



MANCHESTER
1824

The University of Manchester



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

"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**

The University of Manchester

Diversity Calendar 2025

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



Equality, Diversity and Inclusion (EDI)

The University's award-winning diversity calendar is now in its 17th year and aims to be more inclusive than ever.

The University's award-winning diversity calendar is now in its 17th 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 ensure 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, and Sikhism. For the first time, we will also include Wheel

of the Year, which is followed by Celtic, Pagan and Wiccan traditions and cultural paths. This is also followed by people who observe nature-based spirituality.

This does not mean we do not recognise that there are many more faiths equally as important. 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.



<https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/>



equalityanddiversity@manchester.ac.uk

G.035 John Owen's Building
Manchester M13 9PL

Tel: 0161 306 5857



Asking the EDI Director



Sarah Fox
Executive Director of Equality,
Diversity and Inclusion

Welcome to the 2025 EDI Calendar. 2024 was a significant year for EDI at The University of Manchester—we achieved awards for our charter marks and frameworks, we continued to advance our EDI Strategy working with colleagues, students and the wider community. We held a smashing EDI conference and won a European Diversity Award. We've done lots and we've got lots still to do! Looking ahead to a new year, we are focussed on moving closer to our goal of The University of Manchester being a place where everybody feels that they belong and can succeed. Thank you to everyone for your contributions.

Sarah Fox,
Executive Director of Equality, Diversity and Inclusion.



Summary of our core goals and themes outlined in Our future.



**The EDI Directorate at the
European Diversity Awards 2024**

Multi-Faith Strategy

January 2025

Our Multifaith Chaplaincy team at The University of Manchester welcomes people of all faiths and those with none. The team offers pastoral, spiritual and religious care and guidance to staff, students and occasionally their families and guardians at the University.

The Multifaith team works to the University's values of sharing knowledge, aiming to promote greater understanding of the interweaving religions and faiths and commonalities between those with faith and no faith. The team aims to provide wisdom and demonstrate humanity through encompassing differences with respect and support.

The term 'Chaplaincy' was agreed upon in consultation with our Multifaith Chaplains as a recognised term in many institutions and organisations to refer to a person who supports people of faith and of no faith with spiritual or faith needs. Each Multifaith

Chaplain is referred to individually by the faith they represent (e.g. Christian /Jewish/ Muslim Chaplain, etc.) and they are happy to support people of all faiths and none.

Throughout 2025, we are aiming to increase the visibility of our Multifaith Chaplains and to ensure that the Multifaith Chaplaincy is as accessible as possible for all our staff and students, regardless of faith and/or belief. Any feedback or thoughts are welcomed, and we will endeavour to incorporate this into our future work.

If you would like to contact a member of our Multifaith Chaplaincy Team, you can find them on our Multifaith Chaplaincy Pages. You can also contact the EDI Team for more information or with any queries at: equalityanddiversity@manchester.ac.uk

Chaplaincy Pages: <https://www.staffnet.manchester.ac.uk/people-and-od/current-staff/health-wellbeing/multifaith-chaplaincy/>



The University is fortunate to draw on a strong, supportive and experienced chaplaincy team to welcome people of all faiths and none. The recognition and representation of faith within our community is a important element of the rich diversity of this truly multicultural and international university and our chaplains are always happy to support any activity or initiative, or have individual conversations, to support our pastoral, spiritual and religious wellbeing.

Dr. Simon Merrywest



Multi-Faith Strategy

- Christmas break ends **8th Jan**
- Semester 1 **Exams 9th-24th Jan**
- Semester 1 Ends **26th Jan**
- Semester 2 Begins **27th Jan**

January 2025

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|-----------------------------------|---------|-------------------------------------|----------|---------|------------------------|---------|
| | | 1 Bank Holiday New Year's Day | 2 | 3 | 4 World Braille Day | 5 |
| 6 ✠ | 7 | 8 | 9 | 10 ✋ | 11 | 12 |
| 13 ✠ ॐ | 14 ☸ | 15 | 16 | 17 | 18 ✠ | 19 ✠ |
| 20 ✠ | 21 ✠ | 22 ✠ | 23 ✠ | 24 ✠ | 25 ✠ | 26 |
| 27 Holocaust Memorial Day 🌿 | 28 | 29 Lunar New Year | 30 | 31 | | |



BUDDHISM
14 Mahayana New Year



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



HINDU
13 Lohri



JAIN
10 Rohini Vrat



SIKHISM
6 Guru Gobind Singh Birthday
13 Lohri
13 Maghi

NEXT MONTH: **LGBT+ History Month**

LGBT+ History Month

February 2025

LGBT+ History Month is where we commemorate the contributions made by lesbian, gay, bisexual, trans and other community members to society. It is a time to celebrate achievements but also to reflect on the struggles faced by them in the past and in the present time too.

