DIVERSITY & WELLBEING CALENDAR

2020/2021
The monsoon clouds build darkly over the Kempegowda Tower in Lal Bagh Botanical Gardens, Bangalore, southern India, raising hopes for a good monsoon. New rains bring renewed life, filling the rivers, reservoirs and pools. Drawing dormant life back out into the daylight. They are awaited with both hope and anticipation for without them life will be hard for many. These water bodies are home to freshwater crabs, not seen in the dry months. They are an important and nutritious food for some of India’s poorest people and a luxury product for others. Traditionally harvested from the wild after the rain arrives. Their emergence from their burrows often being celebrated in festivals. Our UK/Indian collaborative project investigates both the biological restrictions to freshwater crab aquaculture and the socio-economic viability of the venture. Giving support and information to policy makers and potential crab farmers.

Chris Thorpe
Faculty of Science and Engineering
Amusement lost
I was provided the opportunity to visit Pripyat, Ukraine during my PhD which focused on environmental radioactivity. The Pripyat amusement park was never able to fulfil its purpose. Just days before opening residents of Pripyat were forced to evacuate, following the infamous nuclear incident at the neighbouring Chernobyl power plant. Whilst the fairground and surrounding buildings lay in ruins, covered in graffiti and broken glass, fauna and flora has flourished creating a haunting yet unique, even beautiful spectacle.

Emily Vernon
Faculty of Science and Engineering
This photograph depicts the tragedy under water caused by blast fishing: damaged reefs, coral rubble and a lack of sea life. Despite widespread bans, fishing with dynamite is still a common practice in South East Asia. The strict implementation of the regulations is lacking and due to close interpersonal relationships, fishermen rarely get fined.

In GCRF Blue Communities, researchers from the University of Plymouth collaborate with institutions in the Philippines, Vietnam, Malaysia and Indonesia to build capacity for sustainable interactions with marine ecosystems. Together, we elaborate on solutions that are not only beneficial for the ocean but also for the health and wellbeing as well as a good economy of the coastal communities.

This picture was taken during a dive in Palawan, the “Last Frontier” of the Philippines. Dynamite bottles have regularly been found – more regularly than the marine life we were hoping for.

Isabel Richter
Faculty of Health
Wandering Albatross
RRS James Clark Ross October 2016. A even week journey due south, 800 miles, 100 degrees of latitude. You know you are heading into the infamous “roaring forties” when the Albatross arrive. After weeks of sunshine in the tropics the first albatross following the ship marks the beginning of rough seas, dark nights and cold shifts on deck. But you don’t mind because where there’s albatross there’s life. As we head south the albatross are joined by petrels, then numerous whales pop up right next to the ship, looking you straight in the eye. Penguins, seals and orcas all arrive in turn. Like joining Noahs Ark whilst all the time being escorted by the albatross who started off the spectacle.

Madeleine Steer
Faculty of Science and Engineering
Sea level rise is happening before our very eyes

When people talk of sea level rise they often think of coastal towns being gradually submerged under a slowly rising sea. A problem that won’t be a problem for another 100 years or more. However, sea level rise influences the rate of coastal erosion, and the degree of wave overtopping that happens along our coast, and small changes in sea level can dramatically increase both of these coastal hazards, even if wave heights do not get any bigger in the future. Therefore, as sea level rises invisibly in front of our very eyes, the resilience of communities living at the interface with the ocean is being put in jeopardy faster than people may think.

