IGNITE Network+/EDI Annual Event

Rachel Cowen, (Pronouns She, Her, Hers)
Professor of Inclusive Researcher & Academic Development
University Academic Lead for EDI (Gender & Sexual Orientation)

>40,000 students
~14,000 staff
>500,000 alumni
(190+ countries)

INNOVATION

RESEARCH AND DISCOVERY

TEACHING AND LEARNING

OUR PEOPLE OUR VALUES

GLOBAL INFLUENCE

CIVIC ENGAGEMENT

SOCIAL RESPONSIBILITY

The University of Manchester
One of the world's leading universities for social and environmental impact to achieve the UN Sustainable Development Goals

Times Higher Education
Impact Rankings
2023 TOP 10

UN
environment
United Nations
Environment Programme

Moral

EDI

- Equality Act 2010,
- Public Sector Equality Duty 2011

"Creating a world class research and innovation system by everyone and for everyone" **UKRI**

Legal & Contractual

Critical to our success

✓ Diverse global market
✓ Diversity of talent, thinking & ideas
✓ Innovation and Productivity

Making progress BUT we have to go much further and faster

57% ↑**4%**
UG Students

50% ↑**5%**
PGR students

GENDER CHARTER
Athena Swan
Silver Award

47% ↑**7%**
Senior Professional Services

30% ↑**13%**
Professoriate

57% ↑**30%**
University Senior Leadership Team
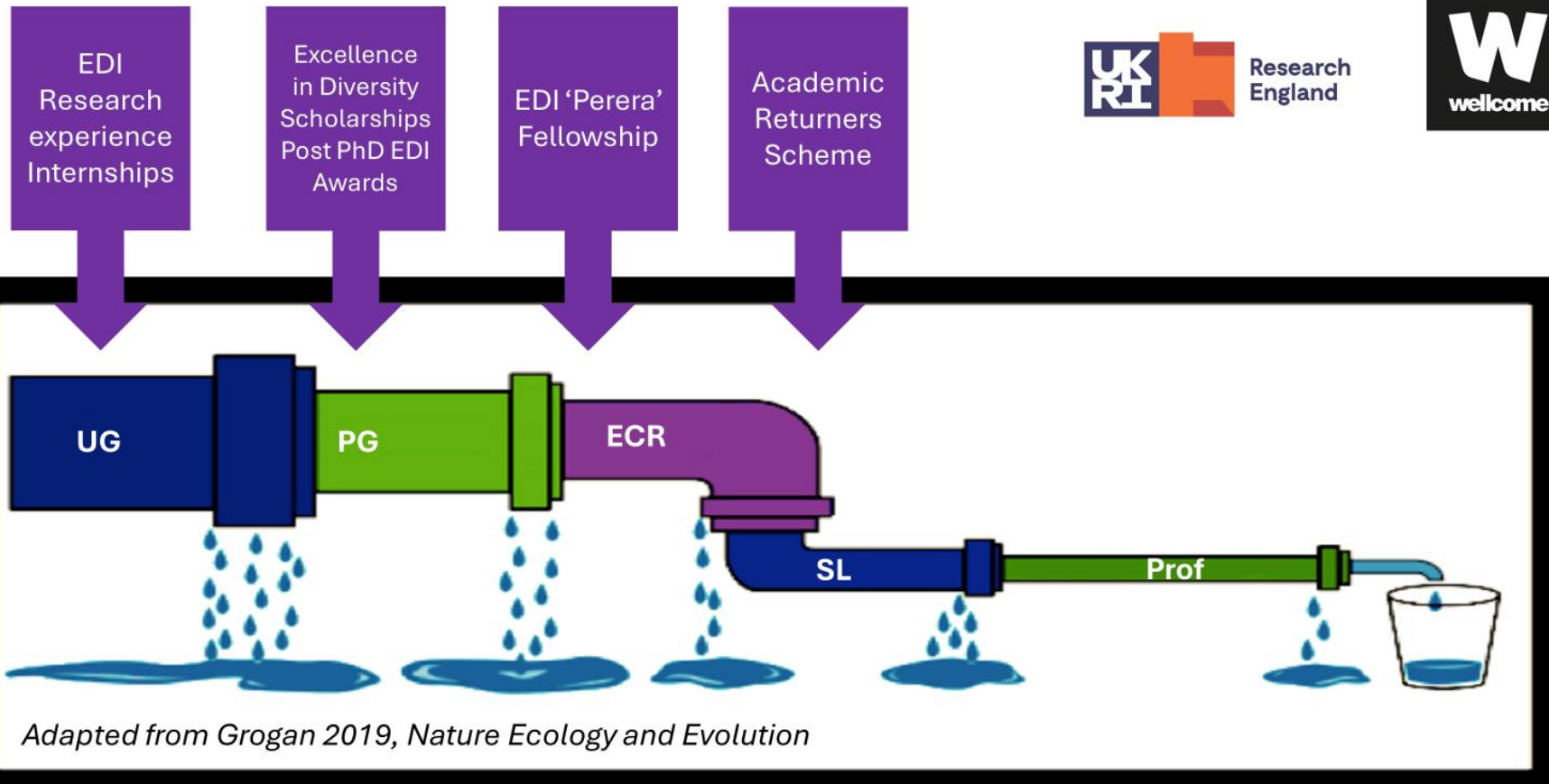
18.4%
GPG 2018

