

EDI Newsletter

Equality, Diversity and Inclusion

December 2022



Trans Awareness Training

There are a small number of spaces available on the Trans Awareness workshop that is being delivered by Scottish Trans Alliance. The sessions will be delivered online on 16 November from 1.30pm to 4.30pm; and 25 November from 9:30am to

12:30pm via Zoom. Terms and definitions, relevant Scottish legislation, issues facing trans people in Scotland and allyship will be covered in the sessions. If you are interested in attending, please email ceit.mackintosh@abdn.ac.uk



National Coming Out Day

National Coming Out Day is an annual celebration which takes place on 11 October every year. It was first celebrated on the one-year anniversary of the 1987 National March on Washington for Lesbian and Gay Rights – a date chosen to honour the bravery of LGBTQ+ individuals who decide to come out and live openly. Although it started off as an American awareness day, the meaning of National Coming Out Day is still highly relevant to LGBTQ+ communities across the world today.

Coming out is a unique experience for each LGBTQ+ person and isn't a one-time event. As part of National Coming Out Day the University hosted a staff panel discussion on being "out" in the workplace followed by a Q&A. The event was hosted by the LGBTQ+ Staff and Postgraduate Network, including myself, Nick Edwards, Ian Robotham and Sai Shraddha S. Viswanathan.

Lucy Holmes

School engagement

Last year we launched a new workshop and competition where school children were given the opportunity to create and market an idea for a game which would teach others about Climate Change. The quality of the entries was amazing and it was wonderful to welcome Dunnottar Primary School pupils onto campus to receive their trophy and meet colleagues from Business School, the gaming Shop Geek Retreat and have a tour round the campus with their parents. Trophies were also given to Hillside School, Ashley Road School and Air Training Squadron in Stonehaven for their amazing entries. The theme of the 2022/2023 competition is marketing different career choices. Hopefully that will get youngsters thinking about different careers from a young age and considering skillsets.



Mental Health

Wild swimming has been on the go for a long time. During lockdown more and more people took to swimming in the cold water and benefitted in a number of different ways. From improving your mental health, circulation and skin health, to strengthening your immune system to helping relaxation and sleep patterns, wild swimming helps the body in so many ways. It increases your endurance and strength, working all the major muscle groups in the body but as well as all these benefits, it's fun, it gets you out there meeting lots of new people.

A number of staff from the Business School have recently taken up the hobby and have enjoyed a number of swims at Fittie, Botany Bay in Stonehaven, Balmedie, and even a moonlit swim in Collieston.

"After a stressful day at work there's nothing better than braving the waves and

venturing into the cold, cold, cold waters" Pam Cumming

"Not being a morning person, nor a lover of the beach/sea itself I sound like one of the last people that would've taken cold water swimming/wild swimming up however, the health benefits outweigh any apprehension that I may have and a truer phrase of 'it's nae that bad' once you actually get in, has never been spoken in Aberdeen." Jaye Carr

"The feeling of exhilaration when you enter cold water is quite remarkable, even if you do not swim far, the impact on your circulation and the sense of euphoria when you exit are wonderful... no challenge you face in your working day is too much after you have braved the waves on Balmedie beach at 07.00 hours! Equally a dip after work and the stresses and angst simply float away on

the tide...it brings a whole new dimension to "water cooler" discussions!" Fiona Stoddard

'Never thought I would be one of the 'crazy' ones dipping in the North Sea. The water is cold but amazingly soothing. What a way to destress and embrace nature.'

Nan Liu

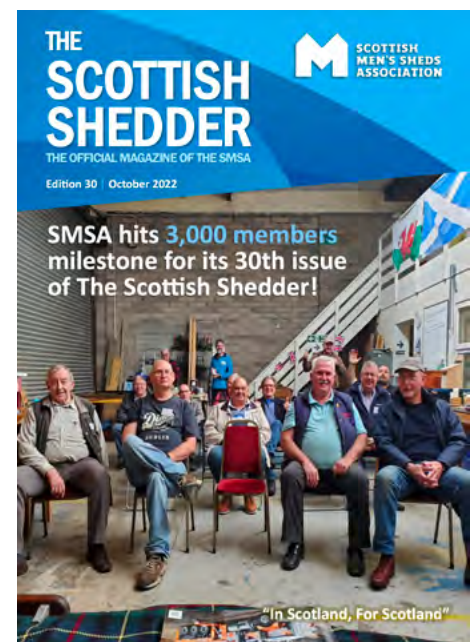


Men's Mental Health

The Business School strengthened its links with the north-east community after staging a successful collaboration with a voluntary group that supports men's health and wellbeing. Portlethen and District Men's Shed tested their woodworking skills by producing a wonderful prop which supports the school engagement

activities amongst other events. Dr Nan Liu and her daughter kindly painted this fun accessory which has brought smiles to many over the last few months. The Men's shed connects people with their wider community by promoting companionship and shared creativity skills. With just under 130 Scottish Men's Sheds open and over 10,000 Scottish Sheddors across 32 local authorities, the popular initiative often

provides support to other local groups. For more information visit Community collaboration brings schools engagement into the picture | News | The University of Aberdeen (www.abdn.ac.uk/news/16244/) and Home - Scottish Men's Sheds Association (www.scottishmsa.org.uk)



