statutory and non-statutory representation. This work included consent training and a domestic violence survivors support group as well as the adoption of the Emily Test Gender-Based Violence Charter framework.

Campaigns have also included collaboration with the Students' Union and Manchester City Council on National Hate Crime Awareness Week,, Anti-Bullying Week and Reclaim the Night.

- **In the 23/24 academic year, the total number of reports received was 930.**
- **564 reports were submitted by University of Manchester students.**
- **An additional 14 were submitted by students from other universities and 12 by alumni.**
- **We received 240 reports from staff members.**
- **The remaining 100 reports were from the public, visitors, applicants and parents/guardians.**
- **The most reported issue was bullying, indicated in 239 reports (25.7%), followed by harassment (220/23.7%), and discrimination (172/18.5 %).**

For more information please visit: reportandsupport.manchester.ac.uk/

From Manchester for the world

The University of Manchester's Diversity Calendar continues to evolve as a reflection of our community's values. As we look ahead to the next decade, the University's newly launched From Manchester for the World strategy marks a pivotal moment in our collective journey.

Our strategy sets out a new roadmap for a university that is responsive, resilient and radically inclusive through its five transformative 'leaps':

- **Flexible, personalised and digitally enabled learning**
- **Accelerating the path from research excellence to impact**
- **A powerhouse of innovation**
- **The university to partner with**
- **Digital inside and out**

These leaps represent a cultural shift that ensure Equity, Diversity and Inclusion (EDI) is embedded across every action.

We are committed to being a university where everyone feels respected, that their voice is heard, and that they belong. EDI is no longer a standalone pillar it runs through the entire strategy. It urges us to rethink our purpose on how we serve and what kind of impact want to make. It builds on our existing EDI strategy, which prioritises inclusive environments and culture, diversity and equity across our community, and inclusive practice.

Aligned with our strategy for 2035, each month highlights themes that connect directly with our commitment to EDI.

Each theme aims to foster awareness, leading to dialogue and action that creates a campus culture rooted in dignity, fairness and respect.

As we progress through 2026, we will continuously consider how we can shape the future of the University to provide an environment where everyone belongs and thrives. Therefore, we invite you to actively engage with us through our strategy and our accompanying EDI Framework. Opportunities to do this will be advertised via StaffNet.

The future is something that we create together.

For further information please visit: manchester.ac.uk/2035



Data and EDI Strategy

January

Why Data Matters in EDI Strategy

Equality, Diversity and Inclusion (EDI) is not just a set of values. It's a commitment to measurable change. At the University, we want both Manchester 2035 and our new EDI Plan to be grounded in evidence, and data is the compass that guides our direction. Without data, we risk making assumptions, overlooking disparities, and failing to hold ourselves accountable. Data allows us to understand who is represented, where inequalities exist, and how they evolve over time. It gives us the power to ask difficult questions and to challenge the status quo with clarity and confidence.

How data analytics supports EDI

Data analytics enables us to uncover patterns that might otherwise remain hidden. One powerful example comes from our analysis of ethnic minority representation in Professional Services roles. This Figure 23 (right) from the Equality Information Report 2025 reveals a clear trend: as grade levels increase, representation of ethnic minorities (B.A.M.E – Black, Asian, Minority Ethnic.) colleagues decreases.

Although the University has increased B.A.M.E. representation across all grades since 2020, ethnic minorities remain under-represented at the highest levels. This pattern is not unique to our institution. In fact, it reflects broader structural inequalities in career progression in society.

What we do with the data

This data is more than numbers. It tells a story of barriers to advancement, of talent not being fully recognised or supported, and of the need for targeted interventions.

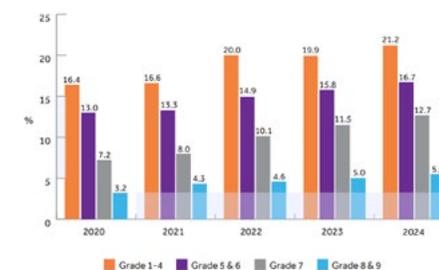
Data also helps us track progress. It allows us to ask: Are our initiatives working? Are we seeing change over time? Are we listening to the experiences of those most affected? It enables transparency and builds trust both internally and externally.

The Equality Information Report as well as our Pay Gap reports and the Chartermark applications have numerous examples of actions which the University has implemented to tackle challenges revealed by data. This is very important because data must be shared in ways that empower action, not just inform. This is the only way that we can make positive change in our organisation.



Figure 23 (below)

Proportion of B.A.M.E. Colleagues in Professional Services grades, 2020-2024



Partially generated by AI Copilot 365 and edited by Lead Data Analyst.

JANUARY 2026

This Month Data and EDI Strategy



SEMESTER / HOLIDAY DATES

- Christmas Break Ends - 14th Jan
- Semester 1 Assessment and Exams - 15th - 30th Jan

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1	2	3	4 World Braille Day
5	6	7	8	9	10	11
		†				
12	13	14	15	16	17	18
		ॐ	ॐ			†
19	20	21	22	23	24	25
	†	†	†	†	† ॐ	†
26	27 Holocaust Memorial Day	28	29	30	31	

BUDDHISM
3 Mahayana
New Year

CHRISTIANITY
6 Epiphany
18-25 Week of Prayer
for Christian Unity

HINDUISM
13 Lohri
14 Makar Sankranti,
Pongal, Uttarayana,
Maghi
23 Basant Panchami
(Saraswati Panchami)

JAIN
1 Rohini Vrat
28 Rohini Vrat

JUDAISM
27 Holocaust
Memorial Day

SIKHISM
13 Lohri
14 Makar Sankranti,
Pongal, Uttarayana,
Maghi
20 Guru Gobind Singh
Birthday

NEXT MONTH
Colleague Survey



Colleague Listening and Voice

February

From Manchester for the World, our strategy to 2035, was shaped by more than 12,000 colleagues, students, alumni and partners who came together to re-imagine what's possible for our University.

With a commitment to ensuring these views help shape decisions and drive change, it's more important than ever that everyone feels able to contribute to our shared future.

Your Voice Matters

There are lots of ways colleagues can share feedback and ideas or ask questions.

