



University College Dublin



University College Dublin

Equality, Diversity and Inclusion

Annual Report 2019 - 2020



Front cover images
*UCD students pictured
on Belfield campus.
Wind and Water statue by
Paddy Campbell, UCD Belfield.*

Inside cover photo
Building on UCD campus, Belfield, Dublin 4.

Back cover images
*Flowers growing on Belfield campus.
Tierney building illuminated at night.*

Inside back cover image
Science building stairs.

University College Dublin
Report of the University Management Team
Equality, Diversity and Inclusion Group
September 2019 - August 2020
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For further information visit
www.ucd.ie/equality

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Introduction and Foreword



Professor Colin Scott, UCD Vice-President for EDI, introduces the EDI Annual Report 2019-2020



We have had many stark reminders this year of the challenges we face in removing barriers to equality, in enhancing the diversity of the University and in mainstreaming inclusive approaches to our core activities as a university.

No one in Ireland has been untouched by the effects of the Covid-19 pandemic and we have worked collaboratively with the other higher education institutions and the Higher Education Authority to identify the ways in which the pandemic has a disproportionately large effect on those amongst both employees and students who already experience inequalities. This work has included recognition of the impacts of closure of schools and childcare facilities on those with caring responsibilities, promoting availability of facilities and equipment for those with poor access to technologies for studying and working from home, measures addressing the potential isolation of working and study from home to promote a sense of inclusion and engagement, including many staff network virtual coffee mornings, webinars, a new Equality, Diversity and Inclusion (EDI) Blog, and new support structures, for example with the Mental Health First Aid Peer Support scheme and the new Parent Buddy Panel.

The higher education sector in Ireland has recognised endemic problems of sexual harassment and sexual violence affecting students and employees. An NUIG/ Union of Students Ireland report published in June 2020 indicated shocking levels of sexual harassment and sexual violence affecting students in Ireland. In UCD we are increasingly aware that our formal Dignity and Respect Policy and Procedure, revised in 2017, has been inadequate to identify and address not only experiences of sexual harassment and sexual violence, but also harassment and bullying affecting staff and students. There has been considerable discussion in the University and in the media both of particular cases and wider experience amplifying the need to review and reform both how the University positively

promotes a culture of dignity and respect and how its structures supports for those coming forward with complaints. This emphasises the importance of the ongoing review of the Dignity and Respect policies and procedures. UCD was one of the founding members of the National Women's Council of Ireland-led campaign Ending Sexual Harassment and Violence in Third Level Education (ESHTE) in 2017 which led towards the adoption of a government-led National Consent Framework in 2019. Within the sectoral measures UCD has led on the implementation and launch of an anonymous Report and Support Tool in February 2020, to gain a better understanding of the character, scale and location of breaches of Dignity and Respect policies and to channel those affected towards the supports available. Drawing on wider sectoral experience, the University first piloted and then launched for first year students Bystander Intervention Training as part of orientation for the 2020-21 academic year, with more than 3000 students completing the training in the first month. A review and proposed major set of revisions to the University's Dignity and Respect Policy/Procedure to address ongoing challenges experienced by employees and students has generated very strong engagement with how to best understand and address the challenges, not simply through policy and procedures, but also wider cultural change in campus life.

The University continues to develop its capacity for reflecting on its challenges, for learning how to respond and develop effective actions, notably through the Athena SWAN scheme. The Gender Equality Action Group has led on a wide range of actions, including a staff survey, a range of events and focus group sessions, the development of a new Gender Equality Action Plan, as part of the Athena SWAN Bronze institutional recognition, which was renewed in September 2020. This is recognition for the University's work in understanding the barriers to equality within the institution, and the plans and actions developed to address these barriers, including the self-assessment, planning and Bronze Athena SWAN recognition of 14 of UCD's schools (including 6 schools in the single College application in Engineering and Architecture), with 2 additional

schools, Economics, and Languages, Culture and Linguistics, achieving Bronze recognition in April 2020. The Athena SWAN scheme focuses increasingly not only on gender equality, but also challenges of racism and intersectionality.

Global outrage at the May 2020 death of George Floyd in the United States and the growth in the Black Lives Matter movement highlighted the need to address racism in Ireland and in our Universities. As part of Black History Month we welcomed Dr Nicola Rollock, Goldsmith's University of London, to UCD for a seminar which highlighted the need to raise awareness of racism in our entire university community, to engage with black and minority ethnic employees and students about their experiences, to collect better data to understand barriers to inequality with respect to such matters as recruitment and attainment, and to develop measures which effectively tackle racism. We established a new Race and Ethnicity Working Group during the year which, following the experience of the Gender Equality Action Group, is developing a stronger analysis of the challenges we face in order to then develop an action plan to address racism in the University.

There is no room for complacency in the University as we address challenges of equality, diversity and inclusion. Our activities are strengthened by a national environment in which government takes

an increasingly strong interest in ensuring that higher education institutions both understand and address the challenges they face with respect to such matters as gender equality, racism, and access to higher education for under-supported groups. There is strong national collaboration within the sector to develop common approaches and to learn from each other's experiences. UCD is working closely with the other universities on a range of initiatives to implement effectively the Public Sector Duty with respect to equality and human rights, initiatives supported by the HEA Gender Equality Enhancement Fund, and the collection and analysis of enhanced EDI data.

I wish to acknowledge the enormous contribution of so many employees and students of the University in developing policies, actions and events to mainstream equality, diversity and inclusion. The EDI Unit, led by Marcellina Fogarty and UCD Access and Lifelong Learning, led by Dr Anna Kelly, remain central to supporting the range of challenges we face and are addressing across the University.

Professor Colin Scott,
Vice-President for Equality, Diversity and Inclusion

Strategic Objective 1: To support the University in its mission and vision to continue to be an equitable, diverse and inclusive community

UCD Equality, Diversity & Inclusion

Marcellina Fogarty,
Strategic Equality, Diversity and Inclusion Manager
UCD Equality, Diversity & Inclusion

Marcellina Fogarty

2021-02-04 11:37:08

*Marcellina Fogarty,
Strategic EDI Manager,
talks about Equality
Diversity and Inclusion
priorities in UCD*

Athena SWAN Institutional Application

UCD renewed its Athena SWAN Bronze institutional award in 2020 in recognition of the University's commitment towards gender equality. To achieve this accreditation, an institution must demonstrate that it has undertaken a thorough self-assessment of gender equality challenges and has developed a detailed action plan to tackle them. The UCD Gender Equality Action Plan 2020-2024 was prepared by the Gender Equality Action Group and its Working Groups, in a process that involved external benchmarking, and extensive consultation through an EDI employee survey, focus groups and events across the University. The action plan includes actions relating to recruitment, promotions, leadership, work practices, organisation and culture. At institutional level, Athena SWAN has expanded to incorporate ethnicity and gender identity and there are a number of actions to reflect this. The implementation of the action plan is now underway and includes mechanisms to track progress on each of the actions. It will be updated to include actions that arise from the review currently underway of the University's policy and procedures on Dignity and Respect.

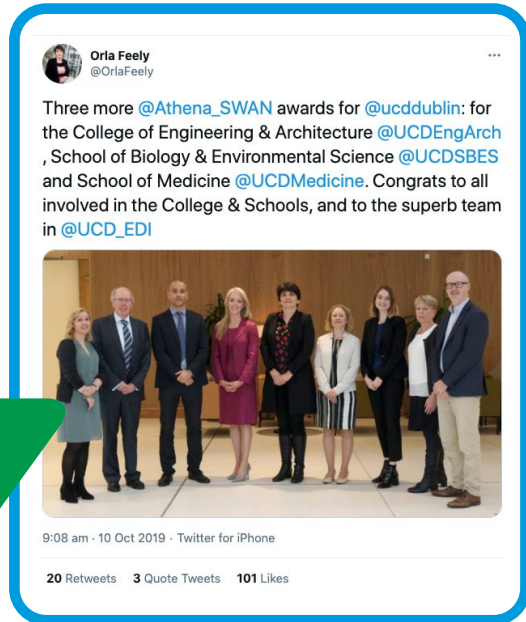
Athena SWAN School Awards

The achievement of Athena SWAN School awards is a Key performance indicator (KPI) in the University strategy. In November 2019, two UCD Schools (School of Medicine and School of Biology and Environmental Science) and the College of Engineering and Architecture (consisting of six Schools) received Athena SWAN Bronze awards. In March 2020, two further Schools received Athena SWAN bronze awards: the School of Economics and the School of Languages, Cultures and Linguistics. Schools that hold awards are currently implementing their gender action plans. Examples of actions being taken across Schools include:

- An Inclusive Teaching Pilot Study
- Promotions workshops tailored to academic grade
- Grant writing workshops for female academics
- Comprehensive local induction including buddy system for new staff
- Equality, Diversity & Inclusion Objective introduced into Performance for Growth conversations
- Gender review of module descriptors
- School Equality, Diversity & Inclusion webpages

A number of additional Schools across all Colleges are currently preparing applications with the expectation that up to ten Schools will make submissions in 2021.

Screenshot of Tweet from Prof. Orla Feely, UCD Vice-President for Research, Innovation and Impact, congratulating UCD Schools of Biology and Environmental Science and Medicine and College of Engineering and Architecture for receiving Athena SWAN Bronze Awards.



Attendees pictured with UCD School awards at Athena SWAN Awards event, 24 October 2019, Royal College of Surgeons Ireland
 Front row: Prof. Lizbeth Goodman, UCD School of Mechanical and Materials Engineering; Dr Derek Costello, UCD School of Biomolecular and Biomedical Science; Dr Simone Ciuti, UCD School of Biology and Environmental Science; Associate Prof. Elizabeth Shotton, UCD School of Architecture, Planning and Environmental Policy; Prof. Torres Sweeney, UCD School of Veterinary Medicine; Associate Prof. Marguerite Clyne, UCD School of Medicine; Prof. Frank Monahan, UCD School of Agriculture and Food Science; Dr Meriel McClatchie, UCD School of Archaeology; Adele Connor, Research Assistant, UCD School of Biology and Environmental Science
 Second row: Tom Costelloe, Data Analyst, UCD Equality Diversity and Inclusion; Licia Carlesi, SEA, UCD Equality Diversity and Inclusion; Marcellina Fogarty, Strategic Manager, UCD Equality Diversity and Inclusion; Prof. Orla Feely, UCD Vice-President For Research, Innovation And Impact; Tristan Aitken, Director, UCD Human Resources, SIRC and Legal
 Back row: Associate Prof. Donal Finn, UCD School of Mechanical and Materials Engineering; Associate Prof. Evelyn Doyle, Head of School, UCD School of Biology and Environmental Science; Prof. Michael Doherty, Head of School, UCD School of Veterinary Medicine; Rory Carey, Director, UCD Culture and Engagement; Eimear O'Reilly, Project Officer, UCD Equality Diversity and Inclusion; Edward Moore, Senior Administrator, UCD School of Medicine; Henna Kinsella, Agriculture and Food Science, UCD School of Dr Saoirse Tracy, UCD School of Agriculture and Food Science; Shona Baker, UCD School of Agriculture and Food Science; Prof. Tasman Crowe, UCD School of Biology and Environmental Science; Prof. Graeme Warren, Head of School, UCD School of Archaeology.

Senior Committee Membership

Addressing under-representation in decision-making bodies was a key action under this strategic objective. The University Management Team (UMT) consisting of 12 members, now has over 40% female representation.

UMT MEMBERSHIP	FEMALE	MALE
President	0	1
Registrar	0	1
Bursar	0	1
Vice-President Research, Innovation and Impact	1	0
Vice-President Global Engagement	1	0
College Principal, UCD College of Arts and Humanities	1	0
College Principal, UCD College of Business	0	1
College Principal, UCD College of Engineering and Architecture	1	0
College Principal, UCD College of Health and Agricultural Sciences	1	0
College Principal, UCD College of Science	0	1
College Principal, UCD College of Social Science and Law	0	1
Director, UCD Human Resources	0	1
Overall Numbers	5	7
Overall %	42%	58%

Table 1: Membership of the UMT by Gender

Marie O'Connor was appointed as the first female chair of the UCD Governing Authority in January 2020 and membership of the Governing Authority is evenly split between men and women. It also consists of two permanent standing committees, one of which has a female chair, and both have at least 40% gender representation.