→

12.8%
GPG 2024

- Athena Swan since 2005
- Women have outnumbered men at University since the 1990's
- We are making <1% progress annually towards gender parity at Professor level
- Burden of equality work still on women and minorities

RACE CHARTER
Race Equality Charter
Silver Award

disability confident
LEADER

Stonewall
TOP 100
EMPLOYER
2022

Actions with impact – Addressing our leaky pipeline

EDI Research experience Internships

Excellence in Diversity Scholarships Post PhD EDI Awards

EDI 'Perera' Fellowship

Academic Returners Scheme

UK RI Research England

wellcome

UG

PG

ECR

SL

Prof

Adapted from Grogan 2019, Nature Ecology and Evolution

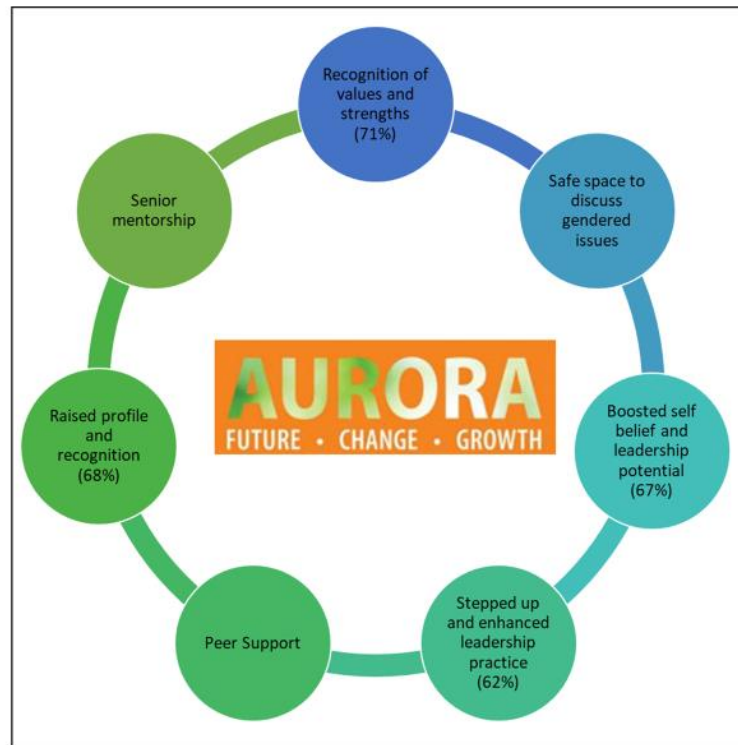## UK NATIONAL PROFESSORS BY SEX AND BLACK, ASIAN AND MINORITY ETHNIC/WHITE IDENTITY

- White male - 63.6%
- White female - 26.5%
- Black, Asian and minority ethnic male - 7.2%
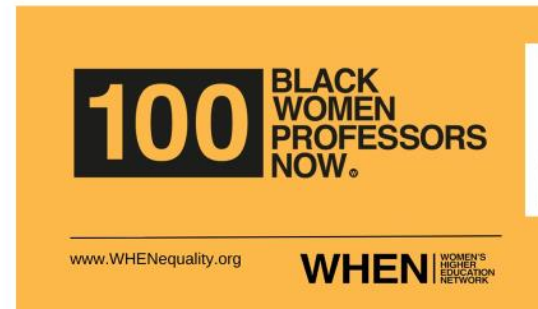- Black, Asian and minority ethnic female - 2.7%

UK national professors by sex and Black, Asian and minority ethnic/White identity, 2020/21

AdvanceHE   Advance HE (2022) Equality in higher education statistical reports – weighted by full person equivalent   #AdvanceHEstats

Actions with impact – Championing Diverse Women's Leadership Development

Recognition of values and strengths (71%)

Safe space to discuss gendered issues

Senior mentorship

AURORA
FUTURE · CHANGE · GROWTH

Boosted self belief and leadership potential (67%)

Raised profile and recognition (68%)

Stepped up and enhanced leadership practice (62%)

Peer Support

"Have men there. There is no point emphasising the barriers to women's progress to those who are already acutely aware"

100 BLACK WOMEN PROFESSORS NOW.

www.WHENequality.org

WHEN | WOMEN'S HIGHER EDUCATION NETWORK

1ST Black Female Prof 2019
Dawn Edge

We need to fix the system, not the women

Rachel Cowen, Banji Adewumi and **Adèle MacKinlay** from the University of Manchester explain how they are looking to transform the traditionally glacial pace of change when it comes to equality, diversity and inclusion (EDI) within higher education.

Collective disruption towards a healthier, fairer, greener and inclusive future

UCIL
University College for Interdisciplinary Learning

inclusive
MANCHESTER

1. CREATING A SUSTAINABLE WORLD
21st Century Challenges & the Sustainable Development Goals

EDI: Your Role in Shaping a Fairer World – 10 credit undergraduate Unit (UCIL)

EDI: Where History, Law & Politics Meet

EDI in the Workplace

EDI in Research & Innovation

EDI in Education

EDI in Health & Social Care

EDI: Your Role as an Inclusive Leader

I believe that if we apply the mindset represented throughout these modules we can make any environment more inclusive, diverse and equal (2nd year undergraduate 2021)

MANCHESTER 1824
The University of Manchester

The Leadership Framework

Influences and advocates

Thinks strategically

Demonstrates emotional intelligence

Acts with integrity

Role model for inclusion

Delivers and develops performance

Innovates and takes risks

Leads change

Communicates and engages