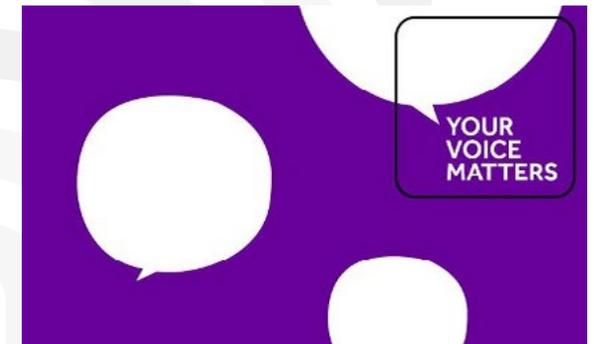
The Your Voice Matters campaign brings together just some of the ways you can have your say including:

- Staff Networks whose members provide feedback on relevant issues. Feedback and ideas are shared with the EDI Committee via the EDI Forum, both of which meet four times a year
- Townhall meetings with senior leaders featuring Q&A sessions
- We recognise three trade unions - Unison, Unite and UCU- and you can find out more about joining at: staffnet.manchester.ac.uk/people/benefits/staff-support/trade-unions/
- Annual colleague engagement survey which takes place each Spring
- Joiner, one year and leaver surveys which are ongoing throughout the year

A wide range of focus groups, networks and online events take place at both a University and local level throughout the year, where your views and ideas are welcome. Actions are taken at a University and local level to both share great practice and address issues.

Find out more

Visit the Your Voice Matters hub on StaffNet to find out how your ideas and suggestions are shaping the way we do things: staffnet.manchester.ac.uk/your-voice-matters/



"I understand why people might feel reluctant to complete the survey if they don't think their voice matters, but when they see changes happening as a result, that builds trust. The more we encourage open feedback, the better we can make improvements that benefit everyone. It's about building a culture where people feel comfortable to share their thoughts and know that something will happen as a result." - Anna Humble, Research Support Manager in the Faculty of Science and Engineering

FEBRUARY

2026

This Month
Colleague Survey and
LGBTQ History Month



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 SEMESTER 1 ENDS World Interfaith Harmony Week Begins. 
2 SEMESTER 2 BEGINS Race Equality Week	3	4 World Cancer Day	5	6 Time to Talk Day	7	8
9	10	11	12	13	14	15 
16	17 Lunar New Year	18	19	20	21	22
23	24 	25	26 	27	28	

 **BUDDHISM**
15 Nirvana Day
(Mahayana)

 **CHRISTIANITY**
17 Shrove Tuesday
18 Ash Wednesday
18 Start of Lent

 **HINDUISM**
15 Mahashivaratri

 **ISLAM**
17 Start of Ramadan

 **JAIN**
25 Rohini Vrat

 **WHEEL OF THE YEAR**
1 Imbolc

NEXT MONTH
International Women's Day



International Women's Day

March

The theme for International Women's Day 2026 is **'Give to Gain'** where we will all be encouraged to give our support to gain advancement for women and girls. There are lots of ways to give; whether it be via training, mentoring, donations, advocacy celebrating women's success and so much more.

In 2025, The University of Manchester was honoured to host the first **Women in Higher Education Network (WHEN)** Annual Conference in the North-West. Inspirational women shared their personal experiences and examples of being bold throughout their career and personal life. We celebrated the achievements of women from across the sector and were privileged to be joined by Professor Olive Mugenda, the first female Vice Chancellor in East Africa, along with 30 talented Kenya and Manchester women taking part in our joint senior women leader's retreat.

In 2026, our commitment to driving gender equity will continue with our investment in leadership development programmes such as Aurora Women's Leadership and the 100 Black Women Professors Now programme. Our call for Enhancing Research Culture funding resulted in seven winners including **'Breaking Barriers by Fostering Interdisciplinary Research amongst Black Female Academics'**. We're excited to see the impact these projects will have in such important areas of our research culture.

2026 marks the halfway point of our Athena Swan Silver institutional award and work will continue to monitor the impact of the amazing work taking place across the institution. There will be a mid-point review with Advance HE with the opportunity to review progress, identify priority areas where challenges remain, and keep the momentum going.

Our **Women@Manchester** network provides a space for colleagues to come together, learn and advocate for gender equity. A new initiative sees senior colleagues paired with colleagues in Grades 2-5 roles through a buddy scheme to offer an informal space for conversation and support and share insights to help build confidence. Let us all consider how we can give our time to empower and support women and build a more inclusive and connected environment.



"When you've worked hard, and done well, and walked through that doorway of opportunity, you do not slam it shut behind you. You reach back and you give other folks the same chances that helped you succeed." - Michelle Obama, Attorney, Author and First Lady of the United States 2009-2017.

MARCH 2026

This Month International Women's Day



SEMESTER / HOLIDAY DATES

Easter Break - 30th Mar - 12th Apr

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 St David's Day
2	3	4	5	6	7	8 International Women's Day
	✡	✡ ॐ ✡	ॐ ॐ	ॐ	ॐ	
9	10	11	12	13	14	15 UN International Day to Combat Islamophobia
16 Sign Language Week	17 Neurodiversity Celebration Week Begins St Patrick's Day	18	19	20 Nowruz - Persian New Year	21	22
				☾	☾	
23	24	25	26	27	28	29
		☞				†
30	31 Transgender Day of Visibility					
	ॐ ☞					

BUDDHISM
3 Magha Puja Day

HINDUISM
3 Holika Dahan
4 Holi
31 Mahavir Jayanti

ISLAM
19-20 Eid al-Fitr
(end of Ramadan)

JAIN
24 Rohini Vrat
31 Mahavir Jayanti

JUDAISM
2 Fast of Esther
2-3 Purim

**WHEEL OF THE
YEAR**
20 Ostara
(Spring Equinox)

SIKH
4-6 Hola Mohalla

NEXT MONTH
Sustainability
and Inclusivity



Sustainability and Inclusivity

The University of Manchester's sustainability strategy is built on inclusivity, recognising that environmental issues impact everyone and that every individual should be empowered to help. The University also acknowledges that climate change can hit marginalised groups hardest, whose perspectives are often missed in mainstream sustainability efforts. As stated in its 2035 strategy, the University aims for zero direct carbon emissions (Scope 1 and 2) by 2038, and net zero indirect emissions (Scope 3) by 2050. These bold goals are backed by real steps: improving energy efficiency, constructing zero-carbon buildings, prioritising water conservation, and launching creative waste reduction initiatives like the Bee Cup reusable cup scheme. By addressing these inequalities in its approach, Manchester ensures its sustainability efforts are fair and inclusive, focusing on empowering those most at risk from climate change.