GOVERNING AUTHORITY AND ITS STANDING COMMITTEES	CHAIR	FEMALE	MALE	TOTAL	% FEMALE
Governing Authority	Female	19	18	37	51%
Finance, Remuneration and Asset Management Committee	Male	4	6	10	40%
Audit and Risk Management Committee	Female	3	3	6	50%

Table 2: UCD Governing Authority and Standing Committees (2019)

Implementation of University for ALL Initiative

The implementation of the University for ALL initiative plays a major role in supporting the EDI Strategic Objective to become an equitable and inclusive community. The University for All Implementation Strategy was formally agreed in April 2020 by the UMT Education Group, chaired by the Registrar & Deputy President. Examples of initiatives under this strategy include:

- Inclusive Teaching workshops delivered to faculty in the Sutherland School of Law (February 2020) and to the College of Arts & Humanities (June 2020).
- UCD Estates pioneered an inclusive approach to the two new buildings on campus - the Centre for Future Learning and the Centre for Creativity. The principles of Universal Design are at the heart of all phases of development.
- A University for All Inclusive Practice Blended and Online Learning was produced to assist Module Co-ordinators to address inclusion issues during Covid-19.
- A University for All briefing was delivered at the new Heads of School induction 2020.

- As part of the University for All communications strategy, a series of videos was created to raise awareness and develop understanding:
- University for All in Action (longer video)
- Introducing University for All (shorter video)
- Animation: Welcome to Inclusive UCD: University for All
- Animation: Understanding Mainstreaming (in production)
- In August and September 2020 a University for All virtual module, as part of the Student Orientation process, was developed. Its aim was to introduce the incoming 5,500 students to their role in an inclusive university, emphasising the need to embrace diversity and ensure focus is on inclusion. Feedback included:



"I'm very pleased to hear about the effort UCD For All is making for student inclusion, being an international student myself, it is important to me to feel welcomed in a new environment. ... it is extremely helpful to study in a place where people make an effort to maintain an environment that includes everybody."

"It has made me feel confident and safe that I'm in a university that respects all students from diverse backgrounds, and also proud to say that I'm in an inclusive university."



Listen to Dr Anna Kelly talking about the work of UCD's Access and Lifelong Learning and the University for ALL approach

College Vice-Principals for EDI

College Vice-Principals for EDI have been appointed to all Colleges and are responsible for promoting EDI related policies, actions and cultural change across their College. They support the removal of barriers to equality, help create a sense of inclusion for employees and students and enhance the ability of the Colleges to support to their full potential their increasingly diverse population of employees and students. The VPs for EDI play a key part in supporting and mainstreaming EDI at College level. These roles chair the EDI College Committee and support the EDI Representatives in the Schools. A flavour of the EDI related initiatives carried out in 2019/20 in Colleges is located in Appendix 2.

Public Sector Duty

UCD successfully secured funding from the Irish Human Rights and Equality Commission to undertake a project to support the implementation of the 'Public Sector Equality and Human Rights Duty' (hereafter called the "Duty") in UCD and the university sector more broadly. The purpose of the project was to enable a co-ordinated approach by the university sector to meet the requirements of the Public Sector Duty, to identify clear practical steps that the sector can take to meet those requirements, and to learn from experts nationally and internationally around how best to achieve this.

Since 2014 there has been a positive duty on public sector bodies to have regard for the need to eliminate discrimination, promote equality, and protect Human Rights, in their daily work (S.42, Irish Human Rights and Equality Commission Act 2014). The IHREC are shifting more from support to an enforcement position around the implementation of the Duty so it is becoming a priority for public sector bodies to progress the implementation of this Duty.

Two national workshops were hosted by UCD in collaboration with the IHREC. A consultancy firm, Values Lab, was also commissioned by UCD to review the EDI Strategy with a view to making recommendations on how best to build the steps required for an effective implementation of the Duty into the next iteration of the EDI Strategy. This review included both desk-based research and consultation with key stakeholders. A number of recommendations were made in the report and UCD is working with the other Irish Universities and the HEA to progress these collaboratively across all Universities and potentially across all HEIs.

Strategic Objective 2: To enhance the student and employee experience at UCD to attract and support those from all backgrounds to excel at study and work, and to become the university of choice for all including those from under-represented groups

Multicultural Employee Network of UCD Coffee Mornings

UCD is a global university where approximately 30% of employees are international and it is important that these employees are supported to integrate into the University community and connect with both international and national colleagues. The aim of the Multicultural Employee Network of UCD (MENU) is to make International employees feel welcome and to help integrate them into the UCD Community and beyond. In addition, a key role of MENU is to provide a space for international employees to network, support members and exchange ideas with a focus on promoting cultural diversity and awareness in UCD. There are over 200 members representing 47 different countries around the globe.

MENU has played a very important role during Covid-19 in connecting in international and national colleagues and supporting mental health and wellbeing. The network has organised many virtual coffee mornings and have been very innovative in engaging its members as well as other UCD groups and networks. Some of the themes include:

- Virtual “Mindfulness” Session with UCD’s Mindfulness Group
- Coffee morning with an International Cuisine theme
- “MENU Language Series” - an ongoing series of virtual coffee mornings where different committee members and members of the network took turns to give a fun “speed language and culture class” (including Irish, Polish, Spanish, Italian, Arabic, Jamaican English and more to come)
- Zoom “MENU Multicultural” quiz (this quiz has since been borrowed by other UCD units for their own get-togethers to foster inclusion and engagement)
- “Yoga at your Desk” coffee morning



Zoom Screenshot of MENU Arabic Language and Culture class.

MENU have been nominated for UCD “Values in Action” Awards in 2019 and 2020 in view of their commitment to UCD values of diversity, collegiality, engagement and creativity.



Tweet from Caroline Mangan, UCD Global Experience Manager, about MENU Staycation presentation.

Many colleagues reached out to the MENU committee to thank them for the coffee mornings and fun activities as it provided them with a space to engage and learn and made them feel less lonely whilst remote working.

Quotes from participants:

“The level of investment was amazing, such a professional and passion-filled presentation, in which you managed to include so many interesting aspects of both Italian language and culture”

“Thank you for the interesting Zoom language series! I thoroughly enjoyed the Jamrock and Russian sessions”

“I loved the Mother Russia presentation!”

“Thank you for the Polish class and slides, I really enjoyed it; It was a very interesting and informative session, thank you.”

The LGBTI Staff Network and Staff Disability Network also held virtual coffee mornings and all three networks held a joint event during the Summer.

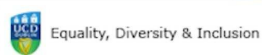
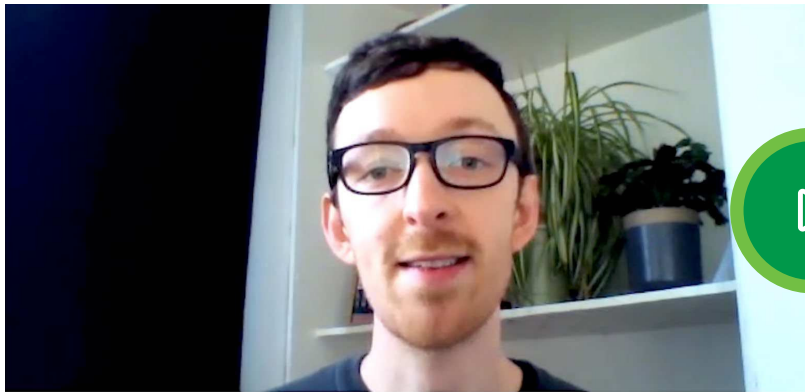
UCD Pride 2020

In June 2020, Dublin Pride's joint Grand Marshall, John Gilmore, Assistant Professor, School of Nursing, Midwifery & Health Systems joined Paul D'Alton, Associate Professor of the School Psychology and Chair of the LGBTI Sub-Group and members of the EDI Unit to raise the Pride flag in UCD.

Pictured: Dr John Gilmore, Assistant Professor, School of Nursing, Midwifery & Health Systems, Joint Grand Marshall, Dublin Pride 2020, Dr Paul D'Alton, Associate Professor School of Psychology, Chair of UCD LGBTI Sub-Group, Marcellina Fogarty, UCD Strategic Equality Diversity and Inclusion Manager, Eimear O'Reilly, UCD Equality Diversity and Inclusion Project Office.



A Pride event was held in the Veterinary Medicine School in June 2019 and was attended by employees and students from across the university.



Dr Joseph Twist
UCD School of Languages, Cultures & Linguistics
Vice-Principal for EDI, UCD College of Arts & Humanities



Dr Joseph Twist explains how the College Vice-Principals for EDI bring about change in each College

UN International Day for Women and Girls in Science

11th of February is the United Nations International Day of Science. This day was recognised in UCD with an exhibition of female role models from diverse roles within the College of Science, including students, early career and senior faculty, technical and support personnel. It was a great celebration of the diverse range of talents, knowledge and hard work of the women in UCD Science across all sectors. Our students really appreciated the opportunity to celebrate their own colleagues as well as the familiar faces of their academic mentors, whilst also acknowledging the crucial role played by administrative and professional staff. As part of the exhibition held in the O'Brien Science Centre, a gratitude wall was held, where employees and students were able to post acknowledgements to women in UCD Science. Over 150 postcards were filled in, which were then posted back to the nominees after the event, as a token of appreciation for the impact they have made on the lives of others, and to show how much they are appreciated.

Students from Killinarden Community School in Tallaght were also welcomed and visited the exhibition and had an informal Q&A session with early career women in science from the Schools of Biology, Computer Science, Earth Sciences and Physics.

Pictured: Dr Antoinette Perry, Vice-Principal of EDI, UCD College of Science, Elspeth Wallace, PhD student in Paleobiology, Asia Jordan, Research Assistant in Cancer Biology, Abeba Birhane, PhD student in Computer Science, Lana Salmon, PhD student in astrophysics.



Instagram

UCD College of Science
O'Brien Centre for Science



Attendees pictured at the College of Science UN International Day for Women and Girls in Science Event, UCD O'Brien Centre for Science.

Gender and Beyond: Overcoming Unconscious Bias in Science & Research

UCD College of Science Equality, Diversity & Inclusion Committee organised an event on 6 December 2019 titled "Gender and Beyond: Overcoming Unconscious Bias in Science & Research." Professor Judith Harford and Rachel Farrell (School of Education) and Assistant Professor Aoibhinn Ni Shuilleabhain (School of Mathematics and Statistics) hosted a shared learning day in December 2019 celebrating the role of women in STEM. Funded by Science Foundation Ireland, the event was opened by Ms Sabina Higgins who welcomed over 300 pupils from designated disadvantaged schools nationally to the UCD O'Brien Centre for Science.



Pictured: Assistant Professor Aoibhinn Ni Shuilleabhain (School of Mathematics and Statistics), Professor Keith Murphy (School of Biomolecular and Biomedical Science), Margie McCarthy (Science Foundation Ireland), Rachel Farrell (School of Education), Ms Sabina Higgins, Professor Judith Harford (School of Education), Professor Colin Scott (Vice-President for EDI), Marelle Rice (School of Education), Karen Maye (School of Education) and Assistant Professor Sharon Shannon (School of Physics).

International Men's Day 2019

For International Men's Day on 19 November 2019, the College of Health and Agricultural Sciences CHAS organised an event with the theme "Men Leading by Example". To mark the occasion and to celebrate all the great men who lead by example and support healthy living, Brian Mullins, UCD Director of Sport/Health Promotion, led attendees around the Millennium Walk, a beautiful 3.2 km woodland walk through UCD campus.

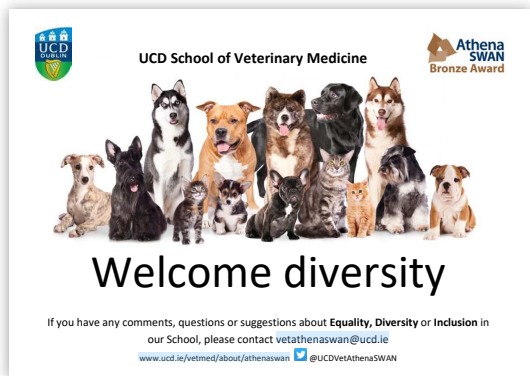


Brian Mullins, UCD Director of Sport/Health Promotion (front, centre) pictured with attendees of International Men's Day Millennium Walk.

UCD College of Health and Agricultural Studies International Men's Day Poster.



As part of a campaign to celebrate equality and diversity, posters were created and prominently displayed around the Veterinary School and Hospital.



Posters from UCD School of Veterinary Medicine Diversity Poster Campaign.

Access and Inclusion

In the past year, the Pathways to the Professions project was launched, which received €1.2ml funding from Rethink Ireland. This project will address the early career barriers experienced by access students and develop a model to diversify a full range of professions, using Law as the test bed.

National Forum Digital Badge - Universal Design for Teaching & Learning. UCD Access & Lifelong Learning has entered into a strategic partnership with AHEAD to deliver a national roll out of the Digital Badge in Universal Design for Teaching & Learning.