The University has celebrated this important month since 2010 and this year, we will be commemorating the theme of Activism and Social Change. A significant number of LGBT+ people will belong to at least one other of the protected characteristics and it is important to point out that LGBT+ people have advocated for social change, not just for issues relating to sexuality, but other areas of discrimination too such as racism, ableism and misogyny.

At the University, we continue to identify the barriers facing colleague and students from more marginalised groups and bring them to the attention of the wider community. We aim to ensure our entire campus, our work and our policies and procedures are fully inclusive to all sections and intersections within this vibrant and active community. Our LGBT+ Staff Network Group, ALLOUT, is one of the biggest networks at the University. During LGBT+ History Month and beyond, the network will

offer events for colleagues and meetings. In the last year, they have held quiz nights, audiences with authors and poets, socials, fundraising initiatives and walking tours.

The University continues to have a presence at Manchester Pride, organised by colleagues who voluntarily participate in the Pride Committee. The University had a highly successful entry in 2024 featuring a float and walking entries. The committee will soon reconvene to build our 2025 entry.



You can find out full details here:

<https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/staff-networks/allout/>

“You never completely have your rights, one person, until you all have your rights.”

Marsha P. Johnson



University staff and students at Manchester Pride 2024









LGBT+ History Month

World Interfaith Harmony Week
1st - 7th Feb

February 2025

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



NEXT MONTH: International Women's Day



BUDDHISM
12 Māgha Pūjā
15 Nirvana Day



HINDUISM
2 Basant Panchami
26 Maha Shivaratri



ISLAM
28 Start of Ramadan
Ends 30th March*subject to
change depending on sighting
of the moon*



WHEEL OF THE YEAR
1 Imbolc

International Women's Day

March 2025

At The University of Manchester, we are committed to driving gender equity through a range of initiatives that support women across all roles and identities. This commitment spans increasing female student and staff representation including at senior academic and PS level, addressing intersectional gender pay gaps, and fostering the development of diverse and inclusive women leaders across the institution. The University's engagement with the Athena Swan framework continues to guide our work, where we proudly hold a Silver institutional award alongside awards in all of our Schools.

Our commitment is further reflected in our support for the Aurora Women's Leadership Development Programme, which has enabled over 120 women to develop leadership skills and step confidently into future leadership roles. In 2025, the programme will continue to offer pathways for diverse women to grow as leaders within the Higher Education sector.

We are also proud to support intersectional initiatives such as the 100 Black Women Professors Now programme, addressing the underrepresentation of Black women in academia. This initiative is crucial in diversifying leadership in Higher Education, amplifying the voices and achievements of Black women academics.

Throughout 2025 we will continue to advocate for global women's equality and in partnership with colleagues in Kenya, we will deliver a new programme supporting the careers of diverse senior women, challenging gender stereotypes and cultural barriers to senior leadership.

The Women@Manchester Network plays a pivotal role in fostering a supportive community where all women, including trans and non-binary individuals, can collaborate, learn, and advocate for gender equity. The network's inclusive mission reflects our broader aim of creating safe and empowering spaces for women of colour, disabled women, and queer women.

As we celebrate International Women's Day, we commit to the 2025 campaign theme to **#AccelerateAction** and acknowledge that true progress requires an inter-sectional lens, one that champions the diversity of women's experiences, contributions, and aspirations.



International Women's Day 2024

***"Friends. Sisters. Mothers. Professors.
When women affirm women, it unlocks
our power. It gives us permission to
shine brighter."***

Elaine Welteroth,
Author, Journalist, Editor & Television Host

WOMEN @ MANCHESTER



**International
Women's Day**
8 March



International Women's Day

■ Neurodiversity Celebration Week **17th March**
■ World Autism Acceptance Week **31st March**

March 2025

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|-------------------------------------|---------|-----------|--------------------------------|----------|--------------------------------|--------|
| | | | | | 1 St David's Day | 2 |
| 3 | 4 † | 5 † | 6 | 7 | 8 International Women's Day | 9 |
| 10 | 11 | 12 | 13 ॐ ☆ | 14 ॐ ☆ ☞ | 15 | 16 |
| 17 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 | | | | | | |



BUDDHISM
18 Birthday of Guan Yin/
Bodhisattva Avalokitesvara

† **CHRISTIANITY**
4 Shrove Tuesday
5 Ash Wednesday
28 End of Lent

ॐ **HINDUISM**
13 Holika Dahan
14 Holi

☾ **ISLAM**
30 Eid al-Fitr (end of
Ramadan)
(subject to change)

☆ **JUDAISM**
13 Fast of Esther
13-14 Purim

☞ **SIKHISM**
14 Hola Mohalla

☸ **WHEEL OF THE YEAR**
19 Ostara
(Spring Equinox)

NEXT MONTH: **Active Bystander**

Active Bystander

April 2025

We strive to create an environment where everyone feels valued and respected and can work and study in a safe and supportive environment. The University takes a zero-tolerance approach to all forms of bullying, harassment and discrimination. We have robust support in place to help in these situations.

