



University College Dublin



University College Dublin

Equality, Diversity and Inclusion

Annual Report 2015 - 2016



A report detailing University College Dublin's
Equality, Diversity and Inclusion Activities
November 2016

Further Information www.ucd.ie/equality

Contents

1. Foreword	4
2. Introduction	5
3. Legislative Context	6
4. University Equality, Diversity and Inclusion Structure	6
5. Key Equality, Diversity and Inclusion Activities	7
5.1 Gender Equality	7
5.2 Equality, Diversity and Inclusion Training and Development	8
5.3 LGBTI	9
5.4 Disability	9
5.5 Health and Wellbeing	10
5.6 Diversity Monitoring	11
5.7 Dignity and Respect	12
5.8 Involvement in Policy	12
5.9 University Research Seed Funding for Equality, Diversity and Inclusion Projects	12
5.10 Equality, Diversity and Inclusion Events and Engagement	13
6. External Involvement	15
7. Equality, Diversity and Inclusion Priorities	16
8. Appendices	17
Appendix 1 Equality, Diversity and Inclusion Group Membership	17
Appendix 2 Equality, Diversity and Inclusion Sub-Group Membership	17
Appendix 3 Equality, Diversity and Inclusion Sub-Group Programme of Work	18

1. Foreword



As Chair of the University Management Team Equality, Diversity and Inclusion (EDI) Group, I am pleased to present the *UCD Equality, Diversity and Inclusion Annual Report 2015 - 2016*. This is the first such report that the University has produced and it is the intention that this report will be published on an annual basis to inform the University community and beyond on EDI activities. This report reflects the proactive work being carried out by many different groups across the University.

The report demonstrates the University's commitment to Equality, Diversity and Inclusion, and shows how this is delivered through employee and student activities. The mainstreaming of equality and diversity is a core objective of the university's EDI agenda, where it is integrated into all aspects of University decision making, policy and strategy development and becomes the responsibility of everyone in the University community. This requires a cultural shift where the University community is aligned with the values necessary for Equality, Diversity and Inclusion mainstreaming, and where these values are constantly re-enforced through a variety of means.

The UCD strategy sets out its commitment to Equality, Diversity and Inclusion. Strategic Objective 5 commits the University to the "attraction and retention of an excellent and diverse cohort of students, faculty and staff". The University recognises that equality of opportunity, the promotion of diversity, and the elimination of discrimination is fundamental to the achievement of this strategic objective. The University's long-held commitment to equality, diversity and inclusion has been further developed through EDI activities over the past year and UCD will continue to build on this programme of work, and identify new opportunities for mainstreaming Equality, Diversity and Inclusion in order to improve both employee and student experience and effectiveness within the University. The EDI Group looks forward to supporting and engaging with the University community in order to progress the EDI agenda.

The University's achievements in advancing Equality, Diversity and Inclusion rely on the hard work and dedication of many UCD colleagues and students, and I would sincerely like to acknowledge the contributions made by all. I would like to acknowledge particularly the immense contribution in all these developments of Marcellina Fogarty, the University's Equality, Diversity and Inclusion Manager, and of her colleagues in UCD Human Resources, and of the chairs of the EDI sub-groups.

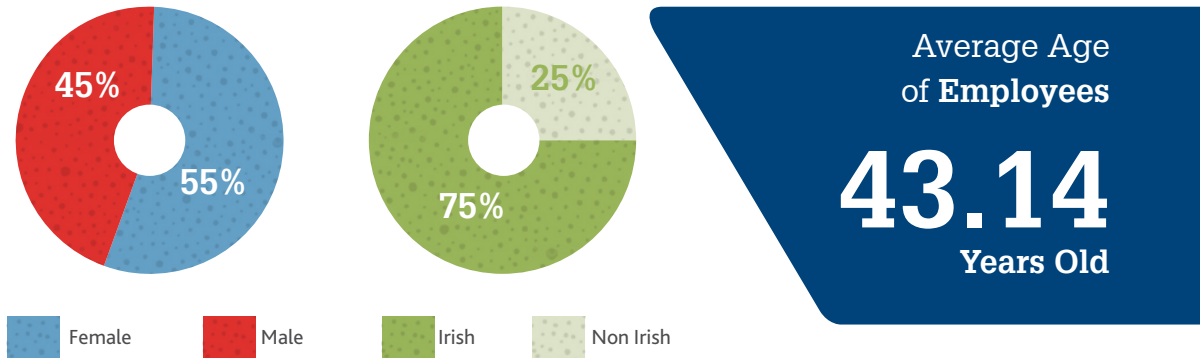
A handwritten signature in black ink, appearing to read 'Colin Scott'.

Professor Colin Scott,
Chair of UMT Equality, Diversity and Inclusion Group

2. Introduction

UCD has a diverse and cosmopolitan community, with a population of 3,300 employees and over 27,850 students (with a further 5,600 based at our overseas activities) who are drawn from a range of backgrounds and experiences. UCD has over 7,000 international students (25% of the overall student population) and 25% of total staff are non-Irish nationals.

The University community is becoming increasingly more diverse and it aims to ensure that an environment which celebrates diversity and promotes equality of opportunity is created for all. The University's vision is to be known around the world as Ireland's Global University. This means global in a wide variety of ways but not least in the diversity of the University community as demonstrated by the statistics below.



Top 10 Employee Nationalities (Excluding Irish)

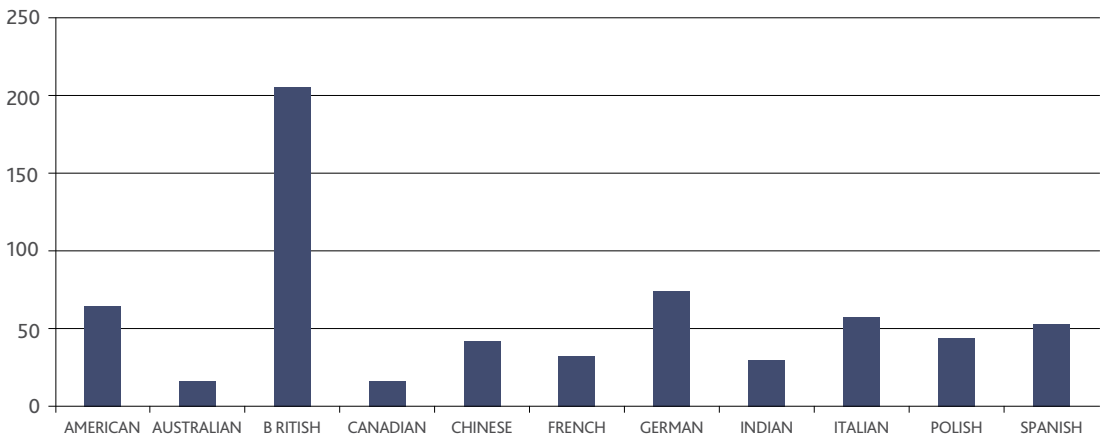


Figure 1: Extract from Data Monitoring Reports (April 2016)