To keep inclusivity at the heart of these initiatives, the University uses Equality Impact Assessments. It works to reach out to groups traditionally left out of sustainability work, making sure opportunities such as joining sustainability teams, getting involved with eco-friendly projects, or shaping policy are open to everyone. The Environmental Sustainability Team collaborates across campus to break down barriers and foster a culture where every voice is valued.

Education plays a key role: all students are encouraged to learn about the UN Sustainable Development Goals, and the curriculum introduces them to different viewpoints and real-world problems. The Sustainable Futures platform drives research to tackle major environmental challenges, while the University Living Lab connects students and staff with external partners to develop solutions together.

The University has also committed to divesting from fossil fuels, considering greener travel choices, and achieving Fairtrade University status. Progress is tracked openly and reported transparently, with community involvement and shared responsibility as top priorities.

In the end, Manchester's vision is that sustainability and inclusivity must go together. From 2026 to 2035 and beyond, every member of the University is called to join in creating a healthier, more just, and sustainable future for everyone.

We recommend signing up to 'No Time to Waste' - notimetowaste.greenrewards.co.uk/#activity-block-66

In addition, April also marks National Volunteering Month. Have a think about how you could volunteer or fundraise to benefit sustainability and inclusivity. Visit the 'Challenge Accepted' page throughout April for ideas and inspiration: manchester.ac.uk/give/

"There are no passengers on spaceship earth. We are all crew." - Marshall McLuhan

APRIL 2026

This Month Sustainability and Inclusivity



SEMESTER / HOLIDAY DATES

- █ Easter Break - 30th Mar - 12th Apr
- █ Non Teaching Period - 13th - 19th Apr

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 Autism Acceptance Week Begins	2	3	4	5
		✳	† ✳	† ✳	† ✳	† ✳
6 International Asexual Day	7	8	9	10	11	12
✪ † ✳	✳	✳	✳			
13	14	15	16	17	18	19
✪	✪					
20	21	22 Earth Day	23 St George's Day	24	25	26 Lesbian Visibility Day
✪						
27	28	29	30			

BUDDHISM
6 Birthday of Guan Yin / Bodhisattva Avalokitesvara
13 Theravada New Year

CHRISTIANITY
2 End of Lent
3 Good Friday
4 Holy Saturday
5 Easter Sunday
6 Easter Monday

JAIN
20 Rohini Vrat

JUDAISM
1-9 Passover

SIKH
14 Vaisakhi

NEXT MONTH
Staff Networks



Staff Networks

May

Staff Network Day is on Wednesday 13th May

Staff Network Day is a celebration of The University of Manchester's staff-led communities that foster inclusion, connection, and change. These networks bring together colleagues around shared lived experiences - often linked to protected characteristics under the Equality Act 2010 - and offer safe, supportive spaces for dialogue, advocacy, and peer support. Allies are also welcome, and all staff are encouraged to engage with networks that resonate with their values and experiences.

As we work toward the ambitions of the Manchester 2035 Strategy - to be a university that creates knowledge for the public good and empowers people to thrive - staff networks are vital. They help shape a workplace culture where equity is embedded, voices are heard, and diverse perspectives inform decision-making. Networks also provide a direct channel to the EDI Committee via the quarterly EDI Forum, ensuring that lived experience informs institutional progress.

Staff Network Day 2026 will spotlight the work of existing networks, celebrate new and emerging groups, and encourage cross-network collaboration. It's an opportunity to connect beyond faculties, raise awareness of issues affecting staff, and explore how we can collectively build a more inclusive university. Whether through events, confidential support, or shaping policy, staff networks are a cornerstone of our EDI efforts.

This year, we reaffirm our commitment to growing these communities and ensuring they are resourced, recognised, and empowered. Staff Network Day is not just a moment of celebration - it's a reminder that inclusion is everyone's responsibility, and that together, we can shape a university that reflects the richness of our community and the ambition of our shared future.

Our Staff Networks include the **B.A.M.E. Staff Network Group**, the **Disabled Staff Network**, **Women at Manchester**, **The Parents, Carers & Guardian Network** and **BeeProud**

Find out more:

staffnet.manchester.ac.uk/equality-diversity-inclusion/staff-networks/



Staff networks "create an archipelago by linking together from different organisations and supporting each other" - Cherron Inko-Tariah MBE, Founder of The Power of Staff Networks.

MAY 2026

This Month Staff Networks



STAFF NETWORK DAY
Wednesday 13th

SEMESTER / HOLIDAY DATES

 Semester 2 Assessment and Exams - 18th May - 10th Jun

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1	2	3
						
4 Deaf Awareness Week Begins	5	6	7	8	9	10
11 Mental Health Awareness Week Begins	12	13 Staff Network Day	14	15	16	17 IDAHOBLIT*
				†		
18	19	20	21	22	23	24
						† 
25	26	27	28	29	30	31
						

 **BUDDHISM**
1 Vesak (Buddha Jayanti)

 **CHRISTIANITY**
14 Ascension of Christ
24 Pentecost

ISLAM
24-29 Hajj
26 Waqf al Arafa
26-30 Eid-Al-Adha

 **JAIN**
18 Rohini Vrat
 **JUDAISM**
21-23 Shavuot

 **WHEEL OF THE YEAR**
1 Beltane

* International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia

NEXT MONTH
Colleague Wellbeing



Colleague Wellbeing

Our Wellbeing Commitment, shaped by colleague feedback, research, and best practice, outlines our approach and offer for colleague wellbeing at The University of Manchester. Our work to support the commitment includes:

- Providing regular health and wellbeing focused campaigns, such as our January Starting Well initiative and our Colleague Wellbeing focus during June.
- Providing awareness sessions, information, signposting and guidance on a range of wellbeing topics for both colleagues and leaders.
- Providing a confidential Employee Assistance Programme (Health Hero) for colleagues.
- Having a network of Colleague Wellbeing Champions across the University, who pro-actively support and locally advocate for the colleague wellbeing programme and the importance of workplace wellbeing.
- Working with our EDI, colleague experience and policy colleagues to support a culture of inclusion, belonging and somewhere every person feels they have a voice.