Active Bystander training or Conscious Conduct in the Workplace, is delivered across the university by EDI Partners. The training is provided in a safe environment to allow colleagues to share experiences. The training covers the Bystander effect, an understanding of what constitutes harassment, discrimination and bullying as well as microaggressions.

At the end of the training, colleagues are provided the 5 D's of safely intervening should they experience or witness an incident. Information is also provided on Report and Support and help provided by trained advisors.

Challenging inappropriate behaviour helps colleagues to feel safe and part of an inclusive culture at the University.

We have had over 1000 colleagues complete Active Bystander Training so far. You can email equalityanddiversity@manchester.ac.uk to arrange training for you and your team.



"I thought I knew enough to support others, but the Active Bystander training was an eye-opener. We came away with so many hints and tips on ways to support others. The course filled me with the confidence to speak up and be proactive when needed, or to be a calm, friendly presence as appropriate." 2024 Participant

Find out more





Active Bystander

■ World Autism Acceptance Week 31st March
■ Easter Break: 14th - 27th April

April 2025

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--------------------|-------------------|-----------------------|----------|--------------------|----------------------------------|-----------------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 International Asexual Day |
| 7 | 8 | 9 | 10 🌙🕌 | 11 | 12 ✡️ | 13 ✝️🕉️✡️🕊️ |
| 14 | 15 | 16 | 17 | 18 Bank Holiday | 19 ✝️ | 20 ✝️ |
| 21 Bank Holiday | 22 🌍 Earth Day | 23 St George's Day | 24 | 25 ॐ | 26 🏳️🌈 Lesbian Visibility Day | 27 |
| 28 | 29 | 30 | | | | |



🌀 **BUDDHISM**
13 Theravada New Year

✝️ **CHRISTIANITY**
13 Palm Sunday
18 Good Friday
19 Holy Saturday
20 Easter Sunday
21 Easter Monday

🌙 **ISLAM**
10 Eid al-Fitr

ॐ **HINDUISM**
25 Holi

👐 **JAIN**
10 Mahavir Jayanti

✡️ **JUDAISM**
12-13 Passover

🕉️ **SIKHISM**
13 Vaisakhi

NEXT MONTH: **Staff Networks**



Staff Networks

May 2025

Staff networks are dynamic communities that connect people, promote inclusivity and progress professional development. UoM has various staff networks, providing platforms to advocate positive change.

Staff networks are groups of University employees who have come together around a shared purpose. They generally share lived experiences, which are linked to the protected characteristics of the Equality Act 2010. Individuals can also join as an ally. Networks offer a safe space to share experiences, with the end goal of improving such experiences, by shaping a more inclusive, diverse work environment.

The University highly values these staff networks, recognising their importance for employees, as well as for the institution. Staff can attend up to four meetings per year across any of the networks (plus an associated activity), with the opportunity to feedback issues to the EDI Committee via the quarterly EDI Forum. Groups have individual agendas and terms of reference, with typically three co-chairs who oversee and coordinate the running of the network. The largest networks also have executive sponsors to provide a voice and representation at the senior leadership level.

Staff networks are a great opportunity to connect with staff beyond your faculty, discuss

issues that may have impacted you or others, and arrange events. Many of the groups also offer confidential support and advisory services from their members to any member of staff.

In 2025, we hope to launch new networks, build and grow our current networks, and collaborate across networks.

Staff networks are integral to creating a truly inclusive environment for all.

Find out more: <https://www.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

MANCHESTER
1824
The University of Manchester

BAME staff network group

...because race equality benefits us all

WOMEN@MANCHESTER

MANCHESTER
1824
The University of Manchester



Parents, Carers & Guardian Network



The University of Manchester
LGBT Staff Network Group





Staff Networks

- Semester 2 **Exams: 12th May - 4th June**
- Deaf Awareness Week **5th May**
- Mental Health Awareness Week **12th May**


May 2025

| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
|--|---------|---------------------------------------|--|--|--|--------|
| | | | 1  | 2 | 3 | 4 |
| 5 Bank Holiday | 6 | 7 | 8 | 9 | 10 | 11 |
| 12  | 13 | 14 National Day for Staff Networks | 15 | 16 | 17 International Day Against Homophobia, Biphobia, Lesbophobia, and Transphobia (IDAHOBILT)  | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 Spring Bank Holiday | 27 | 28 | 29  | 30  | 31 | |



 **BUDDHISM**
12 Vesak

 **CHRISTIANITY**
29 Ascension of Christ

 **SIKHISM**
30 Shaheedi Sri Guru Arjan
Dev Ji

 **WHEEL OF THE YEAR**
1 Beltane

NEXT MONTH: **Charter Marks**



Charter Marks

June 2025

The University of Manchester is committed to progressing Equality, Diversity and Inclusion (EDI) and aspires to be a centre of excellence for EDI. Our aim is for all who work and study here to feel like they belong to an institution that values diversity and for our whole community to thrive here.