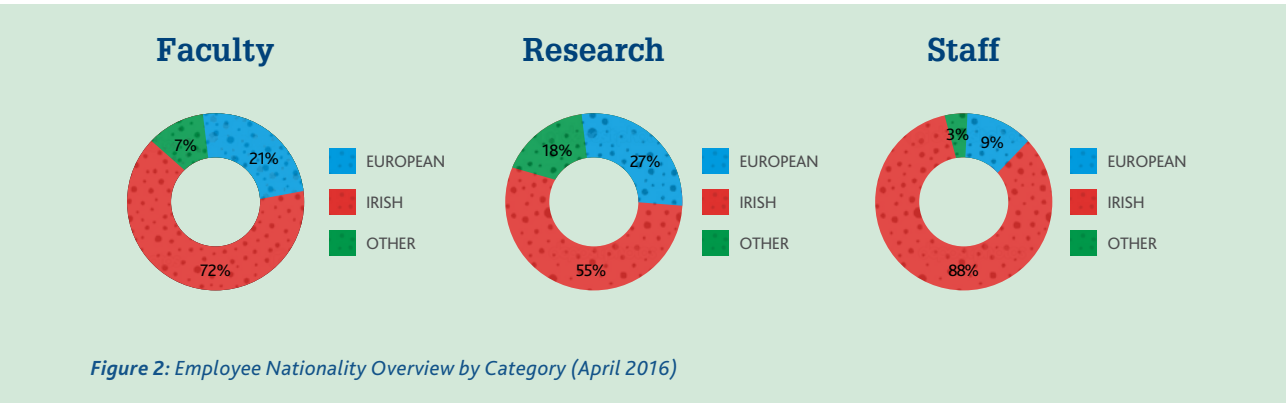


Figure 2: Employee Nationality Overview by Category (April 2016)

3. Legislative Context

The Employment Equality Acts 1998 - 2015 prohibit discrimination in a wide range of employment related areas including recruitment, promotion, training, equal pay etc under the nine grounds: age, race, gender, disability, civil status, family status, sexual orientation, religion, and membership of the travelling community.

The Equal Status Acts 2000-2015, prohibit discrimination in the provision of goods and services, the provision of accommodation, and access to education under the nine grounds.

The Disability Act 2005 places a statutory obligation on public service providers to support access to services and facilities for people with disabilities. The Act sets a 3% target for public sector bodies for the employment of staff with disabilities and requires the University to report each year on the number and percentage of staff with disabilities to ensure that this target is met.

The Public Sector Duty was introduced under the Irish Human Rights and Equality Commission Act 2014. It places an obligation on public sector bodies, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and to protect the human rights of its members, staff and the persons to whom it provides services. The University is required to produce an annual report in a manner that is accessible to the public on developments and achievements in this regard.

Whilst compliance with the above legislation is a legal obligation, the University aims to be a leader, going beyond legislative requirements, as it recognises the benefits of effectively implementing a commitment to equality and fostering of a diverse community in terms of better decision-making, more creative solutions to problems, and a larger pool of ideas and experiences.

4. University Equality, Diversity and Inclusion Structure

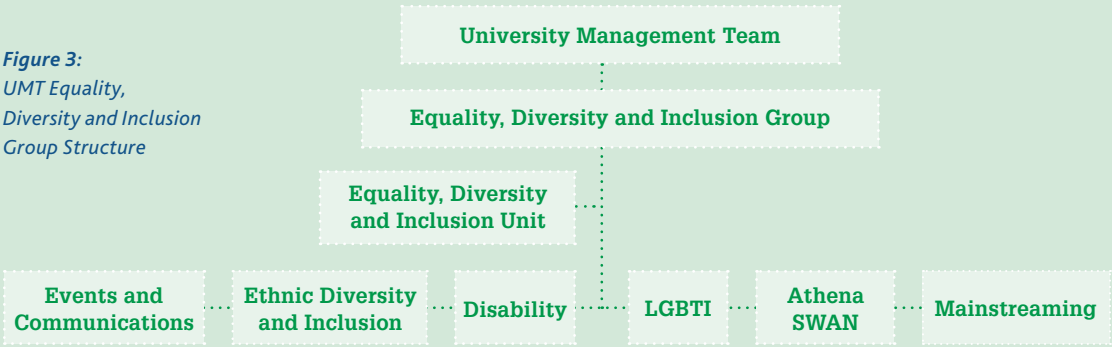
The University Management Team Equality, Diversity and Inclusion Group was established in September 2015 and comprises representatives from key groups, networks and areas across the University, including Women in the Sciences (WiTS); the Widening Participation Committee; the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Network; the Disability Network; the Athena SWAN Steering Group; the Students' Union; and the Colleges of the University (See Appendix 1 for membership of EDI Group). The EDI Group plays an important role in the mainstreaming of equality, diversity and inclusion throughout the University for colleagues and students as the University develops and delivers processes, makes policy decisions and plans implementation programmes and projects. The Group

leads on equality, diversity and inclusion initiatives, makes recommendations to the University Management Team, and monitors progress toward implementing commitments.

There are also a number of College Equality and Diversity Representatives on the group whose role is to champion initiatives in their respective colleges.

There are currently six sub-groups of the Equality, Diversity and Inclusion Group to progress its programme of work as demonstrated in Figure 3 below, and membership of these sub-groups include both EDI Group members and employees and students from around the University, all of which contribute to the mainstreaming of Equality, Diversity and Inclusion.