An AHEAD and UCD collaboration



ahead



Promotional Image for UCD Access and Lifelong Learning Introductory Course on Universal Design for Learning.

Having been awarded funding as a National Forum Learning Enhancement Project UCD for ALL developed an Academic Skills and Well-being programme, creating fully accessible online interactive learning objects hosted on our self-enrol Brightspace module. So far almost 1000 students have engaged with the programme which covers note taking, digital skills, learning online, essay writing, exam preparation, referencing, stress management, self care, presentations and time management. UCD Access and Lifelong Learning have also made the editable files available to all staff/faculty should they wish to tailor them and use them in their own modules.

In collaboration between Access & Lifelong Learning and the Director of Institutional Research, the collection and dissemination of widening participation data continues. The diagram below summarises the components of this initiative, which thus far has resulted in a suite of reports on admission, progression and completion disaggregated by programme and access group, being distributed to all programmes. Further work has been identified, including the need for a readily accessible data hub to assist programmes and faculty to address access and inclusion issues.

Data Strands in UCD Tracking Widening Participation

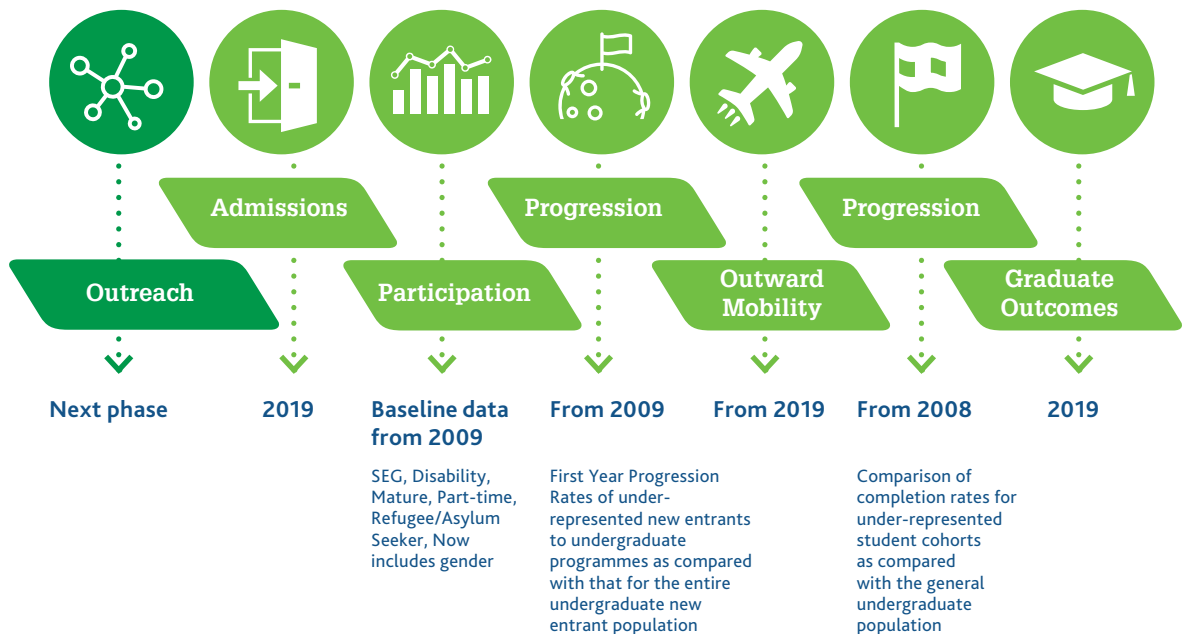


Figure 1: Data Strands in UCD Tracking Widening Participation

To support this data collection, the UCD Careers Network has added 'access' as a category in the Graduate Outcomes Survey, allowing reporting on outcomes for students who identify as "access", compared to their peers from the same discipline. In June 2020 a university-wide research survey was also undertaken with all students, faculty and staff on student inclusion and a review is being conducted with Open Learning students to gather baseline information on their views on inclusion in the University.

UCD Incoming Undergraduate Students

The following data highlights the diversity make-up of Students in UCD.

HEA UNDER-REPRESENTED SURVEY RESULTS: ETHNIC / CULTURAL BACKGROUND										
Ethnic / Cultural Background	2010 /2011	2011 /2012	2012 /2013	2013 /2014	2014 /2015	2015 /2016	2016 /2017	2017 /2018	2018 /2019	2019 /2020
Irish	3,444	3,401	3,431	3,430	3,469	3,397	3,506	3,416	2,113	3,037
Irish Traveller	5	5	5	3	9	4	6	7	1	11
Any other White background	199	165	215	231	252	258	307	287	286	398
African	19	31	32	36	37	42	50	89	65	113
Any other Black background	3	4	4	6	2	3	5	8	5	12
Chinese	20	16	23	35	29	76	69	130	153	541
Any other Asian background	40	52	44	65	65	83	93	106	132	190
Other	38	51	55	52	79	69	84	97	109	167
Total Responding	3,768	3,725	3,809	3,858	3,942	3,932	4,120	4,140	2,864	4,469

Table 3: HEA Under-Represented Survey Results: Ethnic / Cultural Background

% Undergraduate Student Headcount: by Gender

Figure 2: Undergraduate Student Headcount by Gender 2005 - 2019

50% Male Female

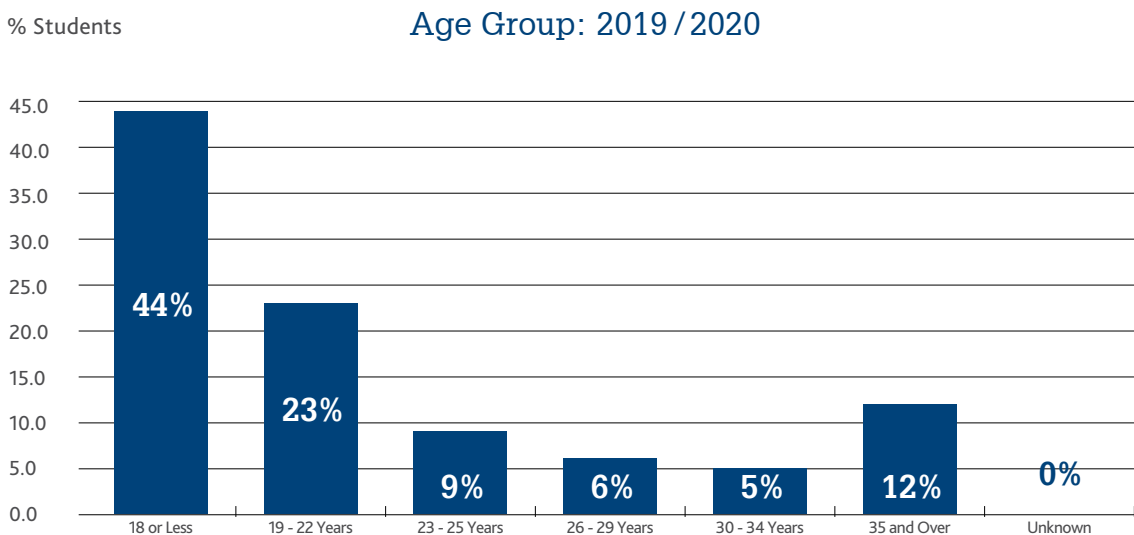


Figure 3: Undergraduate Students by Age 2019 - 2020

Widening Participation

Incoming Undergraduate Degree Students

	2015/16	2016/17	2017/18	2018/19	2019/20
Under-represented entrants	769	742	744	887	985
All Under-represented Groups: HEA Support only and other Progression Routes	375	378	410	450	479
All Under-represented Groups: HEA Support and Concession	394	364	334	437	506
Mature entrants	291	258	248	242	254
Mature Years HEA Support only	120	87	92	87	85
Mature Years HEA Support and Concession	171	171	156	155	169
DARE entrants	235	251	262	335	380
DARE HEA Support only	137	146	165	178	184
DARE HEA Support and Concession	98	105	97	157	196
HEAR entrants	267	217	252	219	231
HEAR HEA Support Only	140	117	148	90	90
HEAR HEA Support and Concession	127	100	104	129	141
Other progression routes	98	98	104	185	229
QQI-FET	97	98	104	181	217
HETAC	0	0	0	0	0
Other Progression	1	0	0	4	12
Total UCD	4,499	4,569	4,564	4,408	4,600

Table 4: New Entrants to Undergraduate degrees (2015-2020)

	2015/16	2016/17	2017/18	2018/19	2019/20
Students reporting a Disability (full time)	1,473	1,564	1,939	2,113	2,324
Students reporting a Disability (part time)	51	59	13	63	57
TOTAL UCD undergraduate students	16,687	17,054	17,169	17,186	17,332
Students reporting a Disability (%)	9.10%	9.50%	11.40%	12.70%	13.70%

Table 5: Students who report a disability either through registration for supports with Access and Lifelong Learning; admission through DARE; or indicating a disability on the Equal Access Survey

Trends in Gender Profiles of Employees

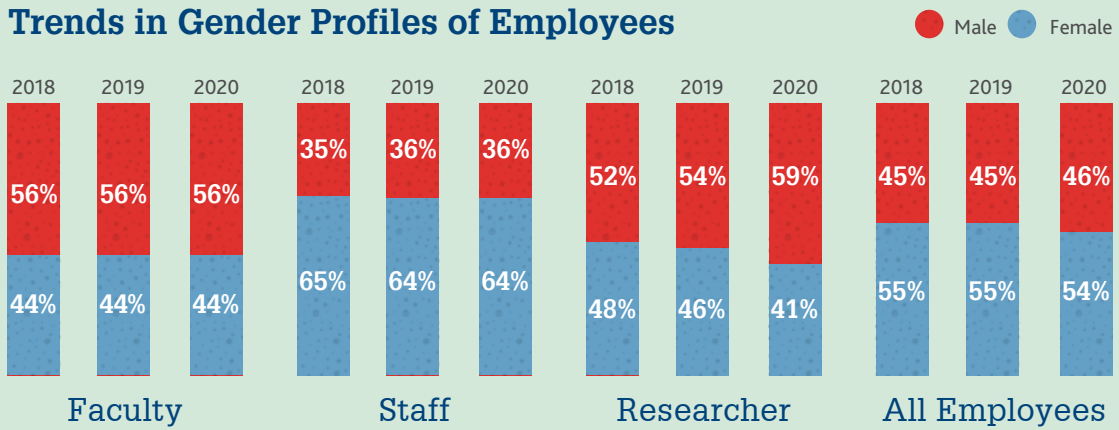


Figure 4: The Gender Profile of Employees (2018-2020)

Gender Profile of Employees by Category

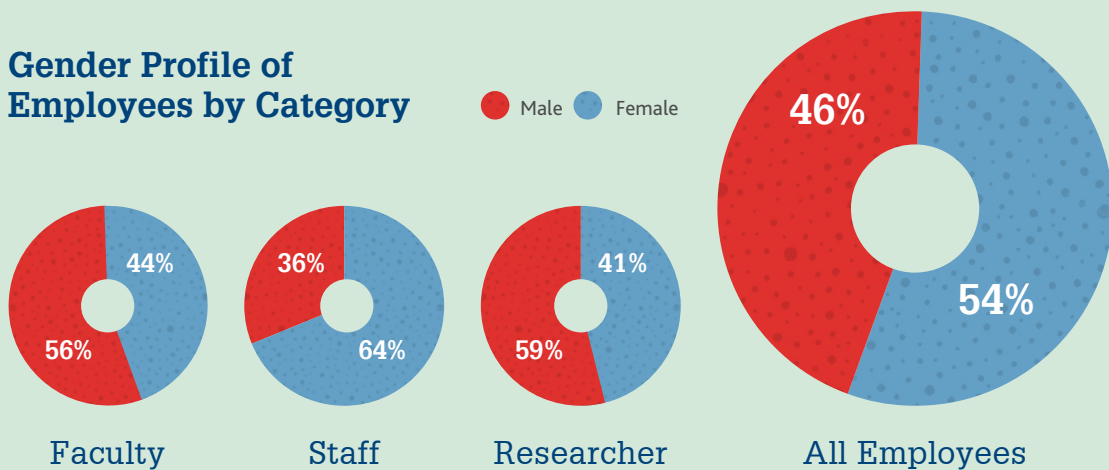


Figure 5: The Gender Profile of Employees (2020)

Gender profile of Employees by Grade

Technical

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Technical Officer	43	40	0	83	52%	48%
Senior Technical Officer	68	39	0	107	64%	36%
Chief Technical Officer	16	10	1	27	59%	37%
Biochemist	9	5	0	14	64%	36%
Senior Biochemist	6	2	0	8	75%	25%
Principal Biochemist	2	1	0	3	67%	33%
Lab Attendant/Storeman	20	14	0	34	59%	41%
Senior Lab Attendant	3	4	0	7	43%	57%
Principal Physicist	1	2	0	3	33%	67%
Chief Physicist	1	0	0	1	100%	0%
Clinical Scientist	3	1	0	4	75%	25%
Senior Clinical Scientist	2	2	0	4	50%	50%
Total	169	119	119	288	59%	41%