The Colleague Wellbeing Commitment and offer supports the Manchester 2035 Strategy focus to set all colleagues up for success: *'We need a supportive and empowering working environment - one where students and colleagues have the clarity, tools and culture they need to do their best work.'*

The first week of June is National Volunteering Week - connection with others such as through culture, heritage and community, is an important part of wellbeing. The University is offering volunteering opportunities in this area.

Check it out at: manchester.ac.uk/give/culture-and-community/

Maizy Jenner, our Colleague Wellbeing Manager says:

"To support us to be able to do our best work, we need to take steps to look after ourselves. Work can be a place we do not associate as somewhere we can engage with our health and wellbeing, however there is lots of opportunity to do so. And it starts with a moment of self-reflection: ask yourself at the start of each day or during a few minutes break 'what do I need to look after myself today? this week? This month?' this focused reflection helps us to tune in and connect with our needs, and the colleague wellbeing offer has lots to offer to support you and your colleagues."



JUNE 2026

This Month Colleague Wellbeing



SEMESTER / HOLIDAY DATES

— Semester 2 Assessment and Exams - 18th May - 10th Jun

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1	2	3	4	5	6	7
8	9	10	11	12 SEMESTER 2 ENDS	13	14
15	16	17	18	19	20	21 International Day of Yoga
22	23	24	25	26	27	28
29	30					

† CHRISTIANITY
12 Sacred Heart of Jesus
29 St. Peter and St. Paul

☾ ISLAM
16 Muharram New Year
25-26 Ashura

☞ JAIN
14 Rohini Vrat

☞ SIKH
18 Shaheedi Sri Guru Arjan Dev Ji

☼ WHEEL OF THE YEAR
21 Litha (Summer Solstice)

NEXT MONTH
South Asian
Heritage Month



South Asian Heritage Month

July

South Asian Heritage Month (SAHM) was launched at Manchester Museum in 2019, where the Manchester Museum and South Asia Heritage Trust partnership developed a series of activities to take place across the summer of 2020. The month runs from the 18th of July to the 17th of August each year where it seeks to commemorate, mark and celebrate South Asian cultures, histories, and communities. Focussed events to showcase the rich and proud South Asian heritage that has blended into the British way of life, contributing to the diversity of our nation. Observing South Asian Heritage Month provides us with excellent opportunities to embrace and celebrate the history and identity of British South Asians.

What countries make up South Asia?

Afghanistan, Bangladesh, Bhutan, India, The Maldives, Nepal, Pakistan and Sri Lanka. Each of those countries has been hugely impacted by its relationship with Britain, primarily through war, colonisation, and ultimately via the British Empire. People of South Asian heritage are a significant part of the British population, with about 1 in every 14 people in the country being of South Asian heritage.

SAHM encourages everyone to organise their own events for South Asian Heritage Month. Each year an online calendar lists events across the UK submitted to SAHM, bringing together partners to celebrate, commemorate and educate about South Asian culture and histories.

Manchester Museum South Asia Gallery

With the museum's mission to build better understanding between cultures and a more sustainable world, the new South Asia Gallery opened in February 2023. A British Museum partnership, it is the first permanent gallery in the UK to celebrate the lived experiences and contributions of the South Asian diaspora. Designed and built with a spirit of collaboration and co-production, with a unique Collective of educators, community leaders, artists, historians, journalists, scientists, musicians, students, and others from the South Asian diaspora, it is a place for emotional connections and new perspectives, where lived experiences and collections come together.

The gallery presents a compelling, contemporary take on South Asian and British Asian culture, offering much-needed space for people to express themselves and connect to their heritage.

You can find out more about the diverse communities and their links to the UK and South Asia by visiting the South Asia Gallery at Manchester Museum. museum.manchester.ac.uk/visit-us/galleries/



"It has produced a Gallery that has a unique sense of 'belonging' to the city, which I think is all of its own. The inclusion of artifacts borrowed from members of the Collective increased this sense of belonging." South Asia Gallery Collective member feedback

JULY 2026

This Month South Asian Heritage Month



SEMESTER / HOLIDAY DATES

Summer Graduation -
13th - 28th Jul

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
		1 Disability Pride Month	2	3	4	5
6	7	8	9	10	11	12
13	14 International Non-Binary People's Day	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

ॐ HINDU
16 Jagannatha Rath
Yatra
29 Dharma Day

卍 JAIN
12 Rohini Vrat

☆ JUDAISM
2 Fast of 17
Tammuz
22-23 Fast of
Tisha B'Av

**Jul-Aug South Asian
Heritage Month**

NEXT MONTH
Pride



Pride

August

Pride events are an important space for the LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual) community and allies to come together in activism, solidarity and celebration. The first Pride event held in Manchester was 'Mardi Gras' in 1985. Since then, there has been a Pride event held most years and these have expanded over the last several years.

Across Greater Manchester, there are now several Pride events that take place annually to provide education, wellbeing, social activities and a space for the community to be visible. The largest of these events is Manchester Pride which takes place during the August Bank Holiday Weekend. The University of Manchester itself has a presence each year on the Saturday in the parade with colleagues in the Pride Committee working hard to put together an entry including a float.

There are also several smaller pride events across the borough including areas such as Bury, Chorlton, Didsbury, Levenshulme, Salford, Stretford and Wigan.



Carl Austin-Behan, Greater Manchester LGBTQ+ Community Ambassador, distributes a monthly newsletter including information about Pride events as well as other local LGBTQIA+ events and news. If you wish to subscribe, you can email Carl@Austin-Behan.uk.

During 2026, People's History Museum will be hosting two exhibitions focusing on Section 28 – a clause in the Local Government Act that prohibited the 'promotion of homosexuality' by schools and local authorities. This was law from 1988 until 2003. phm.org.uk/peoples-history-museum-2026-exhibitions-announced/

The BeeProud Staff Network provides a space for LGBTQIA+ colleagues to come together to network and socialise with one another as well as receive confidential support and advisory services. To join, please email: LGBT@manchester.ac.uk.