Our Equality Chartermark and Framework submissions outline where progress has been made towards the advancement of equality but crucially, identify where there is still work to be done and the specific actions we've committed to. Having been awarded Silver in the Race Equality Charter in 2023, Silver in the Athena Swan Charter, Disability Confident Leader level accreditation (level 3) and placing 7th in the Stonewall Workplace Equality Index in 2024, we want to use this external recognition to accelerate the pace of change.

In order to create a truly inclusive experience for our staff and students, we work intersectionally across protected characteristics as we embed the ambitious actions outlined in our chartermarks and frameworks. Actions are owned at Faculty-level, by student-facing colleagues, Directorate of People and Directorate of EDI colleagues to name only a few, demonstrating collaborative working across the entire institution.

Monitoring the impact of actions is an essential part of Equality Chartermarks and Frameworks. Regular monitoring provides an understanding if an action is

contributing to our goals of gender, race, disability and LGBT+ equality for our community. As this work progresses, we can identify where further action is required, consult with our community and ensure our achievement plans are active documents that deliver the change we want to see.

Our work in 2025 will continue the collaborative working that contributed to our successful submissions and demonstrate our commitment to affecting real change for our staff, students and our University culture as a whole.

"Equality, diversity and inclusion needs to go far beyond words on a corporate mission statement. It should be at the heart of the way institutions operate – how they recruit, how they promote, the culture they create and the opportunities they provide."

Anne Mwangi, Head of the Race Equality Charter and Dani Glazzard, Head of Athena Swan Charter

<https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/charter-marks/>





Colleague Wellbeing Month

■ Semester 2 ends **6th June**
 ■ Summer Break starts **9th June**
 Pride Month **1st-30th June**

June 2025

| 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 International Day of Yoga | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |



CHRISTIANITY
 8 Pentecost
 29 St. Peter & St. Paul
CATHOLICISM
 27 Sacred Heart of Jesus



HINDUISM
 27 Jagannatha Rath Yatra



ISLAM
 4-9 Hajj Day
 6 Eid al-Adha
 5-6 Waqf al Arafa
 26-27 Muharram New Year



JUDAISM
 1-3 Shavuot



SIKHISM
 29 Hola Mohalla



WHEEL OF THE YEAR
 21 Litha (Summer Solstice)

NEXT MONTH: **Sustainability**

Sustainability

July 2025

How does sustainability link into Diversity?

You'd be surprised to learn in a number of different ways.

When we look at the University's contribution to the sustainability charter we are doing great things: we have a team dedicated to this work; a strategy which everyone can play a part in; ample opportunities to participate on campus; and education to help us be sustainable away from work too.

Joining in sustainable actions isn't limited to one particular group, yet many equality groups are under-represented when it comes to participation. We haven't figured out why, but we have worked with and will continue this engagement with our Environmental Sustainability team in 2025 to understand why sustainability appeals to some groups, but not others. On campus there are so many opportunities that everyone can contribute to: using the vast array of recycling points on campus. Plastics, paper and cans are easily recycled inside and outside every building. There are numerous areas to recycle items such as glass, CDs, batteries, printer cartridges (plus more) dotted around campus. 2024 saw food waste recycling opportunities in all buildings – you can find out more from the QR code on this page.

We have seen the number of environmental disasters increasing year-on-year, with the change in weather being attributed to global warming. And we will see that these incidents do not discriminate, they effect all people, all communities and their impact is felt far and wide for weeks, months and years. You might think 'that's not my problem', but it is everyone's problem and something we can all assist with. What will be your contribution in 2025? Can you recycle more? Can you recycle something different? Maybe use less packaging? Or simply encourage others to start sharing the responsibility.

Small changes are easy and whilst you might not see the impact straight away, someone somewhere will be benefiting.

Find out more:

www.sustainablefutures.manchester.ac.uk/



"The greatest threat to our planet is the belief that someone else will save it."

Robert Swan,
Speaker and Polar Explorer




Sustainability

■ Summer Break
■ Summer Graduation **7th-25th July**
South Asian Heritage Month **18th Jul-17th Aug**

July 2025

| 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 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

 International Non-Binary People's Day



 **BUDDHISM**
10 Dharma Day

 **ISLAM**
4 Ashura

 **JUDAISM**
13 Fast of 17 Tammuz

NEXT MONTH: South Asian Heritage Month

South Asian Heritage Month

August 2025

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. 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, which reflects the myriad and nuanced experiences and contributions of south Asian communities from marginalised communities

to inspiring female leaders and vibrant sounds, dance, music, and cultures. <https://www.museum.manchester.ac.uk/visit-us/galleries/>

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.