Table 6: Gender Profile of Technical Employees by Grade (effective 31 December 2019)

Administrative

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Executive Assistant	113	35	1	149	76%	23%
Senior Executive Assistant	235	50	4	289	81%	17%
Administrative Officer II	122	36	1	159	77%	23%
Administrative Officer I	151	48	1	200	76%	24%
Administrative Officer 1A	88	46	0	134	66%	34%
Senior Administrative Officer IV	109	53	0	162	67%	33%
Senior Administrative Officer III	19	22	0	41	46%	54%
Senior Administrative Officer II	10	14	0	24	42%	58%
Prof C	2	8	0	10	20%	80%
Total	849	312	7	1168	73%	27%

Table 7: Gender profile of Administrative Employees (full and part-time) by grade (effective December 2019)

Library

GRADE	FEMALE	MALE	TOTAL	% F	% M
Library Assistant	31	8	39	79%	21%
Senior Library Assistant	10	3	13	77%	23%
Assistant Librarian II	4	1	5	80%	20%
Assistant Librarian I	7	8	15	47%	53%
Sub Librarian	5	2	7	71%	29%
Librarian	0	1	1	0%	100%
Archivist	3	1	4	75%	25%
Total	60	24	84	71%	29%

Table 8: Gender profile of Library Employees (full-time and part-time) by grade (effective December 2019)

Faculty

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Full Professor	43	129	0	172	25%	75%
Professor	35	65	1	101	35%	64%
Associate Professor	106	163	0	269	39%	61%
Lecturer / Assistant Prof. Above the bar	296	304	1	601	49%	51%
Lecturer / Assistant Prof. Below the bar	34	25	0	59	58%	42%
Other Academic & Teaching	77	55	2	134	57%	41%
Total	591	741	4	1336	44%	55%

Table 9: Gender profile of FTE Faculty by grade (effective December 2019)

Employee Age & Nationality

Age Bands

- 20-39
- 40-54
- 55 and above

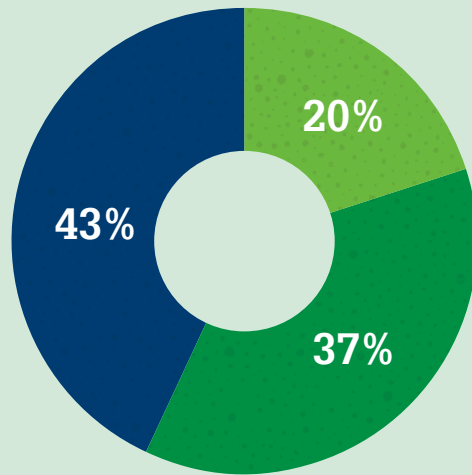
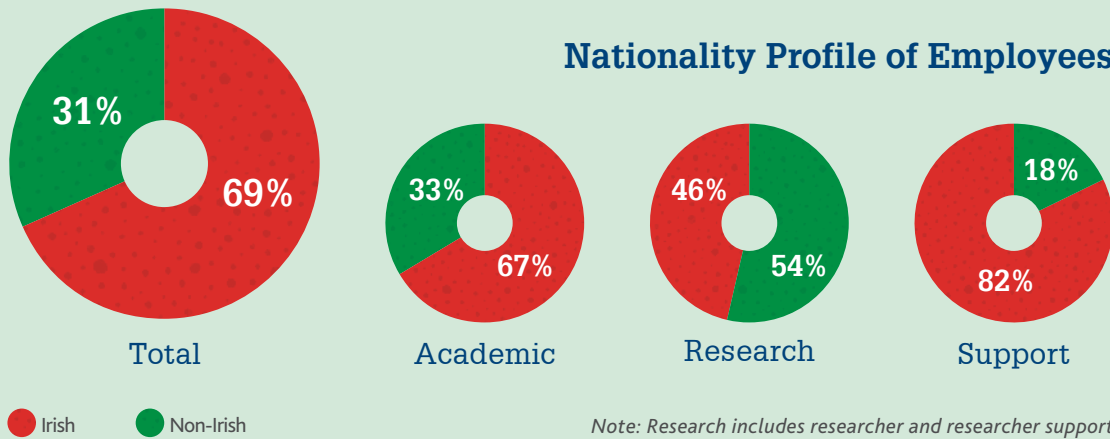


Figure 6: The Age Profile of Employees (2020)

Nationality Profile of Employees



Note: Research includes researcher and researcher support

Figure 7: The Nationality Profile of Employees (2020)



Promotion Pathway 4-year Overview

The University is committed to supporting the career development of all genders. The following tables demonstrate the gender balance of those applying for faculty promotions and the success rate.

YEAR	PROMOTION TO	ACTUAL APPLICATIONS				SUCCESSFUL APPLICATIONS				*TARGETS
		F	M	TOTAL	%F	F	M	TOTAL	%F	
2016/17	Associate Professor	22	22	44	50%	18	14	32	56%	50%
	Professor	7	19	26	27%	7	12	19	37%	37%
	Full Professor	4	6	10	40%	3	6	9	33%	30%
	Total 2016/17	33	47	80	43%	28	32	60	47%	
2017/18	Associate Professor	23	17	40	58%	13	11	24	54%	50%
	Professor	9	21	30	30%	7	16	23	30%	40%
	Full Professor	0	1	1	0%	0	1	1	0%	28%
	Total 2017/18	32	39	71	46%	20	28	48	42%	
2018/19	Associate Professor	16	20	36	44%	12	14	26	46%	49%
	Professor	7	1	8	88%	4	1	5	80%	42%
	Full Professor	4	8	12	33%	1	5	6	17%	30%
	Total 2018/19	27	29	56	48%	17	19	36	47%	
2019/20	Associate Professor	10	23	33	44%	9	15	24	38%	49.7%
	Professor	14	6	20	88%	12	3	15	80%	41%
	Full Professor	5	5	10	33%	2	3	5	40%	30%
	Total 2019/20	29	34	63	46%	23	21	44	52%	

Table 10: Number of total applications, successful applications and success rate by gender for promotion by year (2016-20) across the entire university and GEAP Target.

*These targets are identified based on the cascade model i.e. the percentage of women promoted is greater than or equal to the percentage of women at the grade below.

Success Rate by Gender

270 applications have been fully assessed by the Faculty Promotions Committee over the past 4 years (2016-2020). The breakdown of the applications and the success rate is captured below.

	TOTAL APPLICATIONS			ASSOCIATE PROFESSOR			PROFESSOR			FULL PROFESSOR		
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
Applications Received	270	121	149	153	71	82	84	37	47	33	13	20
Successful Applications	191	88	103	107	52	55	63	30	33	21	6	15
% Success Rate		73%	69%		73%	67%		81%	70%		46%	75%

Table 11: Number of total applications, successful applications, and success rate by gender for promotion (2016-20) across the entire university.

The overall success rate for promotion is approximately 71%. Overall, the success rate for female (73%) applicants is slightly higher than the success rate for male (69%) applicants.

Global Lounge Events

The UCD Global Lounge is a multi-functional space which enables students, staff and the wider UCD community to build connections with each other and the world around them. The space is an expression of UCD's commitment to global engagement, and the activities which take place in the Lounge serve to enhance the global culture of UCD. Events which took place between September 2019 and March 2020 include:

- UCD Global Orientation
- Skills in Development Education Course with UCD Volunteers Overseas
- Equality, Diversity and Inclusion Workshops
- Multicultural Employee Network coffee mornings
- Language Cafés
- Irish Language Workshops with Gaeltacht UCD
- Talks on Outbound Mobility Opportunities
- UCD Careers Network and UCD Alumni Employability Sessions
- Student Society Events
- UCD Alumni Buddy Meetings
- Sustainable Development Goals Workshop for Clubs and Societies with the UCD Centre for Sustainable Development
- Jingle Belfield Rock Christmas Events



Attendees at Alumni Buddy Event in UCD Global Lounge.

During the year, UCD Global teamed up with Indian Society on Diwali, and Chinese Students and Scholars Association on Chinese New Year celebrations.

In March 2020, the Global Experience Team launched the Virtual UCD Global Lounge to enable our student community to support each other socially and culturally during the Covid-19 restrictions. Events which have taken place include Student Panel Discussions and Social and Cultural Events.



Infographic on UCD Global Events 2019-2020.

Strategic Objective 3: To promote a culture of dignity, respect and wellbeing for all, and eliminate all forms of discrimination

Dignity and Respect

The Review of the University's Dignity and Respect Policy and Procedure commenced in Autumn 2019. Much of the early work of the Review Group involved researching good practice nationally and internationally and considering developments nationally such as the publication of the *Safe, Respectful, Supportive and Positive: Ending Sexual Violence and Harassment in Irish Higher Education Institutions, 2019 report* and *The Irish Universities Association, How to Respond to Alleged Staff or Student or University Related Sexual Misconduct, 2020*.

The Review group developed two sets of draft policies: Dignity and Respect Bullying and Harassment policy and Dignity and Respect Sexual Harassment and Sexual Misconduct policy. There will be one single formal complaints procedure to simplify the experience for all involved and a range of supporting materials and visuals. The Review Group commissioned an independent facilitator to lead discussions at multiple focus groups to get feedback on the proposed set of new draft policies and procedures and on the much broader subject of cultural change. The Review Group also made the documentation available to all members of the University community through the EDI website where written submissions could be made. This feedback will inform a further revision of the documents as well as the development of a set of recommendations around the broader cultural change and supporting framework. These policies are just one element of a broad framework to work towards a culture of dignity and respect at UCD to include but not limited to: targeted training for key roles, an ongoing university-wide awareness raising campaign and training, dedicated support roles and a range of supporting materials.

Expansion of Dignity and Respect Contact Persons Panel

The Dignity and Respect Contact Persons panel are fully trained faculty and staff members of the University who are appointed on a voluntary basis under the Dignity and Respect Policy. The Contact Person acts as a listening ear and provides non-directive and non-judgemental support and information to employees and students experiencing difficulties of a bullying, harassment and/or sexual harassment nature on a strictly confidential basis. They will provide information on the range of informal options and supports available and also explain the formal procedures. The membership of this panel has been expanded where 11 new members have been appointed to the panel with greater gender balance and more representation from Faculty and international colleagues.

Launch of Report and Support Tool

On 25 February 2020, UCD launched the Report and Support tool, a collaboration between the Dean of Students and EDI, which allows students, employees and visitors to UCD to report issues of a Dignity and Respect nature anonymously. This tool, which is the first of its kind in Ireland, was developed in recognition that not all who experience bullying, harassment or sexual harassment feel able to come forward and make a formal complaint. The launch event, held in the Student Centre's Fitzgerald Chamber, saw a large turnout from colleagues and students and featured speakers Professor Jason Last, Dean of Students, Dr Aideen Quilty, Assistant Professor in the UCD School of Social Policy, Social Work and Social Justice, Una Carroll, UCD Students' Union Welfare Officer, and Noeline Blackwell, Chief Executive of the Dublin Rape Crisis Centre. UCD Report and Support also provides access to important information about the supports available, and encourages those reporting to avail of these, as well as information on the informal and formal options for raising concerns and making complaints.

Along with the new Report and Support tool, a series of other initiatives aimed at ending sexual violence were announced, including a Bystander programme for students, classes on preventing sexual assault and the upcoming 'It Stops Now' campaign run by UCD Students' Union.



Prof. Colin Scott, UCD Vice-President for Equality, Diversity and Inclusion; Dr Aideen Quilty, UCD School of Social Policy, Social Work and Social Justice; Una Carroll, Welfare Officer, UCD St Union; Prof. Jason Last, Dean of Students; Noeline Blackwell, CEO, Dublin Rape Crisis Centre. (Photo by Conor Capplis College Tribune).

Dignity and Respect Data

UCD is committed to enhancing transparency about reported incidents of bullying, harassment and sexual harassment, either reported through the formal complaints process or through the Report and Support tool. Data collated from the Report and Support tool during the first 3 months since its launch at the start of the Spring trimester was published in a report and is available on the EDI website. To provide a holistic view, historical data relating to formal complaints made under the Dignity and Respect Policy was also included in this report. The intention going forward will be to publish annual reports with data from both the Report and

Support system and the formal complaints process. It is anticipated that through using the tool and being directed to information about the supports available and the informal and formal options, more people may choose to formally report incidents.