"We have to be visible. We should not be ashamed of who we are." Sylvia Rivera, gay liberation and trans rights activist

AUGUST 2026

This Month
Pride



SEMESTER / HOLIDAY DATES

Exam Resits - 24th Aug - 4th Sept

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23 International Day for the Remembrance of the Slave Trade & its Abolition
24	25	26	27	28	29	30
31						

 **BUDDHISM**
13-15 Obon
27 Ullambana /
Sangha Day

 **CHRISTIANITY**
15 Assumption of
the Blessed Virgin
Mary

 **HINDUISM**
28 Raksha Bandhan

 **JAIN**
8 Rohini Vrat

 **WHEEL OF THE
YEAR**
1 Lamas

NEXT MONTH
New Academic Year



New Academic Year

The start of the new academic year is always an exciting and refreshing time for our community. This year marks a pivotal moment in the University's ongoing commitment to strategic growth and inclusive excellence as it will be the first intake of new students under our 2035 strategy.

Guided by this 10-year vision, the University continues to invest in innovative teaching methods, interdisciplinary research, and digital transformation to keep pace with a rapidly evolving global landscape.

This year, particular emphasis is placed on fostering diversity across all levels—welcoming new and existing students and staff from a wide range of backgrounds, cultures, and perspectives. By embedding equity and inclusion into our strategic priorities, the University aims to create a vibrant learning environment and acknowledges the Manchester 2035 Foundation of 'A place where you matter' by honouring individual identities while coming together as one university to ensure that every person feels valued.

Each year we see an ever-evolving student and staff make up. We all have to adapt, respond and be equipped with patience, a willingness to help and acknowledgement that each person is at a different stage of their understanding of how the role EDI is playing in their life.

A new year (at whatever time of the year this may take place) also gives everyone new opportunities. Opportunities to learn something new, to try something new or to collaborate with someone new. Using different approaches each of us can make their own contribution to fulfilling both the EDI Framework and Manchester 2035 strategy.

What will you do to make the 2026/27 Academic year different?

You can refer to the Manchester 2035 strategy here:
manchester.ac.uk/about/manchester-2035/full-strategy/

Everyone has a part to play!



SEPTEMBER 2026

This Month
New Academic
Year



SEMESTER / HOLIDAY DATES

 Exam Resits - 24th Aug - 4th Sept

 Welcome Week - 21st - 25th Sept

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1	2	3	4	5	6
		†	†	†	† ॐ 卐	
7	8	9	10 World Suicide Prevention Day	11	12	13
		卐		☆	☆	☆
14 National Inclusion Week	15	16	17	18	19	20
ॐ ☆	ॐ					☆
21 International Week of Happiness at Work	22	23	24	25	26	27
☆		☉		☆		
28 SEMESTER 1 BEGINS	29	30				

† CHRISTIAN
1-4 The Season of Creation

ॐ HINDUISM
4 Krishna Janmashtami
14-15 Ganesh Chaturthi

卐 JAIN
4 Rohini Vrat
8 Paryushana Parvarambha

☆ JUDAISM
11-13 Rosh Hashana
14 Fast of Gedaliah
20-21 Yom Kippur
25 Sukkot

☉ WHEEL OF THE YEAR
23 Mabon (Autumn Equinox)

NEXT MONTH
Black History Month



Black History Month

Black History Month remains a vital moment in our calendar: a time to honour the intellectual, cultural, political and community contributions of Black people in Manchester and across our University, while recognising the continued work required to advance race equity. As we drive forward the ambitions of Manchester 2035, this month encourages us not only to reflect on history, but to reaffirm our commitment to creating a University where everyone feels valued, supported and able to thrive.

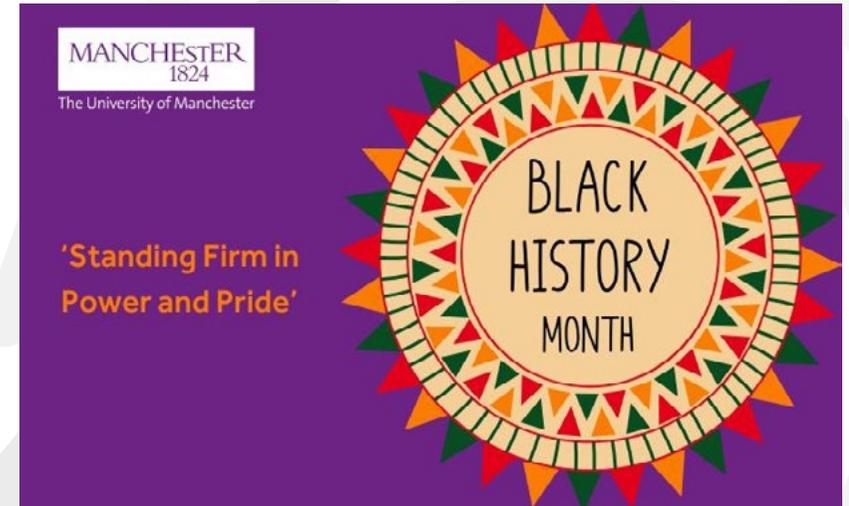
During Black History Month 2025, we saw a powerful programme of activity across the city and our institution. One important example was that the Portico Library hosted an exhibition curated by staff and student researchers at the University, bringing together archival materials to explore the Fifth Pan-African Congress's lasting legacy.

Research excellence was also spotlighted through the Manchester Cancer Research Centre's Black History Month feature, which profiled Black scientists and clinical researchers leading innovations in cancer research and care. Their reflections serve as a powerful reminder that breakthroughs in health research must be inclusive and benefit all communities.

Our approach to Black History Month 2026 builds on these foundations and is framed around three interconnected priorities: Amplify, Embed and Sustain.

- Amplify the achievements, leadership and lived experiences of Black staff, students and alumni across our diverse disciplines.
- Embed race equity into our systems, structures and everyday practice, aligning with our Race Equality Charter commitments and Manchester 2035's focus on culture, fairness and inclusive success.
- Sustain this work beyond October by ensuring each area of the University commits to ongoing, measurable actions that drive long-term change.