Figure 3: UMT Equality, Diversity and Inclusion Group Structure



4.1 Equality, Diversity and Inclusion Unit

The Equality, Diversity and Inclusion Unit supports the work of the UMT Equality, Diversity and Inclusion Group and plays a key role in ensuring the promotion and mainstreaming of equality, diversity and inclusion throughout UCD. It forms a significant part of the Culture and Engagement team in UCD, drives key initiatives, and works with colleagues within and outside of HR on the implementation of the UMT Equality, Diversity and Inclusion work plan. The Unit champions culture and change, and provides support and advice in dealing

with equality and diversity matters. In addition the Unit participates on appropriate University groups and develops strategies which support the identification and implementation of best practice policies and procedures in the University. The new HR strategy also supports and drives the work of the Unit. A core key message in the HR Strategy and the accompanying roadshow is its commitment to EDI priorities and the critical need to mainstream EDI as part of our culture.

5. Key Equality, Diversity and Inclusion Activities

The core objective of the Equality, Diversity and Inclusion Group is to promote the mainstreaming of EDI into every aspect of the operation of the University such as its strategy, policies, processes etc. This mainstreaming is illustrated through the many Equality, Diversity and Inclusion related activities that have taken place across the University in the last year and the next section provides a summary of these activities.

5.1 Gender Equality

UCD is committed to promoting gender equality across the University and will submit an application for the Athena SWAN Bronze Award in November 2016. The UK Equality Challenge Unit's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. Once this Award has been achieved by the University, individual schools will then be supported to apply for the Award.



Male / Female breakdown

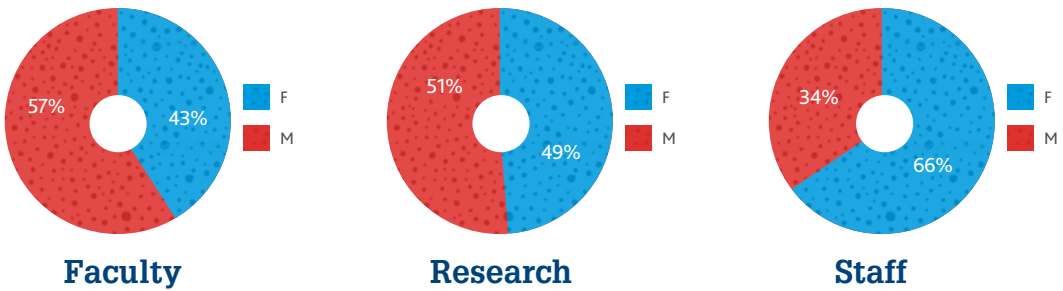


Figure 4: Employee Gender Breakdown by Category (April 2016)

The report of the Expert Group following the HEA Gender Equality Audit was published in June 2016. The University is currently reviewing the objectives set out in the report, and will identify where these objectives are being met, and implement further measures where required. The intention will be to ensure that an integrated approach will be taken and this will be achieved through the Gender Equality Action plan.

UCD goes beyond national legislation for supporting staff members on maternity/adoptive leave by topping up statutory benefit to full salary payments. The University has put in place a social fund to cover the costs associated with maternity/adoptive leave in order to support schools and units, and to ensure that colleagues are not subject to pressure associated with maternity leave costs, for example replacement cover. Following the enactment of the Paternity Leave and Benefit Act 2016, the relevant parent of a child is now entitled to two weeks paternity leave, and the University has committed to topping up the statutory benefit for those on paternity leave to full salary. This is an important development from an Equality, Diversity and Inclusion perspective and will contribute to the necessary culture change required for the advancement of equality.

In an effort to increase gender balance on committees, a target of at least 40% of the under-represented gender has now been set across Academic Council and UMT committees. This norm is being progressively

implemented across the University on a "comply or explain" basis. The EDI Group has also adopted a practice of requesting two nominees when seeking members for sub-groups, one male and one female. Gender representation on the group will be taken into consideration when a decision is being made as to which of the nominees will join the sub-group.

The EDI Group has implemented a pilot system of co-chairs, whereby one male and one female will co-chair a sub-group. The benefit of this system is that it provides more opportunities for females to chair groups or committees and will help ensure greater gender representation.

A Gender Identity Policy Working Group, approved by the UMT, has been established to develop a policy on Gender Identity. This group will consult with colleagues, students and relevant groups and networks, and recommendations around policy, training requirements and facilities will be made to the UMT.

The University has instituted core hours for meetings (between 10am and 4pm) to facilitate the inclusion of those who may have caring responsibilities, and these are being progressively implemented across the University.

The Women in the Sciences¹ (WiTS) continue to support career advancement for women in the STEM (Science, Technology, Engineering and Maths) areas.

¹ See <http://www.ucd.ie/wits/> for more information

5.2 Equality, Diversity and Inclusion Training and Development

All members of the University Management Team and the UMT Equality Diversity and Inclusion Group undertook Unconscious Bias Awareness training in September 2015 which was provided by the UK Equality Challenge Unit (ECU). An Unconscious Bias training network, consisting of UCD colleagues who received training by the ECU, was established to provide Unconscious Bias training to colleagues through the scheduling of sessions in the Learning and Development calendar and on request by Schools/Units. The training network has delivered 14 Unconscious Bias training sessions to date and have already scheduled a further three for the next academic year.

HR is commencing the development of a suite of EDI-related training programmes and the initial focus will be on the development of an online Unconscious Bias Awareness training programme. This will enable a flexible approach to the provision of EDI related training in the University.

The IUA Equality Network² LEAD³ (Living Equality and Diversity) e-Programme is an interactive e-learning programme that aims to provide university employees with an awareness of key equality and diversity issues across the nine grounds in a university context. This programme is currently being reviewed by the EDI Group with a view to identifying key groups that would benefit from undertaking this training.

The Aurora Leadership Development programme continues to offer support to women to develop their leadership profiles and skills. In 2016, 22 women participated in the programme, ten of whom availed of scholarships offered by the University. Twenty one places will be sponsored by the University for the next programme due to commence in December 2016.

This Programme has been very successful, and UCD participants have found it very beneficial as evidence by some testimonials below from previous participants.

"For me, perhaps the greatest benefit of the Aurora programme was the fact that it encouraged me to set aside time for reflecting on my own work and for thinking strategically about what I want next. This is time that academics don't often take, and time that continues to impact my life in many ways". Dr Jaime Jones, UCD School of Music.

"Participating in the Aurora Programme 2016 was a powerful experience - while the programme helped me to articulate my strengths and career goals, it also encouraged me to challenge some ingrained beliefs that were holding me back. The University investing in my development and acknowledging my value as a member of our community was so important - I feel empowered and more confident about the impact that I have and my strategic contribution". Elaine Hickey, UCD Quality Office.