Diwali Celebration at the Manchester Museum.
Photograph courtesy of the Manchester
Museum Comms Team

"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 (2023)



South Asian Heritage Month


■ Summer Break


August 2025

| 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 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| Summer Bank Holiday | | | | | | |



 **BUDDHISM**
13 Obon

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

 **HINDUISM**
9 Raksha Bandhan
16 Krishna Janmashtami

 **JUDAISM**
2-3 Fast of Tisha B'Av

 **WHEEL OF THE YEAR**
1 Lammas

NEXT MONTH: Student Data



Student Data

September 2025



Open data is a powerful tool for understanding and addressing the challenges faced by various student groups in terms of equality, diversity, and inclusion (EDI). By making data freely accessible, institutions, researchers, and policymakers can gain insights into the demographics and experiences of students from diverse backgrounds. This understanding is crucial for creating supportive environments that cater to the unique needs of all students.

For example, data from the Higher Education Statistics Agency (HESA)'s "Who's Studying in HE?" initiative provides detailed information about personal characteristics such as ethnicity, gender, and socioeconomic background, allowing stakeholders to identify underrepresented groups in higher education. The Access and Participation Data Dashboard further aids in assessing the effectiveness of initiatives aimed at increasing diversity and supporting disadvantaged students. Additionally, the Graduate Outcomes data offers insights into the post-graduation experiences of various student demographics, highlighting potential disparities in employment and further education.

By utilizing these open data sources, educational institutions can make informed decisions, implement targeted interventions, and monitor progress over time. Open data not only fosters transparency and accountability but also ensures that every student has an equal opportunity to succeed in their academic and professional journeys. In this way, it plays a vital role in advancing equality, diversity, and inclusion in higher education.

References:

- HESA, Who's studying in HE?: <https://www.hesa.ac.uk/data-and-analysis/students/whos-in-he/characteristics>
- Access and participation data dashboard: <https://www.officeforstudents.org.uk/data-and-analysis/access-and-participation-data-dashboard/data-dashboard/>
- Graduate Outcomes 2021/22: Summary Statistics - Graduate activities and characteristics: <https://www.hesa.ac.uk/news/13-06-2024/sb268-higher-education-graduate-outcomes-statistics/activities>
- EDI Data page: <https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/data/>

"We aim to ensure that all students, from all backgrounds, with the ability and desire to undertake higher education, are supported to access, succeed in, and progress from higher education." - Office for Students' mission statement





Student Data

■ Summer break ends **22nd Sept**

*subject to change

■ International Week of Happiness at Work **22nd Sept**

September 2025

| 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 ॐ ☸ | 23 ☸  Bi Visibility Day | 24 ☸ | 25 ☸ | 26 | 27 | 28 |
| 29 | 30 | | | | | |



NEXT MONTH: **Black History Month**



BUDDHISM
6 Ullambana/
Sangha Day



CHRISTIANITY
1-4 The Season
of Creation



HINDUISM
22 Navaratri Fast begins



JUDAISM
22-24 Rosh Hashana
25 Fast of Gedaliah



WHEEL OF THE YEAR
22 Mabon (Autumn
Equinox)

Black History Month

October 2025

In 2024 the theme for Black History Month was 'Reclaiming Narratives', a "shift towards recognising and correcting the existing narratives of Black history and culture."

The theme was timely as the University marked its Bicentenary year, by inviting colleagues to join events to acknowledge our past, present and future, with the support of faculties and the Black Asian Minority Ethnic (BAME) Staff Network.

Throughout October and November there were numerous thought-provoking and insightful events to honour the significant contributions of Black people to the University, Manchester and across British history, society, and culture.

The Ahmed Iqbal Ullah Race Relations Resource Centre and Education Trust hosted a thought-provoking discussion on how to acknowledge and celebrate Black histories year-round and unveiled their Black Histories manifesto.

At the Whitworth Art Gallery, there was an exhibition by Barbara Walker – 'Being Here.' The exhibition spanned over 70 works of Walker's career. The pieces show 'the intensely observed and empathetic figurative work that creates space for Black presence, power and belonging.' The works also included Walker's Turner Prize nominated portrait series Burden of Proof (2022-23) and a new commission focusing on the Windrush generation.

EDI Lead Data Analyst Sami Karamalla-Gaiballa facilitated an interactive session on data of Black and Mixed heritage colleagues and students to provide a better understanding of the diversity of our staff and student communities and how data informs our inclusivity initiatives.

There were talks on modern anti-slavery efforts, environmental justice, and race, changemakers, Cottonopolis with Professor Nalin Thakkar, Vice-President for Social

Responsibility and Keisha Thompson from the Guardian Restorative Justice Project and Our Histories: our stories with Manchester University and Manchester Metropolitan writers.