The following is a snapshot of some of the data during the first quarter of 2020 from the Report and Support report.

Number of Reports Made by Month (20th Jan - 20th April 2020)

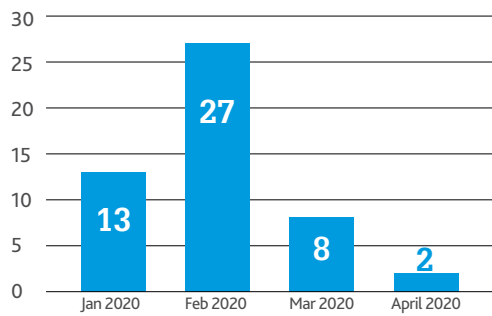


Figure 8: Total number of Reports made under the Report and Support tool 20 January - 20 April 2020

Category of Reporting Behaviour

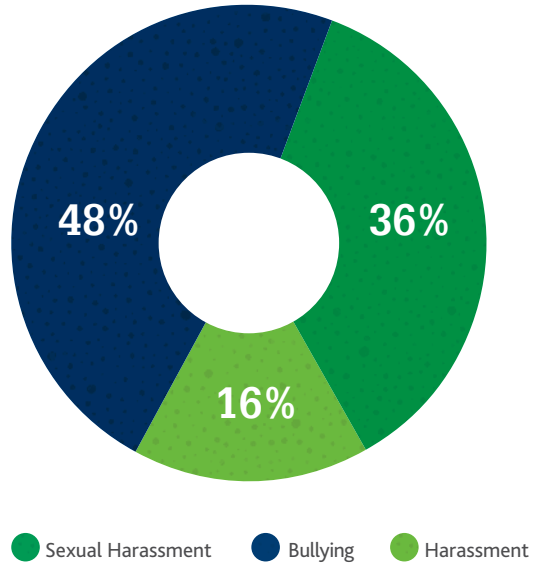


Figure 9: Category of Reporting Behaviour

Complaints by Complainant Type

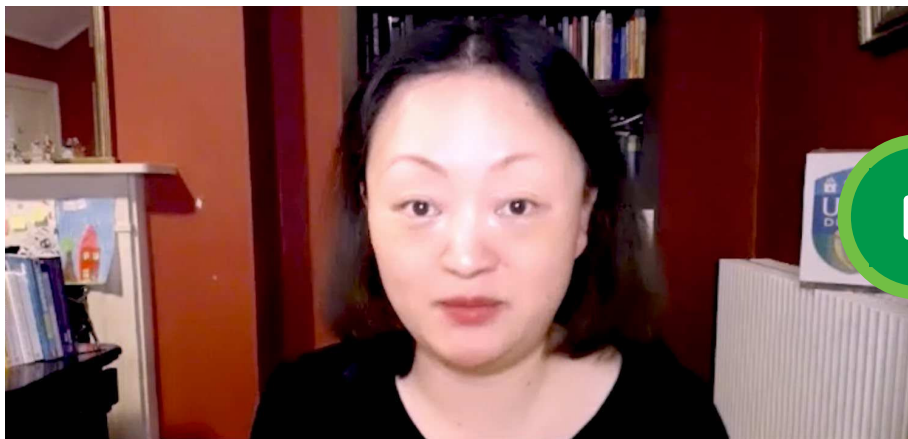
ACADEMIC YEAR	2017 -2018	2018 -2019	2019 -2020	TOTAL
Student	6	6	5	17
Employee	4	3	3	10
Total per year	10	9	8	27

Table 12: Total number of Complaints by Complainant Type

Complaints by Category

ACADEMIC YEAR	2017 -2018	2018 -2019	2019 -2020	TOTAL
Bullying	6	4	4	14
Harassment	0	1	0	1
Sexual Harassment	4	4	4	12
Total per year	10	9	8	27

Table 13: Total number of Complaints by Category



Dr Linda Yang, Intercultural Development Programme Leader, UCD College of Business Co-Chair, UCD Race & Ethnic Equality working group

Listen to Dr Linda Yang to find out more about the work of the new Race & Ethnic Equality working group

Race and Ethnicity

As part of the University's Equality, Diversity and Inclusion policy and strategy, the University is undertaking a wide range of initiatives that support and promote equality and diversity broadly with a current priority area of focus being on race and ethnic equality.

The Race and Ethnic Equality working group, a sub-group of the EDI Multicultural sub-group, was established in June 2020 to gain a better understanding of UCD's campus climate in relation to race and ethnic equality and to make recommendations. Since its establishment, the Race and Ethnic Equality working group has set out a number of key areas of work including:

- Awareness raising in the area of race and ethnicity via activities such as engagement with experts in the area, consultation, events and training
- Developing a Race and Ethnic Equality Charter with tangible actions aimed at making UCD an equitable and respectful environment for employees and students of all races and ethnicities.

Supporting race and ethnic equality is embedded into a number of other initiatives across the University:

- The UCD gender equality action 2020 - 2024 contains a number of commitments to progress the University's work in relation to ethnicity including target setting and the development of an action plan in this area.
- The dignity and respect review will ensure that there is a high level of awareness as to how to disclose and respect issues, including racial harassment, as well as the range of options for informal and formal resolution of complaints across the University's 10 equality grounds. This review will also include recommendations on enhanced monitoring and more transparent reporting and publication of statistics relating to complaints to provide a greater understanding of the culture in UCD.
- The University for ALL initiative led by Access and Lifelong Learning focuses on increasing inclusion in policies, strategies and the higher education experience of students offering access routes and support for students from a range of underrepresented backgrounds.
- Guidance on Access to the UCD Community for Refugees, Asylum Seekers, those with Leave to Remain and those with Subsidiary Protection (2017), has attracted more than 50 students from the groups addressed by the policy with scholarship funding, and UCD was recognised as a University of Sanctuary in 2018.
- Fáilte Refugees is a student-led campaign, established in 2016, to welcome refugees and asylum seekers to Ireland. The group was established in UCD but has since branched out to include NUI Galway, TCD, DCU, TU Dublin and UCC.
- Research and Curriculum - in its mission to advance learning, research knowledge and public engagement UCD offers a number of educational programmes and modules which seek to advance critical understanding of race and related issues. Example of these include:
 - A graduate programme on Race, Migration and Decolonisation is offered by UCD School of Sociology.
 - Modules on race and related issues, including migration, are offered in UCD School of Education, UCD School of History, Sociology, UCD School of Social Policy, Social Work and Social Justice, and UCD Sutherland School of Law.
 - UCD introduced an undergraduate module on "Black Studies and Critical Race Perspectives in Education" in 2018, the first of its kind in Ireland.
 - Research at UCD includes projects on the Direct Provision system in Ireland, Racism in Ireland, Access to Education for Refugees and European and Global Migration.
 - The EDI Research and Curriculum sub-group is coordinating existing efforts to de-colonise the curriculum and progressing a project at institutional level in relation to this.

Mental Wellbeing

mental health first aid
IRELAND



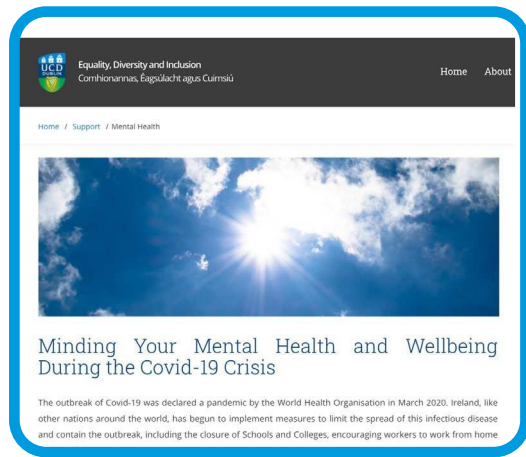
In March 2020, taking into consideration the uncertainty and isolation as well as the challenges that some may be experiencing as a result of the Covid-19 pandemic, a new webpage was developed on the EDI website to provide support and information on maintaining mental health and wellbeing.

Networks and peer support groups play a vital role in providing support and a confidential space to engage with others. A new Mental Health First Aid Peer Support Group was launched on 31 March 2020 via the President's Bulletin #269. The President acknowledged that life can be demanding at various stages of our working lives as we strive to balance our work commitments with busy home lives, and this is particularly true for the situation that we found ourselves in as a result of this pandemic. The Mental Health First-Aid Peer Support Group was established to support employees who may be feeling overwhelmed at any stage of their lives or are concerned about their mental health and well-being. They provide non-judgemental, confidential support and information to employees, on a strictly confidential basis, and are available should UCD employees wish to make contact with them to have a chat and find out more about the supports that are available. All members of this Peer Support Group are our colleagues in UCD who have been trained in Mental Health First Aid with Mental Health First Aid Ireland.

A Parent Buddy Programme was also launched in Spring 2020 to facilitate UCD employees preparing to be parents, going on and/or returning from maternity, adoption, paternity leave, parental leave or with children of any age to connect with a Parent Buddy who is an employee and a parent in UCD. It is an informal arrangement connecting employees to give advice and tips on preparing for parenthood and balancing parenting with career.

Buddies support colleagues in the following ways:

- Sharing of experiences and useful tips
- Connect employees with other supports and resources
- Sign-post employees to information sources and services as appropriate



Strategic Objective 4: To develop a framework to capture robust and reliable equality and diversity data for students and employees across the University's 10 grounds in order to monitor progress in areas of under-representation

A Working from Home survey was undertaken in June 2020 to obtain employees' views on their current working from home arrangements and the impact on wellbeing, engagement and communications, career development, commuting and future working from home plans. With a response rate of 51%, this information supported the revision of the UCD Remote Working Policy and the development of further supports, where identified, in light of the development that many employees may be working from home for a considerable period to come and/or remote working becomes more widely utilised by UCD.

Overview of some of the key findings:

- No significant difference to responses found by gender.
- 58% live with children or adult children and 45% have found childcare/home schooling challenging.
- 41% never worked from home prior to Covid-19.
- 76% would like more flexibility to work remotely and the need for a clear policy as employees move back to 'normal' working arrangements is flagged.
- Level of contact with line managers/Head of School has been good (79% agree/strongly agree) with many comments praising the level of support offered by managers.
- 78% of Faculty who responded state they are doing more/significantly more teaching (preparation of materials) & less time on research with 62% indicating a negative impact on their research, scholarship & innovation.
- Challenges for many included working long hours, switching off from work, taking leave, Covid-19 anxiety, childcare/caring responsibilities. Where colleagues commented on the negative effects of working from home due to Covid-19, these were significant for these individuals.
- More detail on future plans, better communication, lack of opportunities to collaborate and a sense of isolation/lack of community were raised.
- 40% indicated they are uncomfortable returning to work on campus with exposure to Covid-19 the biggest concern (both for themselves and bringing it home to vulnerable others).
- 69% felt the University has handled the Covid-19 situation very well or extremely well.

On balance, how well do you think the University has handled the Covid-19 situation?



Figure 10: Culture and Engagement (C&E) Working from home survey 2020

Diversity Monitoring Tool Completion Rate %

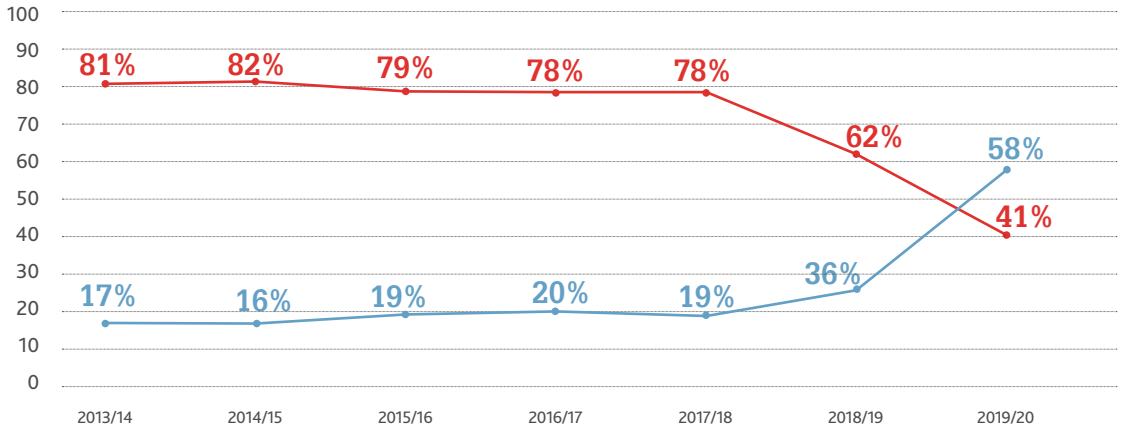


Figure 11: Full and Partial Completed rates of the Diversity Monitoring tool ● Fully Completed ● Partial Completion

Diversity Monitoring Tool

UCD is committed to maintaining and supporting a policy of Equality, Diversity and Inclusion in employment. To assist in the implementation and monitoring of this policy, data is collected and monitored across nine equality grounds:

- Gender Identity
- Sexual Orientation
- Date of Birth
- Ethnic Origin
- Nationality
- Religion
- Civil Status
- Family Status
- Disability

Job applicants are invited to input their characteristics across the equality grounds, on a voluntary and confidential basis when applying to roles within UCD where access to information is restricted and not made available to assessment panels. Monitoring involves the use of statistical data only where people are not identifiable at applicant stage or during various stages of the recruitment process.