2016 Aurora participants pictured with UCD President Professor Andrew Deeks

² The IUA Equality Network consists of equality representatives from across the seven Irish Universities.

³ See <http://www.ucd.ie/equality/support/livingequalityanddiversityleadprogramme/> for more information

5.3 LGBTI

The UCD LGBTI Staff Network is an informal grouping for both colleagues in the University who identify as Lesbian, Gay, Bisexual, Transgendered or Intersex, and those who that are interested in LGBTI issues. A key aim of the network is provide a safe space, through peer support, for any UCD employee that would like to meet with other LGBTI staff. An official launch event for this network will take place in Spring 2017.

The LGBTQ+ Society for students aims to provide support for UCD students who are in need of an accepting, safe space for LGBTQ+ people. Through a wide range of events, services, and campaigns, this society aims to offer every member the opportunity to enjoy themselves, and to learn and understand more about the LGBTQ+ community, and to be there to support anyone who may need it. Events include movie nights, coffee mornings, involvement in Fresher's Week and the Gay Pride Festival etc.

To indicate UCD's support for Equality, Diversity and Inclusion, the University amended its flags protocol, and for the first time raised the Rainbow flag during Dublin Pride Week as one of the three flags at the entrance to UCD's Belfield Campus. This was a significant development for the UCD community in demonstrating the University's ongoing commitment to Equality, Diversity and Inclusion.

The University is a member of GLEN (Gay, Lesbian Equality Network) and the intention is to work towards an application for the Workplace Equality Index in 2017. This will set a benchmark for the University in terms of creating a supportive and equal environment for LGBTI people.



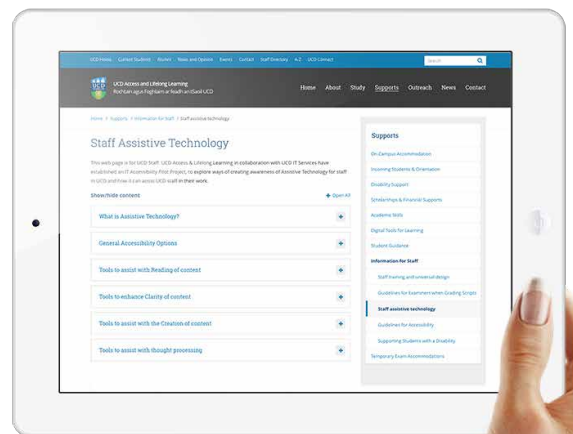
LGBTI Staff Network members pictured at the raising of the Rainbow flag at the UCD Belfield Campus entrance to mark Dublin Pride Week

5.4 Disability

The University carries out a Disability Census on an annual basis in compliance with the requirement of the Disability Act 2005 to reach the 3% target of the employment of staff with disabilities. This target was exceeded by the University in 2015.

An Equality, Diversity and Inclusion Disability sub-group was established in August 2016 to identify a programme of work in the area of disability for staff and students, and to progress and support initiatives.

UCD Access and Lifelong Learning, in collaboration with UCD IT Services, established an IT Accessibility Pilot Project to explore ways of creating awareness of Assistive Technology for colleagues in UCD, and how it can assist them in their work. A dedicated webpage⁴ has been developed to provide information on Assistive Technology.



⁴ See <http://www.ucd.ie/all/supports/informationforstaff/staffassistivetechology/> for more information



A Disability Network for Staff⁵ was announced in August 2016 with the aim of bringing together colleagues with disabilities and those with an interest in disabilities, in a relaxed and confidential forum. The network will also act as a source of peer support in the workplace and promote disability equality and inclusion for staff through consultation on the University's plans, strategies and policies.

ConnectAbility is a project aimed at supporting colleagues with disabilities in the University community through the development of clear processes and supporting documentation. This project commenced as an intervarsity initiative and is now being implemented at local level in the University.

In collaboration with Estate Services, Access and Lifelong Learning have devised an accessible signage strategy for ten key buildings on campus. The strategy focuses on

accessible way finding routes, lifts, lectures and toilets. There is a dedicated webpage for campus accessibility, which includes a video for finding routes around UCD.

The University is currently engaging with AHEAD around the Willing Able Mentoring (WAM) placement programme which aims to promote access to the labour market for graduates with disabilities, and build the capacity of employers to integrate disability into the workplace. This partnership brings graduates with disabilities and WAM's network of employers together so that both can benefit from each other.

Access & Lifelong Learning hosts schools visits, information sessions and community based sessions to promote UCD's alternative admissions pathways and in particular DARE (Disability Access Route to Education) and HEAR Schemes (Higher Route to Education).

5.5 Health and Wellbeing

A policy and procedure for student mental health⁶ and wellbeing was launched in Spring 2016, and was developed under the auspices of the Student Experience Group. This initiative will help to ensure that the UCD community is an inclusive environment, one where the protection and restoration of mental health and wellbeing is considered important and valued.

A one-day seminar "Strategies for Supporting Student Mental Health" was hosted by Access and Lifelong Learning on 5, May 2016. Over 100 people from UCD and other higher education institutions attended this one day event with a key-note address from Emeritus Professor Bruce Tonge and Dr Avril Brereton, Monash University, NZ. The event also had interactive workshops which looked at universal design practical strategies and student voices.

The Student Counselling Service⁷ and the Employee Assistance Programme⁸ (EAP) continue to provide support for students and colleagues respectively.

The Health Promotions Committee, with members from across the University, consulted with colleagues on the development of a Health Promoting University, and a strategy for a Health Promoting University has been agreed.

The University is currently participating in the Global Corporate Challenge⁹ programme and has subsidised the participation fees for all those involved. This programme provides a simple and engaging way to support a culture of health and wellbeing for employees across the University.