The Month rounded off with a panel event 'Bicentenary and Beyond' chaired by Professor Dawn Edge, with President and Vice-Chancellor Duncan Ivison and colleagues from across academia and Professional Services at the University and guest speaker Jason Arday from Cambridge University.

To find out more about how you can help us to work towards being a more inclusive institution which provides a sense of belonging for all, please look at our Race Equality Charter Achievement Plan, which focuses on future actions for impact.

<https://documents.manchester.ac.uk/display.aspx?DocID=70984>



'Black History Month, The Bicentenary and Beyond' event in October 2024

'Black History Month 2024 offers us another opportunity to acknowledge the historical challenges Black people have faced, while also celebrating our power and resilience. As we look towards the future, we need to push forward the principles of equity and inclusivity, thus ensuring that we own our stories and narratives.'



















Dr Omolade Allen,
Lecturer in Global Health Research



Black History Month

■ Good Employment Week
7th October

October 2025

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



NEXT MONTH: **Wellbeing**



HINDUISM
1 Dussehera
19 Dhan Teras
20 Chhoti Diwali / Narak Chaturdashi
21 Diwali
22 Govardhan Pooja
23 Bhai Dooj



JUDAISM
1-2 Yom Kippur
6-13 Sukkot
14-15 Simchat Torah



WHEEL OF THE YEAR
31 Samhain



Wellbeing

November 2025

Our goal is to create a working environment where all members of our colleague community feel able to thrive, feel well, and reach their full potential. Our Wellbeing Commitment outlines our approach to creating more good days at work. Specifically, we have identified three areas of focus

1. Creating a thriving place where people are connected and clear in purpose
2. Ensuring there is head space to work effectively
3. Working in a culture that feels psychologically safe.

To reflect the diverse wellbeing needs of our community, we have a range support and resources that include:

- Health Hero – our 24/7 Employee Assistance Programme that offers both a confidential telephone counselling service and wellbeing hub to support the mental health and wellbeing of our University staff.
- A central Colleague Wellbeing Team who can provide wellbeing-related guidance, development and help with support pathways.
- Detailed StaffNet Wellbeing web pages that includes detailed resources page www.staffnet.manchester.ac.uk/wellbeing

- A network of Staff Wellbeing Champion Volunteers who pro-actively promote wellbeing across the University.
- Wellbeing Campaigns Calendar, offering staff opportunities to learn, connect and share on health and wellbeing topics.
- Our Be Active programme delivered by our UoM Sport colleagues, which includes both sessions run online and in person.
- Support for leaders and managers to create cultures supportive of good wellbeing, through training and development opportunities.
- Encouraging the use of Wellness Action Plans, to enable employees to identify what their good and not so good days at work look like, to help them identify the support they value, whether working on campus or at home.

This month is a great opportunity to check in on your own wellbeing and the wellbeing of your teams and colleagues. The Colleague Wellbeing Team will be focusing on men's health and mental health awareness in the month of November, working towards the goal to engage more men in health and wellbeing awareness and conversations.



“Engaging with colleagues has helped us get clear on what factors are impacting on how people feel at work and about their work. We’ve heard stories, from you, on what helps to maintain good wellbeing, as well as what gets in the way. What we notice is that improving wellbeing doesn’t have to involve lots of big steps all at once - it often starts with one small step and grows from there. Perhaps take the opportunity this month to identify something you or your team can work on to improve wellbeing – we’d love to hear how you get on.”

Helen Brewis,
Head of Colleague Wellbeing



Wellbeing

November 2025

| 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 |
| 24 | 25 International Day for the Elimination of Violence against Women | 26 INTERNATIONAL MENS DAY November 19 | 27 Transgender Day of Remembrance | 28 | 29 | 30 St Andrew's Day |



NEXT MONTH: UK Disability History Month

† CHRISTIANITY
1 All Saints



SIKHISM
5 Sri Guru Nanak Dev Ji Gurburab
21 Bandhi Chorr Divas

UK Disability History Month

December 2025

Disability History Month is a time to recognize and celebrate the contributions, achievements, and struggles of disabled individuals throughout history. This month, we reflect on the progress made and the work still needed to ensure equality and accessibility for all. It was established to raise awareness about the history of disabled people's fight for rights and inclusion. It highlights the social, political, and cultural changes that have shaped the lives of disabled and neurodivergent individuals.

According to the World Health Organization, an estimated 1.3 billion people globally experience significant disability.

- In the UK, an estimated 16.1 million people had a disability in the 2022/23 financial year, representing 24% of the total population.
- The prevalence of disability in the UK rises with age: around 11% of children, 23% of working-age adults, and 45% of adults over State Pension Age (66) reported having a disability.