The information collected on this screen is treated separately and securely in line with GDPR data protection requirements.

Diversity

The majority of academics and researchers applying, shortlisted, and appointed over the 3-year period 2017-20 are white but there is slightly greater diversity amongst researchers.

Academics (Applied, Shortlisted & Appointed)

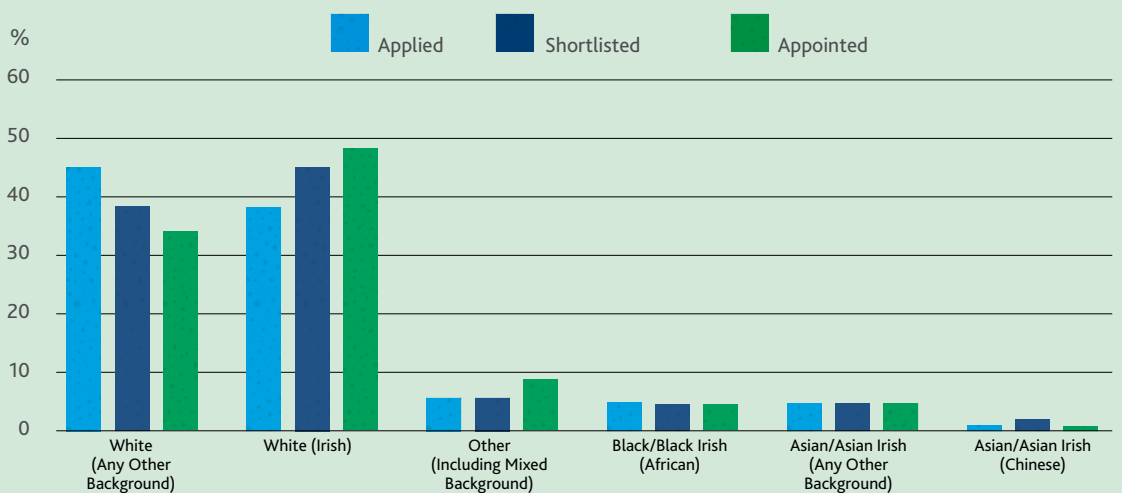


Figure 12: Diversity make-up of Academic Applicants (2017-2020)

Researchers (Applied, Shortlisted & Appointed)

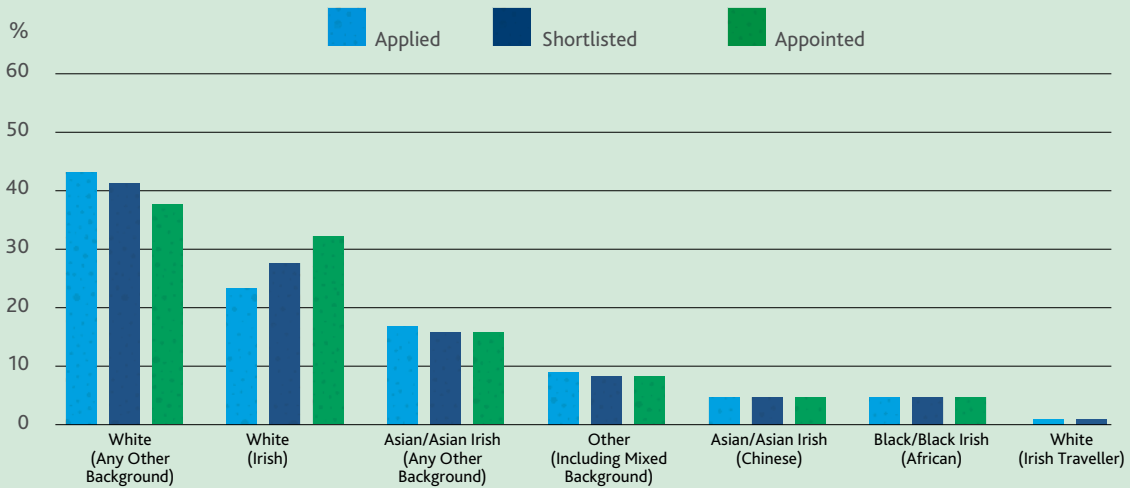


Figure 13: Diversity make-up of Research Applicants (2017-2020)

Percentage of Applicants with a Disability

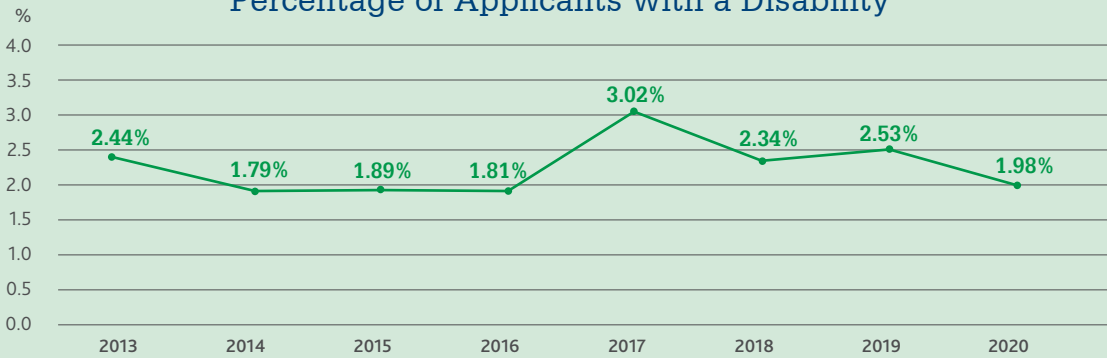


Figure 14: Applicants by Disability

Percentage of Applicants by Gender

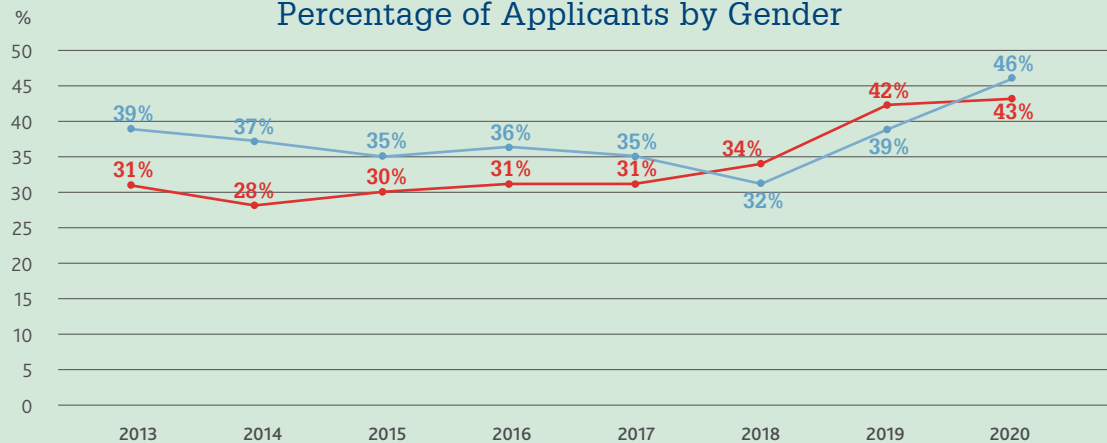


Figure 15: Applicants by Gender

CORE ESS Screen Diversity Screen

In November 2020, the EDI Unit launched the Core Employee Self Service monitoring tool. Under this new initiative, UCD employees are invited to voluntarily input and update their diversity characteristics across the following equality grounds on a fully confidential and voluntary basis:

- Gender Identity
- Ethnic Origin
- Religion
- Family Status
- Sexual Orientation
- Nationality
- Civil Status
- Disability
- Date of Birth

The development of this screen marks a significant move forward for the University in the area of Equality Diversity and Inclusion. This is the first time that the University will collect data across these equality grounds for existing employees and represents a cultural shift where employees feel safe to disclose sensitive information of this type. It is hoped that this new tool will assist the University in getting a clearer understanding of the diversity make-up within the employee population

Access to diversity data is only accessible by the EDI Unit and will be anonymised to ensure employees personal data will not be identifiable and full compliance with GDPR requirements.

- to identify areas of priority in terms of policy development and initiatives
- to set targets in areas where under-representation is identified
- to evaluate the effectiveness and impact of our activities
- to meet data requirements such as Athena SWAN and HEA data requests which have expanded to equality grounds beyond gender
- to support meeting requirements such as the University's duties as a public sector employer, as well as its statutory obligations under relevant legislation (E.g. Disability Act 2005, Employment Equality Act 1998-2015)

Strategic Objective 5: To raise awareness amongst the University community by promoting greater understanding and engagement with EDI issues across the University

EDI Blog - Inclusion Never Stops

In April 2020, the EDI Unit launched a new blog called "Inclusion Never Stops" to continue to keep colleagues engaged and connected whilst working from home during the period of Covid-19 restrictions. Various types of entries are welcome from all colleagues with an inclusion and diversity theme. Some entries relate to Covid-19 - for instance perspectives on the "new normal" during Covid-19 - whilst some entries aim to celebrate a diversity day in the EDI calendar with a thought, observation or poem.

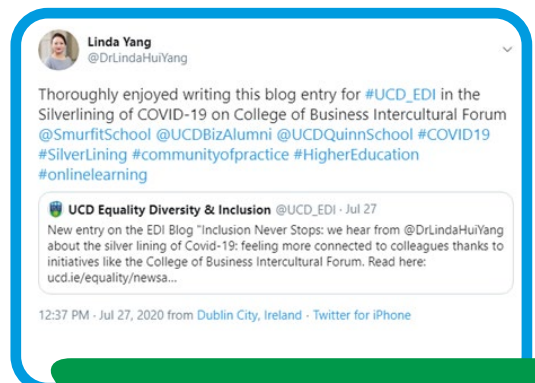
Since its launch, the EDI blog has featured over 20 entries from colleagues and students, including:

- "On the frontline during Covid-19" written by Dr John P. Gilmore, UCD School of Nursing, Midwifery and Health Systems and a student nurse at UCD
- "Connecting Across Cultures" by Caroline Mangan, Global Experience Manager
- "Volunteering in UCD Covid-19 Call Centre" from colleagues who volunteered in the NVRL Covid-19 Call Centre in March 2020
- "The Silver Lining of Covid-19: Feeling more Connected to Colleagues than Ever Before!" by Dr Linda Yang, Intercultural Development Programme Leader
- "Learning from Experience in Reviewing Dignity & Respect Policies/Procedures at UCD" by Professor Colin Scott, Vice-President for EDI

In addition, the EDI Blog featured entries to mark occasions such as Invisible Disability week in October, PRIDE and Parents' Day in June, World Health Day in April, as well as poems and reflections from colleagues on a variety of themes connected to diversity, such as working from home as a parent or as an introvert, learning how to take care of our mental health and wellbeing, interacting with Irish people as a foreign person.



Tweet from Dr Claire McGuinness, UCD School of Information and Communication Studies, on EDI Blog entry "An Introvert's Perspective on the New Normal".



Tweet from Dr Linda Yang, UCD Intercultural Development and Support Officer, on writing for the EDI Blog "Inclusion Never Stops".

Feedback from readers:

"I have read quite a few EDI blog entries since the pandemic started and found them mostly soothing and always interesting."

Multiculturalism and the University: Strategies to Develop Intercultural Competencies on Campus

UCD Equality, Diversity and Inclusion in collaboration with UCD Global hosted a seminar on Friday, 21 February 2020 titled 'Multiculturalism and the University: Strategies to Develop Intercultural Competencies on Campus'.

Over 40 academics and staff from across the University attended the event. The keynote address was delivered by Elspeth Jones, Emerita Professor of the Internationalisation of Higher Education, Leeds Beckett University UK. The event also featured a panel discussion with a range of UCD colleagues highlighting existing UCD initiatives that aim to promote intercultural learning and understanding on campus. After lunch, attendees were asked to participate in a consultation session facilitated by members of the Multicultural Group and Multicultural Employee Network at UCD (MENU) where they shared their suggestions on how to foster inclusion and develop intercultural competencies in UCD. Rory Carey, Co-Chair of the EDI Multicultural Group, closed the event by highlighting the opportunity and potential to build on the connections established.