⁵ See <http://www.ucd.ie/staffdisabilitynetwork/> for more information

⁶ See <http://mentalhealth.ucd.ie/> for more information

⁷ See <http://www.ucd.ie/studentcounselling/> for more information

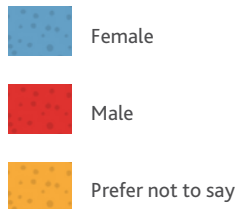
⁸ See <https://intranet.ucd.ie/hr/staff/employeeassistanceprogrammeap/index.html> for more information

⁹ See <https://www.gettheworldmoving.com/> for more information

5.6 Diversity Monitoring

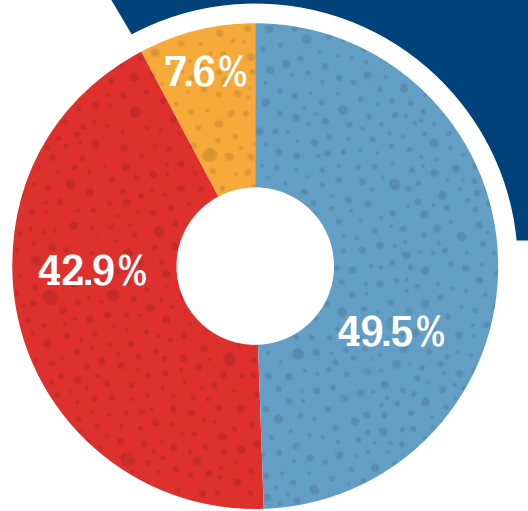
The University continually strives to enhance the processes for collecting Equality, Diversity and Inclusion data for applicants, employees and students.

The Diversity Monitoring tool is a process of collecting data on applicants across the 9 grounds on a voluntary basis, with the aim of ensuring equality of opportunity for all. This tool has been reviewed in 2016 to improve completion rates and quality of the data. Sample data is indicated in Figure 5.



Average Age of Applicants

34.72
Years Old



Top 10 Applicant Nationalities

(Excluding Irish)

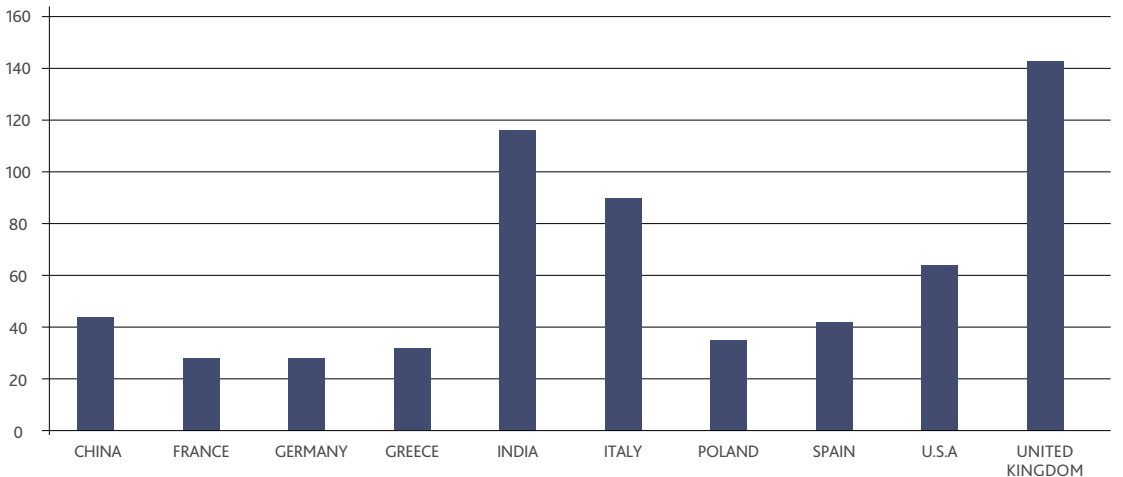


Figure 5: Extract from Diversity Monitoring of Applicants (April 2016)

Equality, Diversity and Inclusion data relating to employees is collected at the point of recruitment across five of the nine grounds, and is mandatory for pension purposes. The University is aiming to be in a position where it can collect data across all nine grounds and carry out a detailed analysis of the data. The University is therefore researching the development of a self-service system which will allow for the collection of this data. This information will feed into the Equality, Diversity and Inclusion priorities for the University. It will also enable EDI data trend reports to be made available to Heads of School and Units, and for this information to be a key consideration in the development of policies and processes.

EDI data for students is collected at registration through an Equal Access Survey. This survey is completed by first year students, and the purpose is to be able to assess the extent to which students across the various grounds and

from different socio economic backgrounds participate in higher education. Data collected from this survey is analysed by Access and Lifelong Learning to set KPIs at College level. This data is also used to set KPIs at University level relating to the proportion of students from under-represented or disadvantaged areas. This survey will be reviewed to enhance the EDI data that is collected for the student population.

The Widening Participation Committee oversees, monitors and promotes the University's progress towards the achievement of widening participation and supporting lifelong learning, and reports to the UMT Equality, Diversity and Inclusion Group. The Committee is student focussed, and its role is to influence, advocate and oversee the progress towards meeting the University's strategic vision and objectives to diversify the student profile to reflect that of general population.

5.7 Dignity and Respect

A Working Group and Plenary University group have been established to review key employment policies, one of which is the Dignity and Respect policy. The purpose of this review is to ensure clarity for colleagues and students around informal and formal options for resolution of the issue, and information around supports that are available.

A new panel of Dignity and Respect Colleagues¹⁰ was formed in November 2015 to support those who feel they are being bullied or harassed by providing a listening ear and acting as a source of information. These colleagues act in a voluntary capacity and are fully trained. Student Advisors¹¹ continue to provide support and information to students around dignity and respect issues.

5.8 Involvement in Policy

Equality, Diversity and Inclusion has become a key consideration in policy development and review. A number of policies have been Equality, Diversity and Inclusion proofed by the EDI Group over the past year, including the Faculty and Technical Promotions processes. In order to further mainstream Equality, Diversity and Inclusion into policy development, an Equality Impact Assessment tool is currently being developed as part of an overall new University Policy Development Framework. This will enable and require all policy developers to carry out an equality impact

assessment from the outset of the policy development, and will remain a key consideration throughout. This will re-enforce the message that Equality, Diversity and Inclusion is a key consideration in policy development.

An Employee Culture and Engagement Survey took place for the first time in 10 years in September 2016. Members of the EDI Group participated in two workshops to contribute to the design and review of the survey and outputs from the survey will feed into their action plan.

5.9 UCD Research Seed Funding for Equality, Diversity and Inclusion Projects

The purpose of the University Research Seed Funding for Equality, Diversity and Inclusion projects is to enhance UCD’s research in the areas of Equality, Diversity and Inclusion. There are two separate strands to this funding; (a) research projects and (b) research events. Strand (a) funds research projects related to Equality, Diversity and Inclusion. Examples of eligible research

topics are research careers of women, or research in relation to any of the nine grounds protected by legislation. Strand (b) funds the costs of organising meetings, seminars and events with a view to building research networks related to equality, diversity and inclusion. Table 1 below outlines projects that have been awarded funding under this programme to date.