Christopher Stokes, Gerd Masselink & Tim Poate
Faculty of Science and Engineering
Photography Lloyd Russell

January 2021

Cervical Health Awareness Month | Celebration of Life Month | Alcohol Concern Month (Dry January) | Thyroid Awareness Month
Peewee, my first-born beach flea
This little beach flea is affectionately known as Peewee. I watched Peewee grow hour by hour for 12 days, from a ball of cells to a juvenile no bigger than 1mm long, using the automated bioimaging systems at UoP built by Dr Oli Tills. This innovative technology enables us to visualise the effects of environmental change on the sensitive and rarely seen early life stages of aquatic embryos. My research specifically focuses on the effect of elevated temperature on the survival and physiology of marine embryos in the hope of contributing to our knowledge of the impacts of climate change on marine life. Peewee was a climate change survivor, here he is kicking free from his egg capsule and out into the world. My first-born beach flea, and forever my favourite image from my time as a postgraduate researcher.

Ellen Tully
Faculty of Science and Engineering
Prostate Cancer Awareness Month | Ovarian Cancer Awareness Month | UK Marie Curie Cancer Care Month | Red Cross Month

SUN MON TUE WED THUR FRI SAT

01 Zero Discrimination Day (UNAIDS)
02 Clean Monday (Orthodox Christian)
03 World Wildlife Day (UN)
05 World Book Day
07 Meatfare Sunday (Christian)
08 International Women’s Day (UN)
17 St Patrick’s Day (Christian)
19 St Joseph’s Day (Christian)
20 International Day of Happiness (UN)
21 Noruz (Persian)
22 Laylat Al-Miraj (Islam)
23 World Water Day (UN)
24 World Meteorological Day (WMO)
25 World Tuberculosis Day (WHO)
28 Hola Mohalla (28th - 30th) (Sikh)
29 Palm Sunday (Christian)
31 International Transgender Day of Visibility

Image of a Sustainable Community
Martin Luther King Jr. said, “I have a dream that my four little children will one day live in a nation where they will not be judged by the colour of their skin but by the content of their character.”

Mahatma Gandhi told us, “You must be the change you wish to see in the world.”

John Lennon sang, “Imagine there’s no countries. Imagine all the people living life in peace.”

At first, they were only vision. (an object of ridicule)

Still, the world has moved forward. Therefore, imagine that society can become sustainable (without fear of being laughed at). My project is to create an image of a sustainable community, and it is also everyone’s responsibility to join me. So let’s start by imagining together because the world will surely change someday.

Kazuyoshi Yoshida
Faculty of Arts and Humanities
### April 2021

**The Irish Border: Photography, History and New Cartographies**

“...that’s the Republic of Ireland. My land ends here. That is the border, not that you can see it, but I know exactly where it is.”

The border follows few landmarks and there are no obvious indications of its location: an odd fence or hedge, but nothing substantial running along its every twist and turn. This is what makes this research all the more fascinating. There is no wall, fence or obvious boundary, yet when looking at a map there it is, visibly traversing mountains, dissecting fields and ambling along the middle of water courses. This border is the definition of an invisible border, yet it is on the cusp of dramatic changes as the UK prepares to leave the European Union.

This research investigates how this deeply contentious space has been a battle ground for differing Irish political, religious and cultural Irish identities through photography.