Business School EDI Wordsearch

S	T	E	D	I	V	E	R	S	I	T	Y	I	G
S	O	C	Y	I	H	F	A	I	R	N	E	S	S
E	G	N	A	A	T	P	R	I	D	E	I	I	D
I	E	A	C	E	L	E	B	R	A	T	I	O	N
Y	T	T	E	C	N	E	D	Y	E	L	C	P	T
T	H	P	B	U	O	U	R	T	E	C	A	E	G
I	E	E	L	L	I	U	E	I	L	Q	A	L	G
L	R	C	O	T	T	N	D	T	R	N	U	R	T
I	D	C	V	U	A	C	N	N	E	B	R	A	L
B	I	A	E	R	C	C	E	E	S	S	S	Q	L
A	N	R	E	E	U	A	G	D	P	Y	C	C	O
S	T	E	C	N	D	A	I	I	E	S	E	E	E
I	A	N	E	O	E	T	E	I	C	D	L	R	E
D	V	A	L	U	E	S	G	T	T	C	G	E	R

PRIDE

AGE

IDENTITY

CELEBRATION

DISABILITY

CULTURE

TOGETHER

LOVE

RACE

RESPECT

ACCEPTANCE

VALUES

EQUAL

EDUCATION

FAIRNESS

GENDER



The Greatest Show on Earth

Trinidad and Tobago's Carnival (also called The Greatest Show on Earth) takes place on the Monday and Tuesday before Ash Wednesday, the traditional start of Lenten fasting, every year. Carnival band parades happen throughout the country – but most notably in our capital Port of Spain on 'Carnival Monday and Tuesday,' however traditional parties (called fetes) unofficially begin the Carnival season from Boxing Day. Traditional mas started with French plantation owners on the island organising masquerades as a final party before beginning the very strict Lenten fast. Slaves on the plantations could not take part in these, so they started their own celebrations called Canboulay (taken from the French cannes brûlés – burnt cane). This traditional mas started off by mocking plantation owners, as well as creating characters that the owners were afraid of, such as jabjabs (taken from French

patois word for devils), midnight robbers, negue jadin (field slave), etc. A music style was also developed from Canboulay, commentaries on the day to day slave work, as well as mocking the plantation owners. This music eventually evolved into modern day calypso, and the music that Carnival is most known for, Soca.

Carnival evolved over the years, with the waves of African slaves and Chinese and Indian labourers that were brought to the islands. Afro beats are now commonly found embedded in Soca music, as well as the spinoff genre Chutney Soca that incorporates Indian and Bollywood songs with Soca.

If the weather is particularly driech, feel free to put on some Machel Montano or Kes the Band, and make the recipe below for Corn Soup, usually purchased around the Queen's Park Savannah during the Carnival parades, and feel the island vibrations!

Stephanie Marajh

First female Chinese national to host prestigious event

On Saturday 22nd October, Yingli Wu had the honour of being the first Chinese Mistress of Ceremonies at the Danish Chamber of Commerce China's prestigious annual event: Business Person of the Year Annual Gala.

The inclusion of a Chinese national breaks historical practice of events being hosted by Danish celebrities flown in from Denmark. Yingli shared the platform with Master of Ceremonies Tony Wang, a Swedish Chinese member of the board, sending a symbolic yet important message that the Danish Chamber events are not only for Danish citizens but also including those that serve Danish interest in China.

Diversity and inclusivity have been increasingly important issues in mainland China as the country's strict travel controls have negatively impacted international business travel since the outbreak of Covid-19.

This year's winner for Business Person of the Year is Arthur Xu, CEO of Danfoss China. Entrepreneur of the Year awards went to Andy Pedersen, Founder of Fine Yoga.

Yingli WU is the General Manager for Wrist (China), the world's leading ship and offshore supplier of marine provisions and stores, and a Board Member for the Danish Chamber of Commerce in China. She will be graduating from the University of Aberdeen's Executive MBA (Shanghai) programme in November 2022. Yingli was herself awarded Entrepreneur of the Year in 2019.



Student Spotlight

My life at the University opened a new gate for my life. Although I had not had business background, my programme offered various knowledge and practical projects, which greatly developed my future scope and skills. The individual reports and group projects were much tougher than I imagined. However, throughout these tasks, I have enhanced my resilience and more team working skills that I may face in the real world. Since the University is very international, with students from more than 130 countries worldwide, I am confident that the University is a great place to be ready to step forward to tomorrow's broader world. EDI is very important for me since I genuinely think that being open-minded brings innovation and each other's understanding. Every day, I meet new perspectives and ideas that lead us to make a change, regardless of different backgrounds.