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 that everyone has equal access to education and university life. We also offer various workshops, events, and resources throughout the year to promote understanding and inclusion. The University also subscribes to the Hidden Disability Sunflower Scheme. Sunflower lanyards can be obtained from various locations around campus.

If you are a member of staff or student with visible or non-visible disability, neurodivergence or long-term health condition, why not consider joining one of our networks.

 **Staff:** <https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/staff-networks/disabled-staff-network/>

 **Students:** <https://manchesterstudentsunion.com/activities/view/disabledstudentssoc> [manchesterstudentsunion.com]



"The world needs to change its attitude towards disability. We need to see it as a natural part of human diversity, not as a problem to be fixed." Francesca Martinez




UK Disability History Month


■ University Closure Day
■ Christmas Break
15th Dec - 9th Jan
*Dates subject to change


December 2025

| MONDAY | | TUESDAY | | WEDNESDAY | | THURSDAY | | FRIDAY | | SATURDAY | | SUNDAY | |
|--------|---|---------|---|---------------|---|-------------------------------|---|----------------------------|---|----------|---|--------|---|
| 1 | ✝ | 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 | ✡ | 21 | ✡ |
| 22 | ✡ | 23 | | 24 | ✝ | 25 | ✝ | 26 | | 27 | | 28 | |
| | | | | Christmas Eve | | Bank Holiday Christmas Day | | Bank Holiday Boxing Day | | | | | |
| 29 | ■ | 30 | ■ | 31 | New Year's Eve | | | | | | | | |



 **BUDDHISM**
8 Bodhi Day

 **CHRISTIANITY**
1 Advent Begins
24 Christmas Eve
25 Christmas Day

 **JUDAISM**
14-22 Hanukkah

Senior Leadership Team

We have a number of diversity champions across campus – without their support and commitment to equality, diversity and inclusion a lot of our activities could go unnoticed.

You can learn about some of the work below and visit: <https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/training/> for more details



Professor Duncan Ivison (He/Him)

– President & Vice-Chancellor

"Since joining our University, I've been truly inspired by the passion and commitment of our EDI networks on campus. Engaging across communities, whether through conversations with the Disability Staff Network, marching alongside colleagues and students at Manchester Pride, or participating in Black History month events, has been a privilege and a learning experience."

As we work together towards Manchester 2035, we need to build on the important work our staff and student networks are doing, keep learning from them, and be even more ambitious about achieving a truly inclusive culture across our University."



Patrick Hackett (He/Him)

- Registrar, Secretary
and Chief Operating Officer

"I am proud of the progress we are making to advance 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, 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 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 help make the changes needed by working with colleagues as a member of our University EDI Group and through my SLT link role with our BAME Staff Network who invite me to join their events and discussions."



Eleanor Morrissey (She/Her)

– Executive Director of People

"Every individual matters. Every individual has a role to play. Every individual makes a difference." – Dr. Jane Goodall (English zoologist, primatologist and anthropologist)

In a university with global reach, and students and alumni from different backgrounds all over the world, it's only right that we reflect the diversity in every community we serve. I am hugely proud to be a part of an institution that places a great deal of emphasis on its people and the difference they make around the world. As leader of our People teams, I do not take lightly the responsibility we all have to be inclusive in everything we do. We already do so much fantastic work in this area, but we cannot afford to stand still in a rapidly changing world. Looking ahead to 2035, this is more important than ever if we want to reach our strategic goals over the next decade."



Equality and Diversity Academic Leads



Professor Jackie Carter (she/her)

EDI Academic Lead for Disability

“The “Let’s Talk Disability” series in which I host a senior leader in conversation with a person with living experience of disability of chronic illness will continue to grow. We already have ten recordings (<https://lets-talk.transistor.fm/>) and a set of actions arising from these. The aim is to do more and also to take this sector-wide as a podcast series across Higher Education. Raising awareness of disability is just the start; we need to improve our processes, policies and practices to become more disability-inclusive. Changing the culture of our university to be more disability-aware-and-inclusive is imperative, so that we create the best environment for students, staff and visitors.”



Professor Rachel Cowen (she/her)

EDI Academic Lead for Gender and Sexual Orientation

“Spurred on by our progress towards gender and sexual orientation equality I am committed to doubling down on efforts to accelerate positive change in 2025. Key to this will be progression of our Future Families project, which aims to enhance our policies, systems and culture so that we fully support the educational experiences and career advancement of students and staff parents and carers. As always I’m looking forward to the exciting programme of events and solidarity provided through our vibrant EDI network groups particularly the women@manchester, parents, carers and guardians and LGBTQ+ networks. I also feel privileged to be able to support another inspiring cohort of talented women leaders on the Aurora women’s leadership programme (which will take our Aurora alumni to over 200). I am also delighted that the University of Manchester is partnering with the Women in Higher Education Network (WHEN) to host their annual conference in June enabling sector wide networking, collaboration and advocacy for sustained gender equality.”