Black History Month is both a celebration and a call to action. We encourage all colleagues to engage with this year's programme, strengthen their understanding, and contribute to making our University a truly equitable place to work and study.



“Black History Month is a time to celebrate and reflect on a part of British History that is often neglected and forgotten, and to show how this part of our history should be represented throughout the year” Baroness Floella Benjamin

OCTOBER 2026

This Month Black History Month



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1	2	3	4
5	6	7	8	9	10 World Mental Health Day	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

HINDUISM
11-19 Ashwin Navratri
(Sharad Navratri)
20 Dussehra (Vijaya Dasham)

JAIN
1 Rohini Vrat
29 Rohini Vrat

JUDAISM
3-4 Simchat Torah

QUAKER
4 World Quaker Day

WHEEL OF THE YEAR
31 Samhain

NEXT MONTH
Interfaith Week



Interfaith Week

November

Interfaith Week (IFW) is an annual initiative which was started by The Interfaith Network for the UK in 2009. Each year, IFW starts on Remembrance Sunday and runs through to the following Sunday (Sunday 8th November - Sunday 15th November). Interfaith week is for everyone, including those of faith and those with no faith, and encourages us to reflect on how we can create a world that is just, peaceful and harmonious.

The aims of the week are to strengthen interfaith relations, to increase awareness of the different and distinct faith communities in the UK and to increase understanding between people of faith and of no faith. Celebrating the incredible diversity of faith and belief across the UK also helps to showcase the invaluable contributions of faith communities to our society.

Bringing together different communities, of faith and none, to create understanding, awareness and to strengthen relationships is an important aspect of Multifaith and Interfaith work. During Interfaith Week, hundreds of activities are organised by many different bodies across the UK demonstrating the commitment across the UK to bring people together.

The Interfaith Week Website has many examples of activities and events you can get involved in as well as resources if you would like to run your own Interfaith Week event. Events range from tree planting and litter picking, webinars celebrating world faiths to prayers for peace and interfaith story telling.

At The University of Manchester, we have a growing Multifaith Chaplaincy Team who are always here for our University colleagues, students and community but especially in times of uncertainty and need. As part of our Manchester 2035 Strategy, we are committed to creating a deep sense of connection within our University community, Manchester and the wider world. We continue to work closely with our students, colleagues and chaplains as well as the wider Greater Manchester Universities to achieve our goal of a welcoming and inclusive environment for all.

More information on the University's Multi-faith Chaplaincy Team:

staffnet.manchester.ac.uk/people/current-staff/health-wellbeing/multifaith-chaplaincy/



Building good relationships and working partnerships between people of different faiths and beliefs is part of the year-round work of many people and organisations across the UK. Having a special Week provides a focal point, helping to open inter faith activity up to a wider audience so that more people are made aware of the importance of this vital work and can participate in it. interfaithweek.org

NOVEMBER

2026

This Month
Interfaith Week



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
						1 †
2	3	4	5 ॐ ॐ ॐ ॐ	6 ॐ ॐ ॐ ॐ	7 ॐ ॐ ॐ ॐ	8 ॐ ॐ ॐ ॐ
9 ॐ ॐ ॐ ॐ	10 ॐ ॐ ॐ ॐ	11 ॐ ॐ ॐ ॐ	12	13	14	15
16 Disability History Month Starts	17	18	19 International Men's Day	20 Transgender Day of Remembrance	21	22
23 ॐ	24	25 International Day for the Elimination of Violence Against Women ॐ	26	27	28	29 †
30 St Andrew's Day						

BUDDHISM
5-11 Diwali - main
date estimated as 8th

CHRISTIANITY
1 All Saints Day
29 Advent Begins

HINDUISM
5-11 Diwali

JAIN
5-11 Diwali
25 Rohini Vrat

SIKH
5-11 Diwali
23 Sri Guru Nanak
Dev Ji Gurbpurab
23 Bandi Chhor Divas

NEXT MONTH
UK Disability
History Month



Disability History Month

December

Honouring Contributions and Advancing Inclusion

Disability History Month is a time to recognise and celebrate the contributions, achievements, and activism of disabled individuals throughout history. It is also a moment to reflect on the ongoing work needed to create inclusive environments where everyone can thrive.

According to the World Health Organization, an estimated **1.3 billion people globally** - or 1 in 6 - experience significant disability. This number continues to grow due to ageing populations and the rising prevalence of non-communicable diseases.

In the UK, the latest government figures show that **24 million people** claimed some form of disability-related benefit in 2024, including 13 million of State Pension Age, **9.9 million of Working Age**, and **750,000 children under 16**. **The disability employment rate stood at 53.1%** in Q2 2024, compared to **81.6%** for non-disabled people, highlighting the persistent gap in access to work and opportunity.

At The University of Manchester, we are proud of our work to support disabled students and staff. Our **Disability Advisory and Support Service (DASS)** provides tailored support to ensure equal access to education and university life. We also offer a range of **workshops, events, and resources** throughout the year to promote understanding and inclusion.

The University is a proud participant in the **Hidden Disabilities Sunflower Scheme**, with sunflower lanyards available from various locations across campus. These discreet symbols help signal that someone may need additional support or understanding.

We also encourage staff and students with visible or non-visible disabilities, neurodivergence, or long-term health conditions to join one of our **supportive networks**, such as the **Disabled Staff Network (DSN)**, which meets quarterly to discuss issues affecting our community.

Let's use this month to amplify disabled voices, challenge assumptions, and commit to creating a more equitable future for all.

Staff: staffnet.manchester.ac.uk/equality-diversity-inclusion/staff-networks/disabled-staff-network/

Students: manchesterstudentsunion.com/activities/view/disabledstudentsoc



"Advocacy is not just a task for charismatic individuals or high-profile community organizers. Advocacy is for all of us; advocacy is a way of life. It is a natural response to the injustices and inequality in the world." Alice Wong, Author and disability rights activist.

