Dear all,

Please see some of the upcoming events/news you may be interested in below:

- Faculty EDI webpage
- Free health and wellbeing consultations
- Plymouth Business School, Equality, Diversity, and Inclusion Committee
- National Day For Staff Networks
- Mental Health Support from the Staff with Disabilities Network
- Matters of ‘access’ and ‘disability’
- Ukraine Coffee Afternoon
- Let’s Talk About Menopause
- Carers and Parents Network – ‘Helping teenagers to manage their anxiety’
- Grief & Bereavement Staff Network Dates
- Poem for Mental Health Awareness month, presented by Russell Evans.
- LGBT+ Allies Training
- Women’s Network Lunchtime Casual Catch Up! and more…

**Launch of the Faculty EDI Webpage – now live**
We have been working towards having a dedicated EDI page for our Faculty over the last few months, which has now officially gone live. The page will promote EDI news, articles, blogs/reflections, successes and relevant projects, which will help raise awareness of EDI issues, raise the profile of authors and highlight our commitment to the University’s EDI agenda.

**Mental Health Awareness month**

**Free health and wellbeing consultations - Saturday 7 May**
The Faculty of Health held a free health and wellbeing consultations in Portland Square, led by our students and supervised by our staff, including:

- Physiotherapy consultations for musculoskeletal issues
- A Podiatry foot clinic
- Occupational therapy lifestyle redesign
- An MoT for your heart (including ECG and electrocardiogram scans)

**Plymouth Business School, Equality, Diversity, and Inclusion Committee**
PBS Equality, Diversity and Inclusion Committee is pleased to announce a series of informal events to support raising awareness and also help to improve mental health and well-being. The theme for this year is to tackle loneliness, so all of the events have the opportunity for PBS staff and students to come along and meet new people, or say hello to people you might not have seen in a while.
National Day For Staff Networks - A day dedicated to celebrating and acknowledging the fantastic contribution of staff networks.

National Day for Staff Networks take place on Wednesday 11th May and is our chance to celebrate the incredible contributions of staff networks at the University of Plymouth and share with you a little bit more about what they do to impact culture at the University. National Day for Staff Networks (also known as Networks Day) is the day where employee networks across the United Kingdom rise up as a community and lead the way for change in the workplace.

**Mental Health Support from the Staff with Disabilities Network**

The Staff with Disabilities Network can provide support for staff who may only just now be registering on ESS and also offer guidance on how the University must make reasonable adjustments to make sure staff with disabilities, or physical or mental health conditions, are not substantially disadvantaged when doing their jobs.

All staff are strongly encouraged to not only share their disability status with their line manager but importantly to indicate it on Employee Self-Service (ESS) to ensure that their rights are adhered to, that they are protected from discrimination and supported in all ways possible.

If you would like to discuss this or have any questions at all you can either contact the network chairs at Jason.Harper@plymouth.ac.uk or Nigel.Marley@plymouth.ac.uk or the Equality, Diversity and Inclusion Team at Equality@plymouth.ac.uk

**Matters of ‘access’ and ‘disability’ – 25th May 10 am – 1 pm**

This webinar brings together some significant voices from the field of ‘disability and education’. Speakers are practitioners, educators, students, researchers, policy makers, and allies who believe that for equality to exist in education there needs to be both systemic and cultural change. We will raise questions and provide insights
into the realities of ableism in education and the impact it has. We will also engage
delegates with the question what needs to change, how and where and we look
forward to exploring shared insights and productive answers. We believe that equity
and partnership need to frame what we do and for what purpose in education, we
also see change as a collective endeavour, where grass roots and user voices must
play a central role.

Please click here to sign up to the event.

Ukraine Coffee Afternoon – open to everyone in the community
UCSP Ltd., on behalf of the University of Plymouth, invite our Ukrainian community
to join us for complimentary tea, coffee and biscuits. This is an opportunity to
welcome Ukrainian refugees, hosted in Plymouth and surrounding areas, to meet
and connect with their compatriots, share their stories and build positive relationships
in their new community.

Please make them welcome as they join us for tea, coffee and biscuits on 9th May.
For more information please click here.

Let's Talk About Menopause - Colleague Session Tuesday 10th May 2022,
12:00pm-1:30pm
Don't miss out on this colleague session organised by the Menopause Support
Network and provided by Henpicked, one of the UK's largest, fastest-growing
websites for women 'who weren't born yesterday'. Henpicked give women a place to
have their say, sparking discussion, promoting healthy debate and bringing about
positive change. For further information please click here.