Mary Pearson
Faculty of Arts and Humanities

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### Special Days

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>01</td>
<td>April Fools Day (Christian)</td>
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<tr>
<td>02</td>
<td>World Autism Awareness Day (UN)</td>
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<td>03</td>
<td>Good Friday (Christian)</td>
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<td>04</td>
<td>Good Friday Bank Holiday (UK)</td>
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<td>05</td>
<td>Easter Sunday (Christian)</td>
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<td>06</td>
<td>Easter Monday (Christian)</td>
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<tr>
<td>07</td>
<td>Easter Monday Bank Holiday (UK)</td>
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<td>08</td>
<td>World Health Day (WHO)</td>
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<td>09</td>
<td>International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda (UN)</td>
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<td>10</td>
<td>International Romani Day</td>
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<td>11</td>
<td>Ramadan (12th April - 11th May) (Islam)</td>
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<td>12</td>
<td>International Day of Human Space Flight (UN)</td>
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<td>13</td>
<td>Khalsa Day (Sikh)</td>
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<td>14</td>
<td>Ramayana (13th - 21st) (Hindu)</td>
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<td>15</td>
<td>Yom Ha’atzmaut (Judaism)</td>
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<td>16</td>
<td>International Mother Earth Day (UN)</td>
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<tr>
<td>17</td>
<td>World Creativity and Innovation Day (UN)</td>
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<tr>
<td>18</td>
<td>International Mother Earth Day (UN)</td>
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<td>19</td>
<td>St George’s Day (Christian)</td>
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<td>20</td>
<td>Armenian Genocide Remembrance Day</td>
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<td>21</td>
<td>World Malaria Day (WHO)</td>
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<td>22</td>
<td>Mahavir Jayanti (Jain)</td>
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<td>23</td>
<td>Lesbian Visibility Day</td>
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<td>24</td>
<td>Hanuman Jayanti (Hindu)</td>
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<td>25</td>
<td>International Chernobyl Disaster Remembrance Day (UN)</td>
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<td>26</td>
<td>World Day for Safety and Health at Work (UN)</td>
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<td>27</td>
<td>Palm Sunday (Orthodox Christian)</td>
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<td>28</td>
<td>Holy Friday (Orthodox Christian)</td>
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<td>29</td>
<td>Lag B’omer (Judaism)</td>
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<td>30</td>
<td>International Jazz Day (UN)</td>
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Our Common Future
If you could change the future of your community for the better, what would you do? And if the worst nightmare were to happen, what would it look like?

Understanding how coastal communities perceive the future is key to encouraging sustainable development. Sustainable development should, therefore, involve listening to local stories and learning about people’s hopes and fears.

In GCRF Blue Communities we co-develop future scenarios with representatives from various local sectors like fisheries, agriculture, tourism and politics. We discuss the community’s future perceptions around, for example, mangrove deforestation, overfishing, tourist influx and health services. We find that scenario development enhances the imagined connection between behaviours in the present and their future consequences. Realising and understanding these connections is central to motivating behaviour change at various scales.

The picture shows how High School kids from a small municipality in the Philippines draw their imagined future on a city wall.

Sabine Pahl, Isabel Richter, Joel Sumeldan
Faculty of Health

Action on Stroke Month | Mental Health Awareness Month | Hepatitis Awareness Month | UK National Walking Month | Celiac Awareness Month

SUN MON TUE WED THUR FRI SAT

22 23 24 25 26 27 28 29 30 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 1 2 3 4 5

Key
- Diversity
- Health
- Faith
- Environment
- International
- Bank Holiday
**Cryptic**

Uncovering the secrets of the deep has its challenges, as was finding this tiny master of disguise. Juvenile rays are vulnerable to predation and the more cryptic their patterning, the harder they are to spot. Seen here on its preferred sandy habitat is a young undulate ray (Raja undulata). While this cryptic pattern may primarily aid in its camouflage, it is also its identifying feature, as undulate rays can be recognized from the unique artwork of lines and spots on their back. Observed during a survey of Jersey’s Marine Protected Areas to record associated marine life, this disguised ray provides a perfect metaphor for the challenges scientists face in spotting the patterns in marine processes which drive the biodiversity in our seas.