Marin Matsuzaka

Exchanging our views

I am happy to be part of the Business School Equality, Diversity and Inclusion Committee as a student representative. Given that I graduated with a MA (Hons) in Economics and Politics from our University this year, I am keen on expressing my views based on my four years of experience as an undergraduate student and now as a postgraduate one.

I would like to say thank you to Mrs Pamela Cumming, who invited me to join the Committee at the Welcome Event organised by the Business School in October. Also, I would like to thank each member for a warm welcome.

The fact that we can exchange our views in the Committee is the beginning of success in ensuring no one is left behind because we are one step ahead than we were before the meeting. Given that there are people whose voices may not be heard well enough or simply are not aware of the opportunities to be listened to, it is crucial to have a place where a discussion about equality, diversity and inclusion takes place. The EDI Committee meetings allow a meaningful conversation which is, without a doubt, a vital element in championing EDI for staff and students. I noticed that members of the Committee have a

personal ambition to make a positive difference in the lives of others by making sure that the Business School community is as inclusive as possible so that no one is left behind. It is at the very core of our University's founding principle of being open to all and dedicated to the pursuit of truth in the service of others.

I am delighted to be part of the EDI Committee and look forward to our discussions.

Jędrzej Szmidt

MSc Petroleum, Energy Economics and Finance



Full time work as a mum of two

After my first son I returned to work on a part time basis in April 2019, however after the arrival of our second son in August 2021 we now had a second mouth to feed so I had to return to work on a full-time basis.

Returning to work after maternity leave is a strange time, you haven't been on holiday (I repeat; sleepless nights is not a holiday) and yet you really haven't thought much about work at all. The keep in touch days give you the benefit of coming back gradually, feeling included and to ensure that you don't feel completely overwhelmed when you return.

My mind on a daily basis is made up of lists, and in those lists are further lists; things to do, don't forgets, must remembers, must look intos, shopping lists...even a list on things to do to improve my mental health/wellbeing. These lists doubled when I came back to work in a full-time capacity, my days

are planned out to a T and life is, as I describe, unexplainably happy organised madness. Along with other usual life unexpected circumstances, children going into childcare first time brings an almost guaranteed bout of illnesses, which meant for me missing work sometimes, catching up at nights, a severe lack of sleep, the illnesses passing between the children and then eventually myself usually catching something too. I'm sure most parents will agree, trying to continue with a normal working day and engage your brain fully, with all this in the background, is quite exhausting.

The pandemic brought a lot of uncertainty and changes throughout however I feel that as a full-time working parent the pandemic has brought many things to the forefront that the University have looked at and, have now implemented new things to improve my work-life balance. I am lucky that my

Manager and colleagues have always been incredibly supportive and understanding, offering to help wherever they can and for that I am very thankful. As the University has kept the working from home policy and allows flexibility, this just has a much better balance of life and having one less bag/lunch to pack etc for one or two nights a week makes all the difference to the mental load we carry as parents. The University have also recently released the new amendments to the 'arrangement for special leave' policy which helps in unexpected circumstances where care is needed. I also undertake a 9day fortnight which is another flexibility working allowance from the University, contributing to a better all-round balance and wellness for myself. I hope these sorts of policies are continued for all going forward as everyone's home lives, lifestyles etc are so diverse.

Jaye Carr

Ageing and Isolation in Research

Perhaps, I have always been thinking of leaving home, to explore and experience an unfamiliar environment. From the moment I chose a university that is 1200 miles away from home and then flew to Lancaster which is 9000 miles from home, I still remember the restlessness of my first international flight. Starting the exchange as an international student, the bewildered past of getting used to a completely unfamiliar environment is as vivid as yesterday: from buying conditioner as shampoo in the Spar and hunting for a Chinese cleaver all over the town (it's still with me), to gradually reaching the requirements of the language and courses. Throughout the journey of life chores and happiness, there are always friendly companions and encouraging supervisors, making learning and living less of a task and more of a freedom of choice and joy, although the fireworks on Guy Fawkes's night sometimes triggered my homesickness about the Chinese spring festival.