Carers and Parents Network – ‘Helping teenagers to manage their anxiety’
Thursday 12th May 2022, 12.30 - 2 pm
The mental health of young people has been significantly impacted by COVID, with
the charity Young Minds reporting a 134% increase in mental health referrals from
2020 to 2021. In this session Abbi Moore from Potential Plus UK will be helping us to
understand how we can help our teenagers, answering questions such as: What is
anxiety? How do I recognise it in my child? How do I approach my teenager to talk
about it? Abbi will explain where anxiety comes from and give some practical advice
on how to combat it and when to seek further help. Abbi has a PGDip in Psychology
and specialises in mental health in teenagers as impacted by social media.

Click here to join the meeting

Grief & Bereavement Staff Network Dates
The Grief and Bereavement Network is open to all University staff who are experiencing grief or bereavement and the complications of coping with balancing this with work and home life. The network provides peer support and a discussion group as well as a resource bank for its members offers a safe, welcoming and confidential environment.

If you would like to find out more about this particular staff network or are interested in joining and attending the next session then you can visit the Grief and Bereavement web page for more information and details on how to join and get in touch.

Poem for Mental Health Awareness month, presented by Russell Evans.

A Alvarez wrote that ‘happiness writes white on the page.’ It means that when poets write about positive experiences, about happiness, it fails to make an impression on the reader, perhaps because when we read poetry we are seeking answers to questions we can’t answer ourselves – such as the ones we get when encountering difficult, challenging times which affect our mental health. Poetry can’t provide answers but it is similar to when we talk things through with someone else -- it provides a link to experiences outside our own. If feelings like shame, guilt, sorrow and others thrive in secrecy and shadows, then reading poems about other people who suffer similar things to ourselves and seeing that reflected back to us can only help to shed light on our own feelings and reduce these negative feelings.

Matthew Olzmann is an American poet, born in Detroit, who writes about a range of subjects and does so with humanity and a way of sharing experiences. He now teaches at Dartmouth College, Massachusetts and is the recipient of many awards including the Kundiman Fellowship (2011) and the National Endowment of the Arts (2021).

Letter to a Bridge Made of Rope By Matthew Olzmann

I don’t trust you. To the shepherd, herding his flock through the gorge below, it must appear as if I walk on the sky. I feel like that too: so little between me and The Fall. But this is how faith works its craft. One foot set in front of the other, while the wind rattles the cage of the living, and the rocks down there cheer every wobble, and your threads keep this braided business almost intact saying: Don’t worry.
I’ve been here a long time. You’ll make it across.

**LGBT+ Allies Training - A free training event for University staff from the LGBT+ Staff Forum on LGBT+ Allyship.**

The LGBT+ Staff Forum are proud to have a network of nearly 200 'allies', but what does it mean to be an LGBT+ ally and how can you be a useful one? This facilitated training session is delivered in partnership with LGBT+ Staff Forum and the Equality, Diversity and Inclusion Team to enable all University staff to be fearless, supportive and informed allies to LGBT+ staff and students.

The session will cover:

- Terminology and phrases
- Historical context to the LGBT civil rights movement
- Case studies from LGBT+ staff and students
- How to be an effective LGBT+ ally

**This event is for University staff only (including subsidiary companies).** If you are a member of staff you should book via Employee Self-Service on the link below, if you are unable to do this then email equality@plymouth.ac.uk for assistance. Book your place [here](#).

**Women's Network Lunchtime Casual Catch Up!**

The University of Plymouth Women's Network will be having their first in-person catch up since before the pandemic! This will take place on Monday 13th June between 13:00-14:00 and is open to all Women's Network members.

If you are an existing member and would like to attend this event please respond to the previously sent calendar invite making sure to complete the linked form for catering purposes. If for any reason you have not received this invite as an existing member please contact the EDI Team on equality@plymouth.ac.uk and let us know.

**To join the Women’s Network you can complete** [this electronic joining form](#) or for additional information please visit the [network web page](#).

**EventBrite**

EventBrite is offering various wellbeing sessions online for free.

I hope you find it useful and please do get in touch with any suggestions.
Kind regards,

Kelly & Stacey

Senior Administrators – Equality and Diversity Support

You may receive this email outside of your normal office hours. Please be assured that there is no expectation to reply outside of your normal working hours.