Samantha Blampied  
*Faculty of Science and Engineering*

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**SPECIAL DAYS**

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<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>01</td>
<td>Volunteers Week (1st-7th)</td>
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<td>01</td>
<td>Global Day of Parents (UN)</td>
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<td>01</td>
<td>Scam Awareness Month</td>
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<td>03</td>
<td>World Bicycle Day (UN)</td>
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<td>03</td>
<td>Feast of the Most Holy Body and Blood of Christ (Catholic)</td>
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<td>04</td>
<td>International Day of Innocent Children Victims of Aggression (UN)</td>
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<td>05</td>
<td>World Environment Day (UN)</td>
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<td>08</td>
<td>World Oceans Day (UN)</td>
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<td>12</td>
<td>World Day Against Child Labour (UN)</td>
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<td>13</td>
<td>International Albinism Awareness Day (UN)</td>
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<td>14</td>
<td>World Blood Donor Day (WHO)</td>
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<td>14</td>
<td>Men’s Health Week (14th - 20th)</td>
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<td>16</td>
<td>Guru Arjan Sahib Martyrdom Day (Sikh)</td>
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<tr>
<td>17</td>
<td>World Day to Combat Desertification and Drought (UN)</td>
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<td>18</td>
<td>Sustainable Gastronomy Day (UN)</td>
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<td>21</td>
<td>Refugee Week (21st - 27th)</td>
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<td>25</td>
<td>World Humanist Day</td>
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<td>29</td>
<td>World Vitiligo Day</td>
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<td>29</td>
<td>Feast of Saints Peter and Paul (Christian)</td>
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<tr>
<td>29</td>
<td>International Day of the Tropics (UN)</td>
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</tbody>
</table>

**KEY**

- Diversity
- Health
- Faith
- Environment
- International
- Bank Holiday
The Hollow Man
Researching how ideal/hegemonic representations of masculinity influence men to engage in practices and subjects of hierarchy, violence, power, domination, control, stoicism and physical/emotional invulnerability.

Multiple Masculinities
Utilizing practice-as-research and autoethnographic methodologies to investigate the formation of hegemonic masculinities. Crafting performance art installations that seek expose the subjective realities behind the pressures placed upon men to pursue identities associated with hierarchy, violence, power, domination, control, stoicism and physical/emotional invulnerability.

Charlie Cornforth
Faculty of Arts and Humanities
Interviews were conducted with 12 teenagers nine weeks after the course. The aim was to explore their experiences and perceived impacts of the course. This image captures the main theme of the interviews, “we are in it together”. It also encapsulates the importance of peer support, the new sense of freedom, and the enjoyment of the course that permeated their responses. Additional interview themes included increased confidence in communicating, learning new communication skills, and changes in thinking. One young person said: "Beforehand I hated talking, and now I actually like it. I won’t feel ashamed of my stammer."

*provided in partnership with Swindon Borough Council

Anna Prince  
Faculty of Health
May 2019 – Fasting guidance launched
We launched guidance on supporting staff who are fasting for religious reasons for the first time; helping our community to support each other.

June 2019 – Refugee Week
The University's Law Clinic helped to organise a week of activities across Plymouth with local community partners to celebrate our support refugees in the city.

September 2019 – Respect Festival
Annually, the University sponsors and attends Plymouth Respect Festival. The festival is an exciting opportunity to celebrate Plymouth's diverse communities.

September 2019 – Race Equality Charter
We formed a working group to begin the process of signing up to Advance HE's Race Equality Charter by 2022.

October 2019 – Black History Month
Across October we worked with UPSU to create a huge programme of events to celebrate Black History Month and, more importantly, use this month as a catalyst for further work on celebrating black achievements throughout the year.

October 2019 – Fashion Show
Over 200 people came to campus to watch our first annual international fashion show, showcasing fashion and talent from countries all across the world modelled by our local refugee community.

October 2019 – OurTable launched
We launched a new community dining project called “OurTable” which invites staff, students and the local community to come together several times a year over a shared meal.

November 2019 – Fika
Our Pastoral and Spiritual Support Team launched “Fika”; a chance every week for staff to gather over coffee and cake and chat with colleagues.

November 2019 – Menopause Network launched
Our existing menopause support group became an official staff network offering peer support and advice to anyone impacted by the menopause.

November 2019 – Trans Day of Remembrance
Not Alone Plymouth, the LGBT+ Staff Forum and the University hosted a memorial service for Trans Day of Remembrance.

January 2020 – Holocaust Memorial Day
Whilst the University attended an official city memorial for International Holocaust Memorial Day, UPSU hosted a special exhibition on the holocaust from Yad Vashem in Jerusalem.