Professor Dawn Edge (she/her)

EDI Academic Lead for Race, Religion and Belief

“As the only Russell Group university to hold a national Race Equality Charter (REC) Silver Award, I want the university to deliver its REC commitment to becoming ‘anti-racist’ and ‘anti-discriminatory’. My vision for REC in 2025 and beyond is for our staff and students to positively rate their experience of working, studying, and belonging. Our intersectional approach to aligning charters and frameworks is key advancing inclusive recruitment, cultures, and environment alongside equitable career progression, reward and recognition. I am delighted that The University continues to invest in its Black, Asian and other minoritised staff via programmes, including 100 Black Women Professors Now (Academic and Research) and StellarHE (Professional Services). Initiatives such as Manchester 10/10 and clear focus on eliminating the ‘awarding gap’ will enable more equitable student outcomes. Meaningful, sustainable partnerships between our staff networks, students, and external partners are central to co-creating and evaluating future outcomes and impact, ensuring ‘no one feels left behind’.”

Equality and Diversity Champions



Professor Lynne Bianchi (she/her)

Vice Dean for Social Responsibility and EDIA in the Faculty of Science and Engineering.

“We are starkly aware of how important it is for you to have a sense of belonging in our place of work and study. As we continue to work together to reflect on and improve our processes and activity to further enable everyone to flourish, we encourage all of our staff to engage. Share your voices, your initiatives, your ideas for collaboration- anything we can make happen, sharing in our collective responsibility to be better and do better.

What more should we focus on in 2025? Be part of making a real difference!”



Professor Natalie Gardiner (she/her)

Vice Dean for Social Responsibility in the Faculty of Biology, Medicine and Health

“Creating and maintaining an inclusive and supportive environment where all staff and students thrive is priority. Last year was a very busy one for EDI teams- all three Schools and Faculty Office colleagues worked together to generate one Faculty-wide Athena Swan application. This collaborative approach was designed to enable cohesion, accountability, scaling up of initiatives, and importantly enabled us to include a larger number of professional services colleagues, demonstrating our commitment to equality and career progression for all staff. We were delighted to receive a Silver award in October 2024. This year we are looking forwards to working with the whole FBMH community to deliver on the commitments set out in our intersectional five-year action plan”



Professor Dimitris Papadimitriou (he/him)

Vice Dean for Social Responsibility and Inclusion in the Faculty of Humanities

“The Faculty of Humanities is committed to supporting our university-wide strategy to build an inclusive culture and practice in everything we do. This year we hope to have all our four Schools accredited by Athena Swan for the first in our history! We are also excited to expand our provision of offering support with care costs for every academic, PS and doctoral student who needs to travel for fieldwork or for attending conferences and training. In September we launched an important new pilot in the School of Arts, Languages and Cultures providing every first year UG student with training on diversity and sexual consent. What do we pledge to do different this year? We will embed EDI representation at all levels of the academic promotions process”



Sinead Hesp (she/her)

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

“We are delighted that we have met key EDI targets within PS, and are now looking to build on our progress to ensure that diversity and inclusivity remain at the forefront of our activities and become fully embedded”

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 the agenda and strategy is embedded within every activity the University undertakes.



Paul Marks-Jones
(he/him)
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**



Fran Guratsky
(she/her)
**Charter Mark
Coordinator**



Laura Cragg
(she/her)
**Charter Mark
Coordinator**



Steph Danson
(she/they)
EDI Project Officer



Sylvia Masters
(she/her)
**EDI Data Analyst
Assistant**



David Cross
(he/him)
EDI Administrator



Veli Sawdon
(she/her)
**Personal Assistant to
the Executive Director**



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 Training



The Equality, Diversity and Inclusion Directorate facilitates and supports over twenty staff network and peer support 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:

www.staffnet.manchester.ac.uk/equality-and-diversity/staff-network

Our largest staff networks are: BAME Staff, ALLOUT (LGBT+), Disabled Staff, Parents and Carers and Women@Manchester. There are also health support networks, religious networks and

faculty groups. We have also relaunched our International Staff Peer Support Group.

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:

<https://www.staffnet.manchester.ac.uk/news/display/?id=32075>

We also have other resources around supporting trans staff and inclusive language which can be found on our pages here:

www.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:

www.staffnet.manchester.ac.uk/staff-learning-and-development/

We invite all colleagues to attend our annual EDI Conference in 2025. There will be a variety of workshops, guest speakers, a chance to contribute to and reflect on the University's EDI progress and to network.

Equality, Diversity and Inclusion Directorate Webpage:

<https://www.staffnet.manchester.ac.uk/equality-diversity-inclusion/>

***“We may have all come on different ships,
but we’re in the same boat now.”***

Martin Luther King, Jr.