Slowly growing in this environment, I came to the University of Aberdeen ten years later, however, in a different role. I used to think I would follow my parents' expectations to study finance

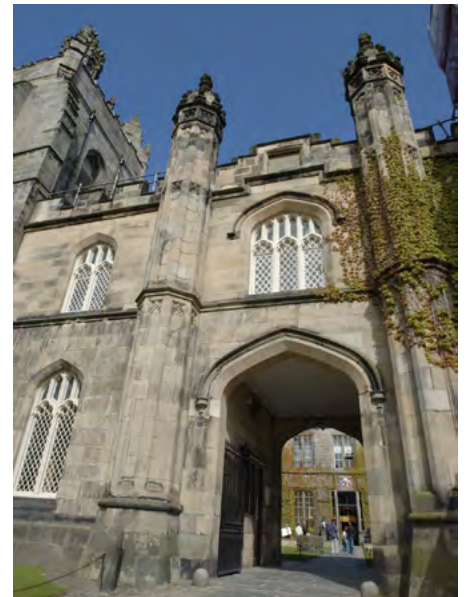
in preparation for a job in a financial organisation, which would be far from where I am standing now. Somehow I have discovered where my dedication lies. I still want to continue to observe, learn and embrace this ever-changing environment just as I did in the past as a student, just as I always have.

Currently, I am primarily working on research about ageing. As suggested by research, ageing features a great heterogeneous process in terms of both physical and socioeconomic dimensions. For instance, as they approach the general pension age, people often have very different choices over their work and life, with considerations for so many factors such as financial circumstances, physical capacity, social participation and family members as well. For ageing itself, it is also noticeable about the distinction and interaction between clinical age and a social or self-perceived one. People with different life stories do have a diverse ageing process, which often calls for more flexible policies.

In the past, there were times surrounded by helplessness and loneliness. I have run across teenagers throwing paper balls on the bus, however, I have also encountered

kind people who noticed me lost on the route and therefore reminded me of the bus's arrival. In all directions, everything is getting better. In many ways, everyone is increasingly seen and accommodated. In addition to my own experience of living abroad, there are so many other reasons motivating me to join the EDI committee. With love, inclusion and respect, every cloud will have a silver lining.

Likun Mao



Recipe

By **Stephanie Marajh**

Trinidadian Corn Soup

(courtesy thatgirlcookshealthy.com)

Ingredients –

- 5 ears of corn chopped into 2 inch pieces
- 1 cup of corn kernels
- 1 cup of yellow split peas
- 1 cup of pumpkin (chopped)
- 1 medium carrot (chopped)
- 1 medium sweet potato (chopped)
- 1 small onion (chopped)
- 1 small spring onion (sliced)
- 2 cups coriander (chopped)
- 5 garlic cloves (chopped finely)
- 1 can of coconut milk

- Salt and pepper to taste
- 3 cups vegetable stock
- 3 cups warm water
- 1 scotch bonnet pepper (optional)
- 2 tablespoons coconut oil

Directions:

Add oil to pot and saute onion, spring onion and garlic on medium heat till translucent. Strain and add boiled split peas along with sweet potato, coriander and salt and pepper to onion, spring onions and garlic. Cook for 2-3 minutes till fragrant. Add vegetable stock and bring pot to a boil. When boiling, reduce heat to medium-low, cover with lid and simmer for 30 minutes until split peas are soft. Remove lid and use immersion stick blender to puree contents. Add in coconut milk, corn (2 inch pieces and kernels), carrots, pumpkin and scotch bonnet. Continue to simmer for 20 minutes. Remove scotch bonnet before serving (or leave in if you like spicy food!)



© Thatgirlcookshealthy

Recipe

By Pam Cumming

Christmas Tradition Recipe

We have all heard of Bake-Off, but at Christmas, my family have what we fondly call tablet-off. Tablet for those not acquainted is a medium-hard, sugary confection from Scotland. In previous years dad, my sister and I would all compete to make the best tablet and the rest of the family would judge at a Christmas get together. One year my dad pretended he'd made tablet and actually submitted something he bought. It wasn't nearly as

nice as ours and it also brought about a huge discussion about tablet vs fudge – yes there is a difference.

I share with you all my easy tablet recipe. Word of warning, it gets very hot so don't use a plastic container in your microwave, and always keep an eye on it so it doesn't bubble over, stop and stir regularly.

Pam's Micro-(not economics) Tablet

Ingredients

- 1 15oz tin of condensed milk (large tin)
- 1lb of cater sugar
- Tsp vanilla essence
- 4oz butter

Method

- Put sugar, condensed milk and butter in deep sided microwaveable bowl (no plastic).
- Cook on full power for roughly 12 minutes stirring at approx. 2 minute intervals (NB after 8 mins or so it may require more stirring as the mixture tends to boil up).
- Once the mixture thickens and changes to a darker colour it is ready to come out the microwave.
- Add your vanilla essence and beat well with a blender.
- Pour into a lined tin.
- Mark the top of the tablet into the sizes you want before it gets cold.



Helpful Links

Link to EDI website

<https://www.abdn.ac.uk/business/people/athena-swan-resources-236.php>

Link to Diversity Calendar

<https://www.abdn.ac.uk/staffnet/documents/Diversity-Calendar-2022.pdf>