February 2020 – Pride Flag Ceremony
For the first time ever, the University raised its very own pride flag on campus which will continue flying on a permanent basis.

February 2020 – Speak Up launched
Through a collaboration across departments, we launched our first online reporting tool so staff, students and visitors can reports incidents of abuse, harm or hate online.

March 2020 – International Women’s Day
Our Staff Womens Network relaunched and hosted an evening of feminist lectures on a wide range of topics from academics across the University.

July 2020 – LGBT+ Inclusion Taskforce launched
To continue to ensure our campus welcomes everyone we set up an LGBT+ Inclusion Taskforce to assess all aspects of University life for both staff and students.
The Doctoral College works with all areas of the University to enable each postgraduate researcher to reach their full potential and to ensure that all members of our community are offered the best possible experience. Supporting excellence and employability across all stages of the researcher journey, it leads the University’s strategy to offer world-class training and supervision, mentoring, and networking and development opportunities. The Doctoral College embraces the University’s commitment to equality and diversity, which it strives to meet in the following ways: by respecting and celebrating difference, diverse views and experiences; by promoting freedom of speech and expression that does not harm or denigrate others; by understanding power dynamics and working to support those who are negatively affected by them; by working to eliminate all forms of discrimination, harassment and victimisation; and, by being open, transparent and accessible.

As Director of the Doctoral College, I understand that the negotiation of institutional systems, structures and languages is not equally easy for everybody, often for reasons of historic under-representation. It is important to me that we not only support researchers to make a difference in the world but also that, as a University, we try to transform the lives of researchers. This means considering each person holistically and enabling them to succeed in their studies and ambitions, whatever their lived experiences and circumstances. It also means recognising there are many different types of knowledge, that these are all intrinsically valuable and can be expressed in many different ways. This calendar represents the core values of our vision – that is, that the creativity, resilience and innovation of a research community is achieved by advancing equality of opportunity for all its members and by embracing a multiplicity of voices and perspectives.

At the start of the 19/20 academic year we welcomed over 200 guests to join us at our first International Fashion Show as part of our Black History Month celebrations, yet by the end of the year we were meeting virtually as we had to move our Pride on Campus celebrations online due to the outbreak of Covid-19. A lot can change in twelve months but I am pleased to present the University of Plymouth’s Diversity and Wellbeing Calendar after what has turned out to be a strange and unsettling year, but one that has ultimately been full of hope and dedication. Whilst we have been isolating in our homes, worrying about loved ones and missing all those activities we previously took for granted we have seen tremendous courage and dedication from key workers and researchers across the UK, many of whom were our own staff and students. As a University, we have never been more proud. Our achievements in equality, diversity and inclusion this past year have also brought us huge pride as we continue to visibly and unequivocally stand by our commitment to being a University which does not just tolerate difference, but celebrates it. The past year has been our busiest yet with the launch of community dining projects, a huge calendar of events, our first custom-made pride flag and the launch of new staff networks. But our real successes have been in the cultural change we are helping to enact on our campuses: increased specialised support services, anonymous online reporting of harassment, and new policies and guidance to ensure everyone can bring their whole selves to work or study. Towards the end of the academic year we have launched our LGBT+ Inclusion Task Force to analyse and improve every aspect of University life for our LGBT+ staff and students, helping to lead the way on LGBT+ inclusion in Higher Education. This year hasn’t been easy for anyone and our work in equality, diversity and inclusion has never been more vital. I hope this calendar continues to advise, support and inspire our staff and students and that 20/21 is a year full of continued hope and dedication.

Andrew Grace
Equality, Diversity and Inclusion Manager
University of Plymouth

UNIVERSITY OF PLYMOUTH
Doctoral College

Professor Roberta Mock
Director of the Doctoral College and Professor of Performance Studies
University of Plymouth