

MANCHESTER
1824

The University of Manchester

200

Reflection on Gender Equality and Challenges for Academic Careers

Rachel Cowen, (Pronouns She, Her, Hers)

Professor of Inclusive Researcher & Academic Development

University Academic Lead for Equality, Diversity and Inclusion (Gender & Sexual Orientation)

Manchester's long-standing commitment to gender equality



1906

Christabel Pankhurst



1934

1st Female Prof Mildred Pope



2010

1st Female VC Dame, Prof Nancy Rothwell



2019

1st Black Prof Dawn Edge

You can't be what you can't see



Athena Swan since 2008

57% **↑4%**
UG Students

50% **↑5%**
PGR students

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

30% **↑13%**
Professoriate

57% **↑30%**
University Senior Leadership Team



18.4%
GPG 2018



12.8%
GPG 2024

Actions with impact - Inclusive campus and environment

WOMEN @ MANCHESTER



MANCHESTER 1824
The University of Manchester

Active Bystander

An illustration of two people, a man in a yellow shirt and a woman in a blue shirt, standing and talking. The background is a dark purple shape.

MANCHESTER 1824
The University of Manchester

REPORT & SUPPORT

If you or someone you know has experienced or witnessed a micro-aggression or any form of harassment, discrimination or hate you can report it anonymously or report it and get support from an advisor.

A photograph of a person sitting on a ledge, looking at a tablet. There are circular icons for a smartphone and a laptop.

MANCHESTER 1824
The University of Manchester

A colorful graphic showing silhouettes of diverse people in various poses and colors (orange, blue, yellow, black).

The University of Manchester
Diversity Calendar
2024

MANCHESTER 1824
The University of Manchester

DID YOU KNOW WE OFFER FREE PERIOD PRODUCTS IN 100 TOILETS ACROSS CAMPUS?

We believe everyone should have access to sanitary protection, so we're providing free products in toilets across campus as part of our scheme tackling period poverty.

Scan the QR code to find your nearest access point on our interactive map:

A square QR code.

For more information and access to financial support, visit bit.ly/UoMlivingcostsupportfund

SafeZone

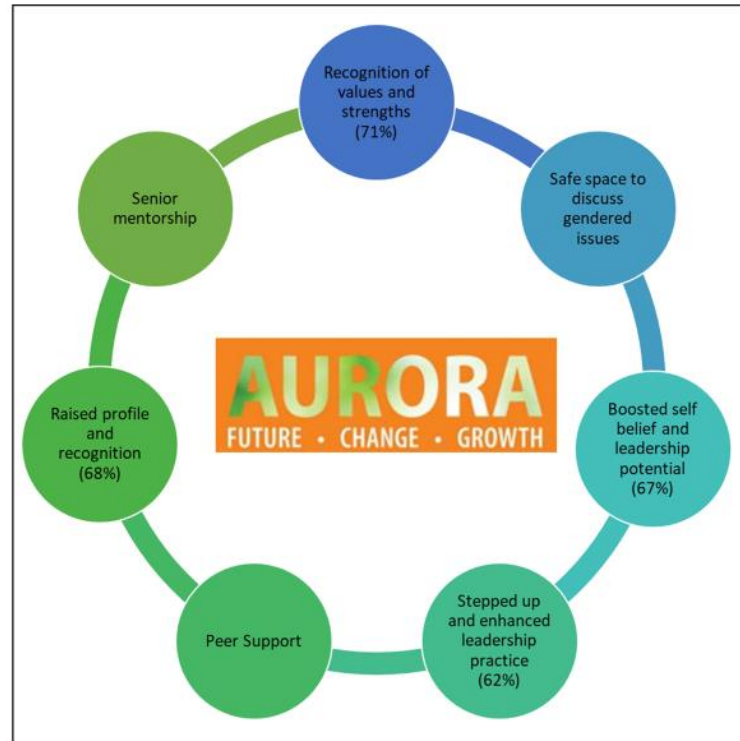
University of Manchester
Oxford Road Campus

Wellbeing Assistance

First Aid IT Help

Emergency

Actions with impact - Championing Diverse Women Leadership



“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.WHNequality.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