DECEMBER 2026

This Month Disability History Month



SEMESTER / HOLIDAY DATES

— Christmas Break Begins - 21st Dec

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
	1 World Aids Day	2	3 International Day of People with Disabilities	4	5	6
					☆	☆
7	8	9	10	11	12	13
☆	☆	†☆	☆	☆	☆	
14	15	16	17	18	19	20
ॐ			†			
21	22	23	24	25	26	27
		☞	†	†		
28	29	30	31			

† CHRISTIAN

9 Carols by
Candlelight in the Holy
Name Church
16 Christmas at
Whitworth Hall

24 Advent Ends
24 Christmas Eve
25 Christmas Day

ॐ HINDUISM

14 Gita Jayanti

☞ JAIN

23 Rohini Vrat

☆ JUDAISM

4-12 Hannukah

* 16 Disability History
Month ends

Senior Leadership Team



It is essential for our leaders and managers to exemplify inclusion by serving as role models, demonstrating the courage to challenge themselves and others, and taking deliberate actions to transform our aspirations into tangible outcomes.



Professor Duncan Ivison (he/him)
President and Vice-Chancellor

"Equality, diversity and inclusion are part of how we do things at Manchester. Being a place where everyone matters – and feels that they matter – gives colleagues a genuine chance to shape the things that they care about. From Manchester for

the world, our new strategy to 2035, keeps that commitment at the centre of our work across the University."



Patrick Hackett (he/him)
Registrar, Secretary and Chief Operating Officer

"I am proud of the progress we are continuing to make in advancing Equality, Diversity and Inclusion across our university. I also recognise there is so much more we can and should do and will continue to play my part through my leadership role, setting an example and demonstrating active commitment in respect of EDI, as well as being an ally and a network champion."



Professor Nalin Thakkar (he/him)
Vice-President for Social Responsibility

"Diversity strengthens our university community. Our varied cultural, religious, ethnic, and social backgrounds enrich our environment and help us learn from each other and work towards a more inclusive, innovative, compassionate, and dynamic university. Events celebrating these differences are an important part of these, as they highlight the unique traditions, values and perspectives of our community, and help foster deep connections and inclusivity. These occasions remind us of the richness of our shared experiences and our shared common humanity."



Professor Colette Fagan (she/her)
Vice-President for Research

"Our University Equality, Diversity and Inclusion action plan is driven forward by commitment, energy and ideas of so many of our staff and students. We are making progress but know we have more to do. I am committed to working with colleagues to help make the changes needed."



Eleanor Morrissey (she/her)
Executive Director of People

"Equality is not just about creating opportunities, it's about creating a culture where every individual feels valued, respected, and empowered to contribute their best. Our strength as a university lies in our diversity. When we listen, learn, and lead with empathy, we build a community where everyone belongs."

Reflections from our EDI Academic Leaders



Professor Rachel Cowen (she/her)

EDI Academic Lead for Gender and Sexual Orientation

“Over the past few years, I’ve had the privilege of being part of **“three women on a mission”** collectively leading transformative equality work and inclusive culture change at the University. As academic lead for gender and sexual orientation equality, highlights include securing our first Silver Athena Swan award, entering the top 10 workplace equality index and helping shape national and international frameworks for equality.

This journey has been both humbling and energising. As Chair of the University Athena Swan network, I’ve seen and learned from the incredible equality work advancing Faculty and School priorities that are closing local gender gaps and have resulted in multiple awards across disciplines.

Collaborating with partners in India, Brazil, and Kenya, I’ve helped build inclusive leadership capacity and shared equality best practices globally. Our university has been privileged to be able to host the Women in Higher Education Network conference and World Women University Presidents Forum, which have been firsts for the North of England and the UK respectively.

But change isn’t just about awards and high-profile events - it’s about people. I’ve met with, been mentored by and provided mentorship to countless people through **Women@Manchester, Aurora, and Manchester Gold**. Seeing the careers of diverse colleagues and students thrive is the most rewarding and motivating part of this work.

I look forward to continuing this journey in 2026, working with the incoming Academic Leads and wishing Dawn and Jackie the very best, you have been inspirational women to work with and leave a lasting legacy.”

Reflections from our EDI Academic Leaders



Professor Jackie Carter (she/her) *Outgoing EDI Academic Lead for Disability*

“As outgoing Academic Lead for EDI Disability my reflections are filled with hope. When I took on the role in 2023 it was evident that disability inclusion needed more attention in the EDI space, especially for staff and postgraduate researchers (PGRs).

I set about raising the profile of disability and long-term health related conditions across the university. Working with the EDI Directorate and the Disabled Staff Network I led a needs analysis and introduced leadership training for disabled staff, delivered by a disabled-led Community Interest Company. I co-authored, with Dawn and Rachel, the article titled “Weaving Gold from Intersectional EDI Straw” which was published in the Times Higher (link at: [timeshighereducation.com/campus/weaving-gold-edi-straw-intersectional-approach](https://www.timeshighereducation.com/campus/weaving-gold-edi-straw-intersectional-approach)). My aim was simply to address the needs of disabled staff and PGRs and to ensure disability inclusion was factored into all EDI discussions.

I also initiated the Let’s Talk Disability podcast series which now has almost 20 episodes. Not only has the podcast opened up honest and sometimes challenging conversations about the lived experience of being disabled at the University of Manchester, but it has enabled senior leaders to commit to disability inclusion through action. This has led to an academic paper titled **“Let’s Talk Disability: A Podcast with a Purpose”** to be presented at a disability rights conference.

I leave the role knowing that disabled people have been platformed. Their voices are loud and clear and the clarion call for action for a more disability inclusive culture has been heard. I will remain involved with the **“Realising Disability Inclusion for PGRs and ECRs (Early Career Researchers) project, part of the Enhancing Research Cultures programme, and with disability inclusion in the Higher Education sector, nationally and internationally, more broadly.”**

Reflections from our EDI Academic Leaders



Professor Dawn Edge (she/her)

Outgoing EDI Academic Lead for Race, Religion and Belief

"In the current climate of geo-political upheaval and pushback against **Equity, Diversity, and Inclusion (EDI)**, it has recently felt as though we're going backwards especially at the intersection between race and religion. Persistent structural inequities, discrimination, and harassment in society are reflected in Higher Education. Being an EDI leader at this time can feel like pushing a greasy boulder up a very steep hill.