PROJECTS
Access to Prostheses and Orthoses in Cambodia: What works for whom and why?
Exploring the Malleability of Gender-Science Bias Using the Implicit Relation Assessment Procedure and Perspective-Taking
Gender Matters: A Gender History of Ireland, 1800 to the Present
High Impact International Lecture Series: Gender and History: the University and Gender
Human Rights Education: Does it Work in Fostering Equality and Social Inclusion?
Paradigms of Equality in the Early Modern Period
Travellers and the Criminal Justice System: Research, Policy and Practice

Table 1: University Research Seed Funding for EDI Projects

¹⁰ See <http://www.ucd.ie/equality/support/dignityrespect/whoarethedignityrespectcolleagues/> for more information
¹¹ See <http://www.ucd.ie/studentadvisers/> for more information

5.10 Equality, Diversity and Inclusion Events and Engagement

The following section provides a flavour of the EDI events and engagement activities that have taken place throughout the year across the University.

The UCD Community actively participated in a seminar and workshop event, "Realising Gender Equality in

UCD" in January 2016 which was launched by the President and attended by members of the University Management Team. The event had wide engagement with the University community. The output of this workshop will feed into a Gender Equality action plan for the University.



*UCD Gender Equality
Workshop in action*



International Women's Day took place on 8, March 2016 and throughout UCD, Equality, Diversity and Inclusion events were organised to mark this global event. One of these events took place in the 4th Floor Atrium of the O'Brien Centre for Science and included an enjoyable recital by the UCD Ad Astra Scholars.

Images from International Women's Day



The inaugural UCD Festival took place on Saturday 18, June 2016. Thousands of colleagues, alumni, their friends and families, as well as the local community, were welcomed to the Belfield Campus.

Equality, Diversity and Inclusion had a strong presence on the day, which included organising a "Come & Sing" event where staff and members of the community joined in a pop-up choir on the main stage. Equality, Diversity and Inclusion was also very prominent at the HR stand, where information and promotional materials were available.

Come & Sing at the UCD Festival

In June 2016, UCD played host to the “Japanese Women in Leadership in Science and Society”, event and speakers included the Japanese Ambassador, Mrs Mari Miyoshi, and Professor Reiko Kuroda. Professor Kuroda is a professor at the Research Institute for Science & Technology, Tokyo University of Science, and in 2013 was awarded the L’Oréal-

Pictured at the Japanese Women in Leadership in Science and Society event held in the UCD O’Brien Centre for Science were (L to R) Assistant Professor Naonori Kodate, UCD School of Social Policy, Social Work and Social Justice; Professor Joe Carthy, Principal, UCD College of Science; Professor Andrew Deeks, UCD President; Professor Reiko Kuroda, Research Institute for Science & Technology, Tokyo University of Science; Mrs Mari Miyoshi, Japanese Ambassador; Professor Orla Feely, Vice-President for Research, Innovation and Impact; Professor Colin Scott, Principal, UCD College of Social Sciences and Law; and Assistant Professor Sheila McBreen, UCD School of Physics

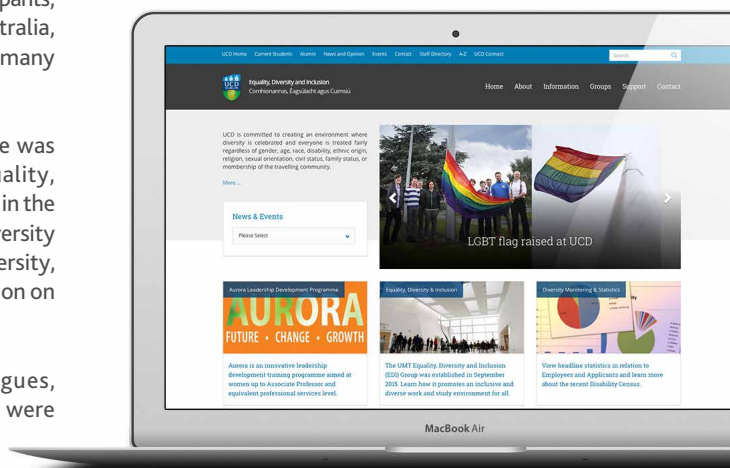


UNESCO Awards for Women in Science.

The European Access Network Jubilee Conference took place on 29 - 31, May 2016 in UCD. Over 200 participants, including 100 international delegates (USA, Australia, Puerto Rico, Croatia, UK, The Netherlands and many more), attended the conference.

In June 2016 the Equality and Diversity website was reviewed and re-branded to a University Equality, Diversity and Inclusion¹² website, which will assist in the promotion and mainstreaming of all Equality, Diversity and Inclusion activities occurring across the University, as well as being an important source of information on EDI related matters.

The Orientation programme for new colleagues, and the Head of School Induction programme were recently reviewed to re-enforce the message that the University is committed to Equality, Diversity and Inclusion, and ensure that new employees and new Heads of School are aware of this commitment.



6. External Involvement

The University has significant involvement with other organisations in the area of EDI - it has established strong links with the Irish Human Rights and Equality Commission and is a member of a number of Equality Committees and bodies such as the IBEC Diversity Forum, Gay, Lesbian and Equality Network (GLEN), and the IUA Equality Network.

¹² See <http://www.ucd.ie/equality/> for more information

7. Key Equality, Diversity and Inclusion Priorities

The following outlines the key priorities for the EDI Group over the coming year:

- i. The Equality, Diversity and Inclusion sub-groups will further build on their many activities carried out over the past year, and will continue to deliver on their ambitious programmes of work for the year 2016 - 2017. See Appendix 3 for information relating to the programme of work for each of the sub-groups.
- ii. The existing Equal Opportunities policy will be reviewed and updated to an Equality, Diversity and Inclusion policy that is in line with best national and international practice. This policy will reflect the University's commitment to, and vision for, Equality, Diversity and Inclusion and will be developed by a group of key stakeholders. The aim is to create a culture of diversity within the community, where all members are valued for their contribution and individuality and where everyone can contribute and reach their full potential.
- iii. The development of an Equality, Diversity and Inclusion Strategy for the University community will set out the core EDI principles, priorities and metrics in order to achieve commitments made in the EDI policy. It will set out our proposals for not only fulfilling our legal and ethical duties but also to promote a culture where the diversity of our employees and students is positively valued. The current programme of work of the EDI sub-groups will be incorporated into the Strategy. This Strategy will support the University's vision and will be guided by its values, and also the Equality, Diversity and Inclusion vision as identified in the EDI policy. The overarching goal is to embed best EDI practice in all aspects of the University's activities through engagement with all members of the University community.