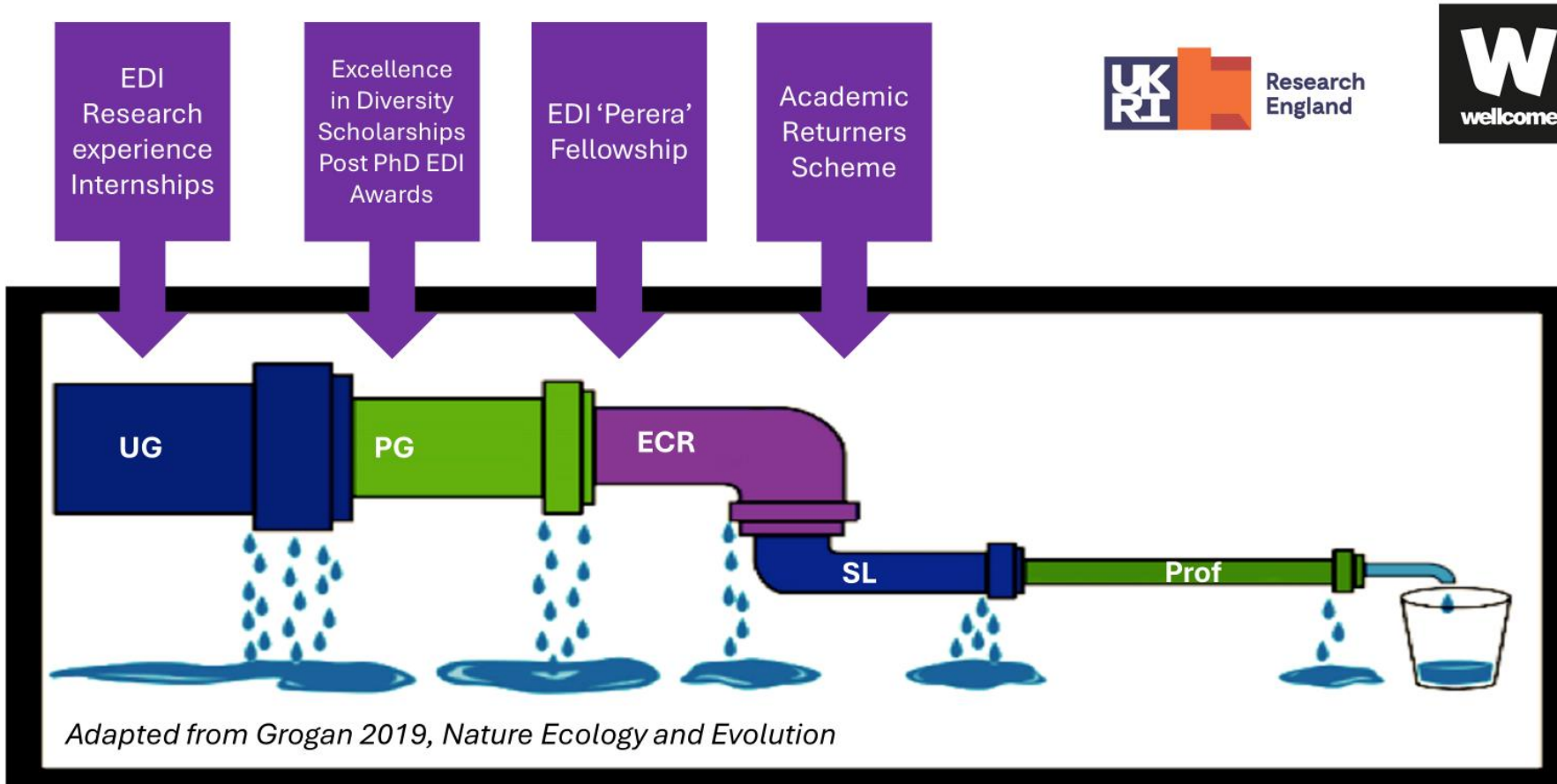
Banji Adewumi



Adèle MacKinlay

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.

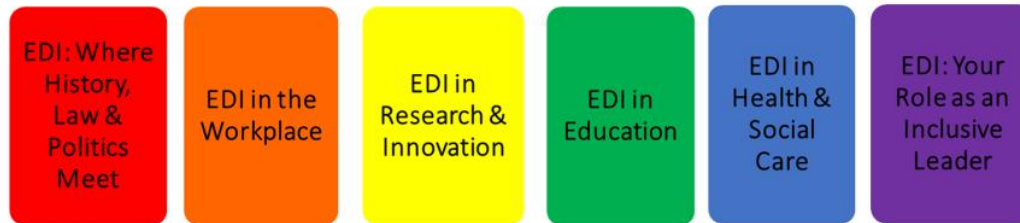
Actions with impact - Addressing systemic inequalities in our leaky pipeline



Towards work life balance and an inclusive culture



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



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)

- Flexible working and hybrid working by default, from day 1
- All grades, roles and areas

Pathway to an Inclusive Organisation



STAFF SURVEY 2022
26 April – 17 May

You said
"I'm benefitting from the positive impact of flexible working"

We did
Colleagues are now able to apply for flexible working from day one of their employment

YOUR VOICE OUR FUTURE
We'll plant 1 tree for every completed staff survey

BUT we have to go much further and faster

- We are making <1% progress annually towards gender parity at Professor level
- Females remain underrepresented on Teaching and Research (T&R, 33%F), compared to parity in research contracts (46%F) and over-representation on teaching contracts (76%F)
- Inequalities baked into the research and innovation ecosystem (policy, practice and culture - myth of meritocracy hard to shift)
- Burden of equality work falls on women and minorities >Collective, sector wide accountability, support and action