Group photo of seminar speakers and attendees at "Multiculturalism and the University" event.



International Women's Day 2020 - Designing the Future: Gender Equality in Research and Innovation

To mark International Women's Day on 5 March 2020, UCD held an event on "Designing the Future: Gender Equality in Research and Innovation" in the Fitzgerald Chamber.

The event featured guest speakers Dr Marion Boland, Head of Research Policy, Science Foundation Ireland, Elaine Bourke, Editor, Silicon Republic, Professor Madeleine Lowery, School of Electrical and Electronic Engineering, Dr Susan

Leavy, Research Analyst, School of English, Drama and Film and was hosted by Professor Orla Feely, Vice-President for Research, Innovation and Impact. In light of recent research having brought back into focus the challenge of embedding gender in research, technology, product/services design, UCD wished to explore how we are responding to the challenge of designing a future that is gender inclusive.



Pictured: Dr Marion Boland, Head of Research Policy, Science Foundation Ireland; Elaine Bourke, Editor, Silicon Republic; Professor Madeleine Lowery, School of Electrical and Electronic Engineering; Dr Susan Leavy, Research Analyst, School of English, Drama and Film; Prof. Orla Feely, Vice-President for Research, Innovation and Impact.

International Women's Day 2020 Coffee Mornings

Along with the headline event and following the success of 2019 International Women's Day coffee mornings, UCD EDI sponsored the coffee mornings again in 2020 which were held across 17 locations in Belfield and Blackrock.



Pictured: EDI branded cupcakes for International Women's Day coffee mornings.

Gender and Beyond: Overcoming Unconscious Bias in Science and Research

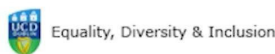
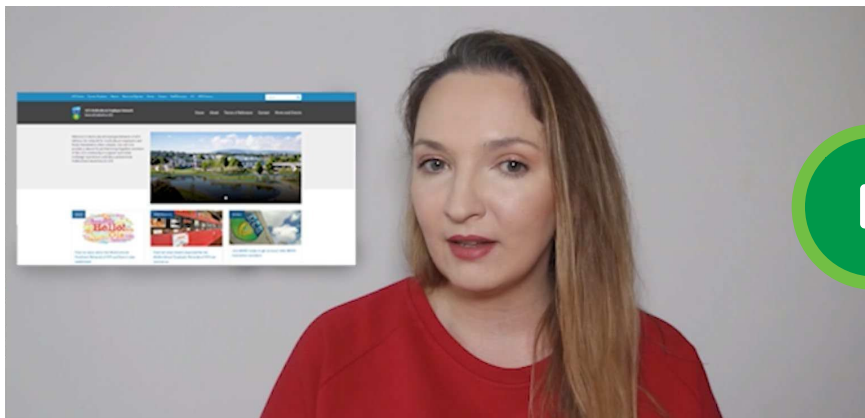
The College of Science EDI committee hosted a moderated panel discussion from a panel of local and international experts on recognising our own behaviours that hinder inclusion and diversity in science; how to put measures in place to embrace EDI philosophies into our scientific education, research and outreach. The panel included:

- Tinu Cornish, Chartered Diversity Psychologist, Director SeaChange Consultancy
- Dr Marta Bustillo, Liaison Librarian, UCD College of Social Science and Law
- Dr Ursula Barry, Associate Professor & Co-Director of UCD Centre for Gender, Feminisms and Sexualities
- Dr Rochelle Fritch, Research Policy Scientific Programme Manager, Science Foundation Ireland
- Dr Melrona Kirrane, Associate Professor of Organisational Psychology, Dublin City University
- Mark Fenton, CEO and Founder MASF Consulting

The event, on 6 December 2019, was attended by more than 80 employees from across the College and campus.



Tinu Cornish, Chartered Diversity Psychologist, Director SeaChange Consultancy, Mark Fenton, CEO and Founder MASF Consulting, Rochelle Fritch, Research Policy Scientific Programme Manager, Science Foundation Ireland, Dr Antoinette Perry, UCD College of Science Vice-Principal for EDI.



Dr Dorota Szelewa
UCD School of Social Policy, Social Work & Social Justice
Co-chair, UCD EDI Multicultural Group

Dr Dorota Szelewa, Co-Chair of the EDI Multicultural Group, gives an overview of the group's priorities

Intercultural Communication Training Pilot

In July 2020, members of the Multicultural Group, co-chaired by Rory Carey, Director, UCD Culture and Engagement and Dr Dorota Szelewa, Assistant Professor in UCD's School of Social Policy and Social Justice, attended training in "Intercultural Communication." The training took place remotely on 16 and 17 July 2020 and was delivered by Kynfolk, Intercultural Specialists, via Zoom. The aim of this session was to raise awareness of how culture influences communication styles and preferences and to empower members of the Multicultural Group to be able to promote intercultural awareness in their areas. The training was originally planned to take place in March 2020 but had to be rescheduled due to the Covid-19 restrictions coming into effect two weeks before the training date.

World Health Day

On 7 April 2020, for World Health Day, UCD EDI joined the WHO campaign via Twitter to support nurses and midwives during a particularly demanding time. Colleagues were invited to share their messages of support on Twitter using the hashtag #SupportNursesandMidwives and #WorldHealthDay. In conjunction with the social media campaign, the inaugural entry of the new initiative "EDI Blog Inclusion Never Stops" on 7 April featured posts from employees and students on the frontline during Covid-19: Dr John P. Gilmore, Assistant Professor in UCD's School of Nursing, Midwifery and Health Systems wrote about the importance of comradery and compassion in the Intensive Care Unit community while they care for those impacted by Covid-19. A UCD student nurse, who chose to remain anonymous, reflected on how challenging but also rewarding it can be to work in healthcare during a pandemic, when the kindness and appreciation of patients can make it easier to keep coming back every day.

Tweet from UCD EDI about World Health Day Twitter Campaign.



Strategic Objective 6: To collaborate with external bodies on EDI related matters with a view to becoming the leading third level institution in Ireland to advance equality, diversity and inclusion

EDI National Data & Diversity Conference - Data Driving Diversity

On 17 September 2020, the EDI unit held a first ever HEI National Data Conference to promote and discuss the importance of data in the EDI sphere and, in particular, how it can inform better decision-making, identify priorities and lead to the enhancement of a more

inclusive environment in the Higher Education sector and beyond. The conference had originally been planned for 30 March 2020 but had to be postponed due to the nation-wide lockdown. It was rescheduled for September and delivered fully online as a webinar. The conference was a great success with over 220 delegates from both the public and private sector signing up for the event.

The Conference featured a keynote address from Dr Ross Woods from the Higher Education Authority Centre for Gender Excellence on national data collection and target-setting. Jacky Fox from Accenture Ireland Security Lead discussed the importance of data security. Olivia McEvoy from EY Ireland shared insights from the National EY Diversity & Inclusion Survey. In addition, Dr Joanna Jasiewicz from Cambridge University spoke on using data analytics to measure and progress the equality and diversity agenda. Dr Vanessa Ho from St George's, University of London an institutional Athena SWAN silver award holder discussed why data and good data analytics are so important in the application. UCD's EDI and Access and Lifelong Learning units also shared some best practice examples around data collection and analysis and insights were provided from the Working from Home survey by Mark Simpson, UCD Culture and Engagement.

A key output of this conference was the need for a network across the University sector for the sharing of best practice in terms of data collection and analysis and overcoming barriers. This network is due to be established in January 2021 chaired by UCD in the first year.

Dr Ross Woods, Head of HEA Centre of Excellence for Gender Equality, giving his keynote presentation via Zoom to webinar attendees.

The Global University: Ethnic and Race Diversity in Higher Education & Research



To celebrate Black History month in October 2019, Dr Nicola Rollock was invited to UCD to discuss ethnicity and race diversity and inclusion and share best practice on how Universities are ensuring the progression of black, Asian and minority ethnic employees and students.

The event took place on Tuesday 22 October 2019 in the UCD Club and consisted of a plenary session and a consultation session. Dr Rollock set the scene and provided advice on fostering ethnic and race equality in universities. This was followed by a fireside chat and Q&A with Dr Rollock and Professor Colin Scott, UCD Vice-President for Equality Diversity and Inclusion. After lunch, guests were invited to take part in a Think Tank session led by Marcellina Fogarty, Strategic Equality Diversity and Inclusion Manager, and facilitated by members of the Multicultural Group and Multicultural Employee Network of UCD (MENU.) Attendees shared their insight and suggestions on ethnic and race diversity.

Tweet from Dr Nicola Rollock on being part of "The Global University: Ethnic and Race Diversity in Higher Education & Research" event in UCD.

UCD Athena SWAN World Cafe - Re-framing the Conversation: Leading Culture Change

As part of the development of the Gender Equality Action Plan 2020-2024, UCD organised an Athena SWAN event on Monday 7 October 2019 and had the pleasure of welcoming former Master of National Maternity Hospital, Dr Rhona Mahony, to the UCD Club. Rhona gave an inspirational talk on women in leadership and the importance of ensuring that people are included, feel safe, feel that they belong and that their contribution matters. The talk was followed by the Athena SWAN World Café attended by over 80 people from the UCD community.



Pictured: Eimear O'Reilly, UCD Equality Diversity and Inclusion Project Officer, Rory Carey, Director, UCD Culture & Engagement, Dr Rhona Mahony, former Master of National Maternity Hospital Holles St., Marcellina Fogarty, UCD Strategic Equality Diversity and Inclusion Manager, Prof Orla Feely, Vice-President for Research, Impact and Innovation.



 Equality, Diversity & Inclusion

Ruairi Power
UCD Students Union Welfare Officer

*Ruairi Power,
UCD's Students
Union Welfare
Officer, talks
about EDI-related
student initiatives*

Outreach and Mentoring

The UCD Widening Participation Outreach Network is leading the development of an institution-wide approach to outreach. Chaired by Associate Professor Caitriona Cunningham, the Network is responsible for development of a coherent coordinated approach that will enable us to extend our reach and create awareness of all that the University has to offer.

- In October UCD hosted a Mentoring training and development day on behalf of the PATH Cluster: almost 200 students from UCD, TCD, NCAD, IADT and MIE participated. These Mentors then delivered mentoring sessions in a range of DEIS schools, Further Education Colleges and community organisations throughout the city.
- UCD also hosted the Student Experience Days, at which 200 students from our partner DEIS schools, FE colleges and community organisations were matched up with 130 UCD Students and experienced university life for a day.
- Our Future You Mentor programme closed in January with a ceremony, that included contributions from Dr Anna Kelly, UCD Access & Lifelong Learning, Dr Anthony Cronin, UCD School of Maths and Statistics, Dr Joseph Twist, UCD School of Languages, and Eithne Coleman, Occupational Therapist, UCD Access & Lifelong Learning. Participating DEIS schools were presented with a Certificate of Participation, and a student from each school was named as the Star Pupil, in recognition of their engagement. In September 2020, 29 of these Future You students were offered a place to study in UCD.
- This year our Summer School series was transferred to a virtual format - 500 prospective students were offered taster lectures, interactive information sessions, and opportunities to meet current access students.
- As part of celebrating 70 years of Lifelong Learning in UCD, the See One Be One Awards recognised lifelong learning role models. The awardees were Eddie Nugent, Jean McEvoy, Patrick Dunne and Fredia Jameson.

Pictured: Dr Anna Kelly, Director, UCD Access and Lifelong Learning, presenting a certificate of participation to a student for Future Your Mentor Programme.



Students from UCD, TCS, NCAD, IADT, MIE pictured at Mentoring Training and Development Day in UCD O'Brien Centre for Science.





See One Be One Awardees: Eddie Nugent (l) and Fredia Jameson (r) with UCD Registrar & Deputy President Prof. Mark Rogers (centre left) and Prof. Maurice Manning, Chancellor of the National University of Ireland and guest speaker at the event (centre right).



Pictured: Patrick Dunne, See One Be One awardee (r), with Fiona Sweeney, UCD Access & Lifelong Learning (l).

UCD included in EUA report - results of INVITED survey project

Having hosted and participated in the EUA INVITED Peer Learning Seminar “How to transform universities to embrace diversity and foster inclusion” in June 2019, UCD was included in the EUA’s report on Diversity, Equality and Inclusion in European Higher Education Institutions: results from the INVITED project.

Inclusiveness has become a strategic question for a number of higher education institutions across Europe, impacting learning and teaching, research and institutional cultures. Many have taken action to find new ways to enable people from various backgrounds to find their place in higher education. The idea that diverse learning environments may prepare students better for a diverse society and diverse research environments is gaining ground.