An Equality, Diversity and Inclusion Survey of all colleagues and students will form part of the Strategy consultation process. It is essential that the Strategy is owned by the University community in order for successful implementation, and the mainstreaming of Equality, Diversity and Inclusion across the University.
- iv. Data collection and monitoring across the nine grounds is essential in order to understand the diversity make-up of our University community and to monitor trends. This information will feed into the Equality, Diversity and Inclusion Strategy development process and assist in identifying priorities over the coming years. It will be an essential means of measuring the impact and success of EDI related initiatives, and will also inform Heads of Schools/ Units in their decision making.
- v. The implementation of the pilot Equality Impact Assessment Tool and embedding it into the new University Policy Development Framework is a key priority for the University. The development of this Tool is a very important step in terms of mainstreaming Equality, Diversity and Inclusion into our culture and being incorporated into all aspects of University policy development and decision making and where EDI is accepted as being a key consideration. This pilot tool will be evaluated and developed further following the development of the Equality, Diversity and Inclusion policy and strategy.
- vi. The EDI group have identified that more engagement with the student community will be a priority for the coming year. Each of the Equality, Diversity and Inclusion sub-groups has a Students' Union representative as a member, and each sub-group has committed to ensuring that there will be more student engagement and involvement in EDI initiatives and activities.
- vii. The application for the Athena SWAN Bronze Award for the University will be submitted in November 2016. The submission includes an action plan that will form part of a wider gender equality action plan taking into account the HEA Gender Equality Audit recommendations. The implementation of this action plan will be a key priority over the following year(s).
- viii. Refugee Scholarships and Internships - Under the auspices of the EDI Group, and in collaboration with the Widening Participation Group, a Working Group will be established to address questions about UCD policies on encouraging applications from those with, or seeking, refugee status through the provision of scholarships or internships.
- ix. "HeForShe" is a solidarity campaign for gender equality initiated by UN Women. Its goal is to engage men and boys as agents of change for the achievement of gender equality and women's rights, by encouraging them to take action against inequalities faced by women and girls. It is based on the idea that gender equality is an issue that affects all people-socially, economically and political. It seeks to actively involve men and boys in a movement that was originally conceived as "a struggle for women by women". Engaging in this campaign is considered a priority for the University.

8. Appendices

Appendix 1: Membership of Equality, Diversity and Inclusion Group

- Professor Colin Scott (Chair)
- PJ Barron (Estate Services)
- Dr Conor Buggy (Co-Chair LGBTI Staff Network)
- Rory Carey (Culture and Engagement - HR)
- Genevieve Dalton (IT Services)
- Grainne De Bhulbh (Office of the Registrar)
- Luke Fitzpatrick (Students' Union)
- Bairbre Fleming (Access and Lifelong Learning)
- Marcellina Fogarty (EDI, Culture and Engagement - HR)
- Professor John Geary (Widening Participation Group)
- Paul Gleeson (International Office)
- Elaine Hickey (Quality Office)
- John Paul Kiernan (Library)
- Shane Lordan (Research Staff Association)
- Tina Lowe (Staff Disability Network)
- Catherine Lynch (Athena SWAN, Culture and Engagement - HR)
- Dr Patricia Maguire (WiTS)
- Maura McGinn (Institutional Research)
- Professor Grace Mulcahy (Widening Participation Group Chair)
- Róisín Ní Mhara (Welfare Officer, SU)
- Ciarán Ó hUltacháin (LGBTI Staff Network)
- Mark Simpson (Culture and Engagement - HR)

College Equality and Diversity Representatives

- Dr Lindsey Earner-Byrne (UCD College of Arts and Humanities)
- Professor Patricia Fitzpatrick (UCD College of Health and Agricultural Sciences)
- Dr Naonori Kodate (UCD College of Social Sciences and Law)
- Dr Sheila McBreen (UCD College of Science)
- Jola Meagher (UCD College of Business)
- Dr Elizabeth Shotton (UCD College of Engineering and Architecture)

Appendix 2: Membership of Equality, Diversity and Inclusion Sub-Groups

Mainstreaming

Ciarán Ó hUltacháin (Co-chair)
Elaine Hickey (Co-chair)
Dr Lindsey Earner-Byrne
Professor Patricia Fitzpatrick
Dr Bairbre Fleming
Marcellina Fogarty
Róisín Ní Mhara
Dr Elizabeth Shotton

Event and Communications

Dr Patricia Maguire (Chair)
PJ Barron
Genevieve Dalton
Paul Fitzgerald
Luke Fitzpatrick
Marcellina Fogarty
Dr Odhran Lawlor
Sheila McBreen
Mark Simpson

Ethnic Diversity and Inclusion

Catherine Lynch (Chair)
Rory Carey
Marcellina Fogarty
Paul Gleeson
Dr Naonori Kodate
Ronaldo Lukason
Jola Meagher

LGBTI

Dr Conor Buggy (Chair)
Dr Sinead Critchley
Marcellina Fogarty
Paula McGarry
Noelle Moran
Ruth Murphy
Ciarán Ó hUltacháin
Judy Walsh
Philip Weldon

Appendix 3: Equality, Diversity and Inclusion Sub-Groups - Programme of Work

Mainstreaming

The purpose of this group is to ensure that Equality, Diversity and Inclusion considerations inform University policy development. This group since its establishment last year has provided feedback on the EDI impacts of a number of UCD policies, including Faculty Promotions, Technical Promotions, Minimum Credit Requirements and Academic Titles. In addition, the Mainstreaming sub-group worked in partnership with University Secretariat to develop a pilot Equality Impact Assessment Toolkit for incorporation within the new UCD Policy Development Framework. The Toolkit will ensure that Equality, Diversity and Inclusion principles will be a core component of all future University policy development.