Nevertheless, when I reflect on the University's EDI journey and future commitment, I am hopeful. In this context, it's worth remembering that the EDI Directorate (along with People and Organisational Development) was created in 2021. Working closely with Rachel, Jackie, EDI and P&OD Directorates, Directorate of Student Experience, Students' Union, BAME Staff Network, and others has enabled us to take a more holistic approach to tackling inequities, maintaining specific focus on the three priority areas identified in our current EDI strategy (Race Equity, Gender and Sexual Orientation, and Disability). Our intersectional ways of working have been commended by bodies such as AdvanceHE by whom we were awarded Silver Race Equality Charter (REC) status in 2023. I'm proud to have led our University to become the first (and still only) Russell Group institution to achieve REC Silver, central to which is our bold commitment to becoming an 'anti-discriminatory, anti-racist' organisation.

Ongoing institutional support of our participation in programmes such as StellarHE and 100 Black Women Professors NOW! (100 BWPN) with their explicit focus on fixing the system versus people. It's wonderful to see the impact of these programmes in promotions and impact as exemplified by two 100BWPN alumnae, Drs Charlene Gallery and Omodunni Adenyi who received Building a Better Research Environment funding for their innovative '**Breaking Barriers by Fostering Interdisciplinary Research Amongst Black Female Academics**' project. We've recently launched our '**Let's Talk About Race**' podcast series.

However, I'm mindful that many members of our university community have not seen or felt positive impacts of our Charters, Frameworks, and other equity initiatives. Our forthcoming mid-point REC Review, aligned with our revised EDI and University (M2035) strategies provide great opportunities to examine progress against our Achievement Plan. This 'reset' will enable us to agree on what needs to be done to accelerate the pace of change towards race equity in areas such as the awarding gap, recruitment, retention, progression, reward and recognition so that everyone can flourish and feel that they matter. Doing so with colleagues, students, and partners not only embodies our ethos of co-production, but can also create a psychological contract between institution and individuals that enables inclusivity, transparency, sustainability, and accountability. As I commence Academic Leave, I am confident that my successor will do a fantastic job of taking us into a new era! I'm proud and humbled to have worked with fantastic students, community partners, and colleagues like Jackie and Rachel and wish you all the very best for the future."

Faculty, PS and Students' Union EDI Colleagues

We have a number of champions across campus – their hard work and commitment ensures that equality, diversity and inclusion is embedded across all areas of the University.



Faculty of Science and Engineering

Professor Lynne Bianchi, Vice Dean for Social Responsibility and EDIA

Daniele Atkinson, Social Responsibility and EDIA Manager

Flick Adams, EDIA Manager

Ophelie Hue, EDIA Manager

Nathan Belgrave, EDIA Manager

Aisha Akram, EDIA Project Officer

Hannah Rustomjee, EDIA Project Officer

Faculty of Biology, Medicine and Health

Professor Natalie Gardiner, Vice Dean for Social Responsibility

Karolina Kluk-de Kort, Associate Dean for EDI

Hawys Williams, Social Responsibility Manager

Katie Samosa, EDI Officer

Faculty of Humanities

Professor Dimitris Papadimitriou, Vice Dean for Social Responsibility and Inclusion

Bethany Pedder, EDI and Internationalisation Projects Officer

Professional Services

Sinéad Hesp, General Counsel and Executive Director, Legal Affairs & Board Secretariat, Chair of the Professional Services and Cultural Institutes Equality, Diversity and Inclusion Group.

Students' Union

Limor Best, Inclusion Manager

Eden Foxon, Senior Inclusion Coordinator

Morgan Smith, Senior Inclusion Coordinator

Sharon Mary Dominic Raj, Wellbeing and Liberation Officer

Equality, Diversity and Inclusion Team

The Equality, Diversity and Inclusion Directorate 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



Sarah Fox (she/her)

Executive Director of Equality, Diversity & Inclusion

As the Director, Sarah will work closely with leaders across the whole University ensuring that EDI is embedded within every activity the University undertakes.



Paul Marks-Jones (he/him)
Senior EDI Partner



Aliyyah Balson (she/her)
Senior EDI Partner



Kathy Bradley (she/her)
EDI Partner



Tahira Majothi (she/her)
EDI Partner



Sami Karamalla-Gaiballa (he/him)
EDI Partner and Data Analyst



Francesca Guratsky (she/her)
EDI Programme Manager



Laura Cragg (she/her)
Charter Mark Coordinator



Stephanie Danson (she/they)
EDI Project Officer



David Cross (he/him)
EDI Administrator



Nurul Nuha (she/her)
EDI Data Analyst Assistant



Dr Perpetual Eze-Idehen (she/her)
Future Families Project Coordinator

EDI Team 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."



Networks and EDI Training

The Equality, Diversity and Inclusion Directorate facilitates and supports over twenty staff network groups. Network groups are a fantastic way to collaborate with colleagues from around campus and are also a way to develop skills outside of your day-to-day role. Network group activities can also be reflected in your annual Performance Development Review (PDR).



As a member of staff, you can participate in any of the network group activities – ranging from meetings, to social events, to awareness raising on campus and you are entitled to attend up to 4 meetings and one associated activity annually as a part of your normal

working hours: staffnet.manchester.ac.uk/equality-and-diversity/staff-network

Our largest staff networks are: B.A.M.E. Staff, BeeProud (LGBT+), Disabled Staff, Parents and Carers and Women@Manchester. There are also health support networks, religious networks and faculty groups. In addition the '1st Gen' Network was recently launched for colleagues who are the first generation in their family to attend university.

The University offers a number of online EDI training resources. These include Diversity in the Workplace, Disability Equity, Sexual Harassment and Unconscious Bias – all of these being a part of the Essential Courses programme launched in December 2024. More information can be found here: mydevelopment.manchester.ac.uk/browse/compliance-and-risk/programs/essentials-substantives

We also have other resources around supporting trans staff and inclusive language which can be found on our pages here: staffnet.manchester.ac.uk/equality-and-diversity/training/

We work closely with colleagues in Talent Development to ensure we offer the most diverse and relevant training to all areas of the University and their offering (both online and face to face) can be seen here: staffnet.manchester.ac.uk/talent-development/

Martin Luther King, Jr. ***"We may have all come on different ships, but we're in the same boat now."***