For the academic session 2016-17, the Mainstreaming sub-group will drive the implementation of the Equality Impact Assessment process and feed into the development of the new UCD Equality, Diversity and Inclusion Policy and Strategy. In tandem with this, the group will advance initiatives to further mainstream EDI within University governance, quality assurance, recruitment and teaching and learning processes.

Events and Communications

The main purpose of this group is to ensure the communication, promotion and mainstreaming of equality, diversity and inclusion throughout UCD at governance and management levels, and throughout the whole community. This will be supported by the scheduling of events that help foster inclusion, engagement and dialogue among all colleagues in UCD in the area of equality, diversity and inclusion. The group to date have either led out on or been involved in a number of events such as International Women's Day and the UCD Festival. This group was also responsible for the re-branded Equality, Diversity and Inclusion website which is one of the main means of communicating and capturing all Equality, Diversity and Inclusion related news and activities.

For the next academic year, this group will commence a UCD Community Choir and a series of Equality, Diversity and Inclusion related seminars. The group will also focus on marking key Equality, Diversity and Inclusion dates throughout the year through the organisation of a number of events and linking in with other key initiatives taking place throughout the University to ensure there is a strong EDI presence.

Ethnic Diversity and Inclusion

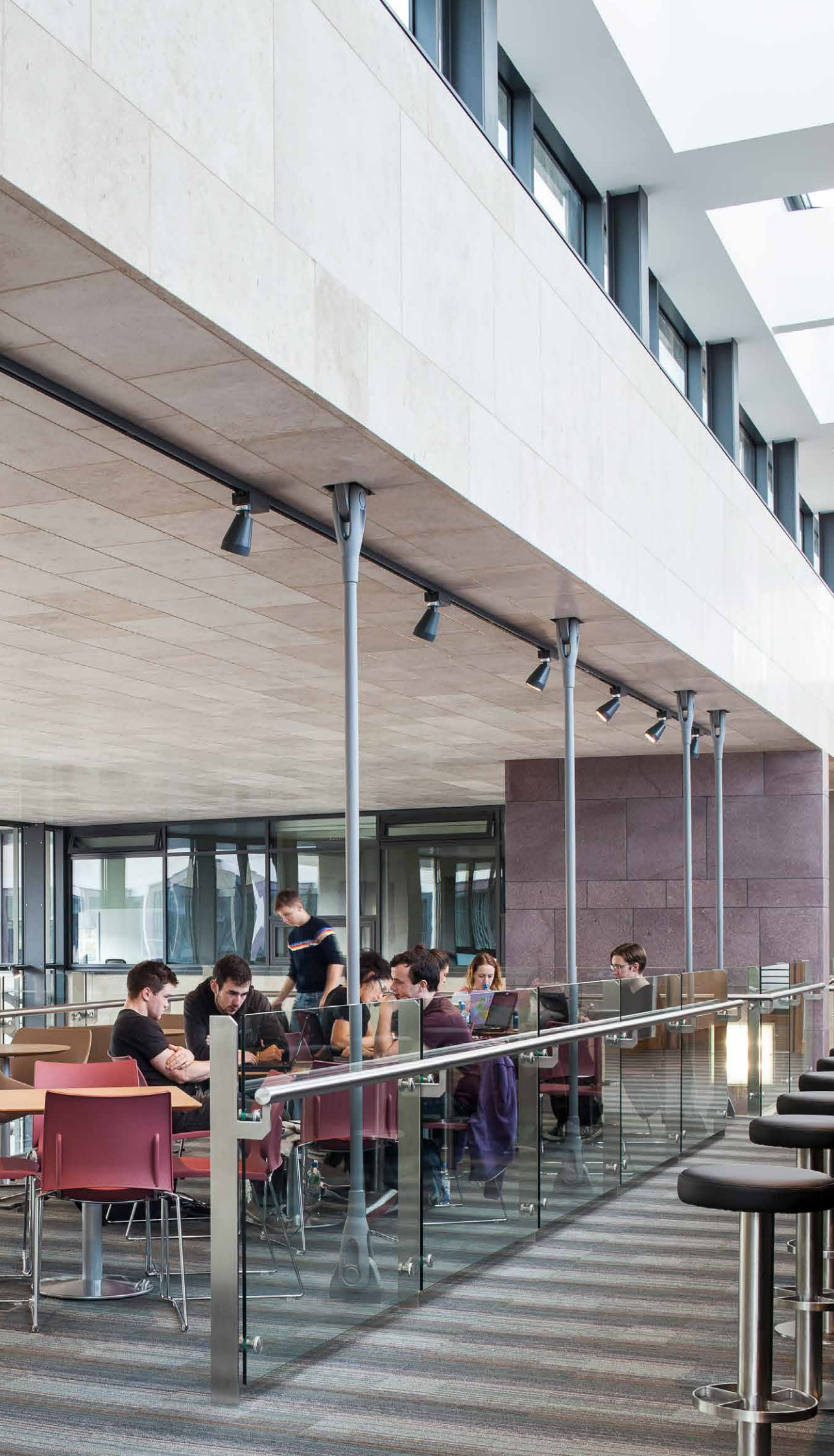
The purpose of this group is to engage with the University community to identify initiatives, processes and policy that could be put in place to support ethnic inclusion. The group will also make recommendations on the type of data to be collected in order to be in a position to look at the diversity make-up of the University Community from an ethnic diversity perspective.

The main objectives of this group for the coming year include engaging with a sample of colleagues and students through a number of focus groups, and feeding into the development of a broader Equality, Diversity and Inclusion survey from an Ethnic Diversity perspective. The information gathered from these processes will inform policy development and initiatives in this area. The group also aims to mark key relevant dates such as International Day for the Elimination of Discrimination, and will collaborate with the International Office and Students' Union around events.

LGBTI

The LGBTI sub-group was established in September 2016. The purpose of this sub-group is to consider and further opportunities for LGBTI focussed issues and concerns relevant to equality, diversity and inclusion within the University, with a view to optimising and transforming our university community's culture, ethos and practice towards one of universal equality.

Its main objectives for the next academic year will include the development of a set of questions for the Equality, Diversity and Inclusion staff and student survey from an LGBTI perspective, and providing support to the Gender Identity Policy Working Group in developing the Gender Identity Policy, supporting documentation and training plan. The group will also promote the formal launch of the LGBTI Staff Network. Other objectives will include the preparation of a preliminary application for the Workplace Equality Index and inputting into policy development from an LGBTI perspective such as the review of the UCD Dignity and Respect policy.





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