The report presents a broad picture with data from 159 higher education institutions in 36 European systems. It shows different institutional strategies and measures and analyses success factors, challenges and needs for support to build institutional capacity.

Report Cover image of EUA INVITED Project Results.



See Change Green Ribbon Campaign

UCD is committed to the creation of a work environment whereby every employee can feel supported no matter what issues they may be facing in life and where mental health and wellbeing is promoted. To this end, UCD partners with organisations such as See Change, who are dedicated to ending mental health stigma. Stigma against mental health can involve the use of negative labels towards people with mental health difficulties and can lead to social exclusion. As a consequence of stigma in society, people experiencing mental health difficulties feel devalued and may decide to conceal their mental health difficulty. In May 2020, due to the Covid-19 restrictions, See Change could not deliver their full “Green Ribbon” campaign but made material available online for their partner organisations. UCD provided ways for their community to participate despite the restrictions: the EDI website published a variety of ways for people to engage in the campaign to end mental health stigma in a virtual way including guidelines on how to use social media to start a conversation, how to add a Green Ribbon banner to email signatures, and tips to maintain mental wellbeing at work.

END MENTAL HEALTH STIGMA
Wear the Green Ribbon



#GreenRibbonIRL
#EndTheStigma

See Change Green Ribbon Email Banner image.

Appendix 1 EDI Subgroups Key Initiatives



Membership of all EDI groups in UCD can be found here.



Data Sub-Group

Key Achievements for 2019-2020

- EDI National Data Conference.
- Development of ESS Diversity screen.
- Gender analytics tool at college and University level (kick-off).
- Culture & Engagement "Working from Home" survey analysis.
- Supported the Athena SWAN University application with data analysis and data visualisations.

Disability Sub-group

Key Achievements

- Contributed to the development of UCD's Code of Practice for the Employment of People with Disabilities.
- Supported the ongoing development and activities of the Staff Disability Network.
- Provide input and feedback to the development of EDI surveys.
- Organised a range of events to mark Invisible Disabilities Week including a podcast and a fireside conversation with an invited speaker.

Multicultural Sub-Group

Key Achievements for 2019-2020

- "Ethnic and Race Diversity in Higher Education" event with Nicola Rollock, October 2019.
- "Multiculturalism and the University" event in collaboration with UCD Global, February 2020.
- Intercultural Communication training for Multicultural Group members, July 2020.
- Race and Ethnic Equality working group established, August 2020.
- MENU virtual coffee mornings throughout the year
- Survey of spaces dedicated to faith and religion on UCD campus.

Research and Curriculum Sub-Group

Key achievements for 2019-2020

In 2020 the newly established group met with a range of key stakeholders both internal and external relating to EDI in Research and Curriculum issues in Higher

Education. From these discussions, the group has secured an advisory panel that will inform their key priorities in 2020/21. The group has currently started work on all their priorities for the upcoming academic year and one of their key achievements this year has been their preliminary work on the development and reform of EDI curriculum in UCD.

Key priorities in 2020-2021

- EDI in Research Webinar Series.
- Creation of an EDI Discovery Module.
- Decolonising and Improving Inclusivity of the Curriculum.

LGBTI Sub-Group

It's been a busy year for the LGBTI Sub-group, our year working remotely has allowed us to reflect on the work of the group to date and to prioritise key projects for the future.

Key achievements for 2019-2020

- Past/Present/Pride, a series of conversations that will celebrate UCD's LGBTI+ writers, reflecting on the work of writers that have witnessed significant social change for members of the LGBTI+ communities in Ireland & beyond. Past/Present/Pride is a collaboration between MoLI and UCD's Equality, Diversity and Inclusion programme. <https://moli.ie/digital/pastpresentpride/>
- UCD LGBTI Sub-Group in collaboration with UCD's EDI Unit has developed a proposal for a pilot National LGBTI Inclusive Framework of good practice for Universities to benchmark performance and mainstream LGBTI inclusion. Professor Colin Scott to bring the proposal to the next meeting of IUA Vice-Presidents for Equality, Diversity & Inclusion network.

Key priorities in 2020-2021

- The subgroup plans to mark a series of significant dates with webinars and other initiatives, to include LGBTI history month in February 2021, Trans Day of Visibility in March 2021 with our colleagues from UCDSU, LGBTISoc, and IDAHOT in May 2021.
- UCD will host a second gathering of LGBTI third level colleagues to advance the formation of a National Third Level LGBTI Network and also to advance planning for LGBTI curriculum and research review.

Appendix 2

College Vice-Principals for Equality Diversity and Inclusion - Summary of Initiatives

College of Arts and Humanities EDI Activities 2019/20

January 21st 2020

- Workshop entitled '#MeToo and the University' with Dr Cormac O'Brien (English, Drama and Film) and visiting scholar Dr Dawn Campbell (South Carolina). The workshop was designed to speak to the EDI categories of gender and sexual orientation. It was well attended and a productive conversation amongst employees and students developed around the themes of gender as construct, consent and university support. Issues raised at the workshop include a severe lack of Student Counsellors and the need for a separate policy for sexual harassment and violence (the latter is already happening).

February 11th 2020

- Information session on contract law and the Cush Report, co-organised with IFUT.

March 4th 2020

- 'Remember the bathroom doors?' This event to mark International Women's Day was run by the Decolonial Platform with the support and funding of the EDI committee. A collage workshop was organised to engage with photographs of the graffiti from the women's toilets in Newman, which had recently been whitewashed. The workshop prompted discussions about inclusion, isolation within the neoliberal university, and unlikely spaces of community and support.

June 6th 2020

- Inclusive Remote Teaching and Learning Webinar with Lisa Padden (Access & Lifelong Learning) on Universal Design for Learning. This session outlined the principles of Universal Design for Learning with specific reference to how inclusion can be embedded when teaching online. Tools for engagement, representation, action and expression in Brightspace were also suggested in order to facilitate the adaption of face-to-face modules for fully inclusive online delivery.

June 23rd 2020

- EDI committee release a Black Lives Matter statement: <https://www.ucd.ie/artshumanities/newsandevents/blmstatement/>

June 26th 2020

- Inclusive Remote Teaching and Learning Webinar with Dr Britta Jung (HI). The session explored last trimester's experiences of abruptly moving a module online. It reflected on the choices made, the reactions of the students, and the important lessons learned for the module's next run in the Autumn.

College of Engineering and Architecture EDI Activities 2019/20

1. EDI Committee

- Development and dissemination to College of Engineering and Architecture staff and researchers of an optional and anonymous survey gathering data on the need for creche facilities and challenges encountered during the process of securing a place for a child in the UCD Oakmount creche.
- Development and dissemination to all undergraduates (excluding Stage 1 undergraduates) and taught postgraduates in the College of Engineering and Architecture of a Dignity & Respect Survey in response to issues raised by the Athena SWAN report.
- Development of a survey to gather data on gender barriers encountered by Postdocs embarking on an academic career to be disseminated later in the year.
- Training:
 - Embedded Dignity and Respect Training for Year 1 students delivered as part of the College's Orientation in September
 - Embedded Intercultural Awareness and Communication Training for Year 1 students delivered as part of the College's Orientation in September
 - Intercultural Awareness and Communication Training to be delivered to staff in all schools in the College involved in overseas teaching
- System for monitoring committee membership and leadership roles established and information on gender numbers supplied to School heads for ongoing planning.
- Review of gender screening processes for recruitment and promotion of UCD EDI guidelines.
- Ongoing revision of the Workload Model in the College.
- Inclusive Teaching Pilot rolled out with a series of workshops and support material available to participating Module Co-ordinators.

2. EDI School Representatives

- Creation of EDI committee:
 - EDI rep Beini Chen in School of Civil Engineering established a School EDI committee with four members.
- Expansion in membership of EDI committee in:
 - the School of Chemical and Bioprocess Engineering's Committee from one member to five members including three student members (undergraduate and postgraduate)
 - the School of Mechanical and Materials Engineering's Committee from eight members to 10 members

- Launch of Mentoring programme for staff in the School of Architecture, Planning and Environmental Policy in conjunction with Schools of Nursing, Midwifery and Health Systems and Veterinary Medicine and co-ordinated by UCD HR.
- Co-ordination of schedule for Visiting Professor from the University of Nairobi Faculty of Architecture (Professor Nkatha Gichuyia) as part of UCD Architecture's support of the "Global South" worldwide architecture initiative and to include delivery of masterclass in 2021.
- Development of Unconscious Bias Virtual World training using seed funding won by EDI rep of School of Mechanical and Materials Engineering.

College of Health and Agricultural Sciences (CHAS) EDI Activities 2019/20

The College of Health and Agricultural Sciences (CHAS) established its Equality, Diversity and Inclusion Committee in October 2019. The committee is Chaired by Prof Torres Sweeney, SVM, and membership consists of Associate Deans for EDI from the college's five constituent Schools. This committee provides a forum for sharing of knowledge and best practice models across the Schools, as well as for developing cross cutting initiatives.

Also, in this academic year, the UCD CHAS Neurodiversity Project was established. The project is a working group reporting to the CHAS EDI committee, led by Dr Blánaid Gavin, UCD School of Medicine. The UCD CHAS Neurodiversity Project aims to emulate a similar project, led by Stanford University in recognising and providing support for neurodiverse students and staff.

CHAS International Men's Day Event November 2019 - The theme for this year was "Men Leading by Example". To mark the occasion and to celebrate all the great men who lead by example and support healthy living, Brian Mullins, UCD Director of Sport/Health Promotion, led attendees around the Millennium Walk, a beautiful 3.2 km woodland walk through UCD campus.

Over the summer the CHAS EDI committee organised a series of Faculty Promotion Workshops, delivered via Zoom. There were five sessions in total, beginning with an opening session which provided an overview of the Faculty Promotions Process with a presentation from Professor Grace Mulcahy, previous member of the Faculty Promotions Committee. Each session included presentations from recently promoted faculty within the college, followed by a Q and A session, chaired by a member of the CHAS EDI Committee. In total, there were 239 registered attendees across the series.

School of Medicine

- A School of Medicine Graduate Research Student Association has been formed. This gives our research students a forum and an opportunity to voice their opinions about matters relating specifically to them.
- MedSoc have formed an EDI subgroup allowing medical students to come together and address EDI issues as a group and raise awareness about EDI in medicine.
- A grant advisory committee is established to enable academic staff to get feedback and advice on grant proposals at an early stage in the proposal process.
- A scheme is in place to enable any research active member of staff returning from extended leave (including women returning from maternity leave, anyone returning from sick leave or anyone returning from extended leave due to caring for a dependent) to apply for funding to maintain or restart their research.

School of Veterinary Medicine

- Mentorship programmes were developed for three staff/student cohorts: early career stage faculty, postdoctorate students and postgraduate students. A pilot cross-university mentorship programme is currently in development for technical, nursing, professional and support staff.
- In addition to CHAS-wide faculty promotion workshops, two workshops specific to SVM staff were held for academic and clinical staff to support their promotions prospects.
- The annual School of Veterinary Medicine Dean's Inclusion Award was created in 2019, recognising staff/student contributions to inclusion in the school/hospital during the previous year.
- A Pride event was held in the Vet School in June 2019 and was attended by staff and students from across the university.
- EDI posters were created and prominently displayed around the Vet School and Hospital.
- EDI concepts, including pilot bystander training, have been incorporated as part of student curriculum and during student orientation.
- Staff are being actively encouraged to partake in EDI training.
- Staff and students wore red on 11th February 2020 in support of UN International Day of Women and Girls in Science.
- A social media campaign was run for International Women's Day 2020, featuring staff and students from the Vet School and Hospital.
- A 'Sense of Community committee' was set up to promote a strong sense of community amongst all Vet staff and students. Initiatives include the regular production of a student newsletter, a community garden and weekly yoga sessions.

School of Public Health, Physiotherapy and Sports Science

- The School of Public Health, Physiotherapy and Sports Science established its Postgraduate Students Committee, and nominated formal student representatives. During the period of Covid-19, to facilitate committee work, also to foster greater collegiality amongst postgraduate students, a WhatsApp group was set up, and regular Zoom meetings have been used to support postgraduate students working remotely.
- The School's Research Impact and Innovation Committee has set up a Researcher Support Programme which will commence in November with the first of its interdisciplinary postgraduate and student monthly seminars where staff at different levels will share success stories about having achieved small, medium and large-scale grants over the past year.

School of Agriculture and Food Science

- School's commitment to gender equality and Athena SWAN Award celebrated at the National Ploughing Championships - September 17-19, 2019.
- EDI presence established on the School website: <https://www.ucd.ie/agfood/about/ediequalitydiversityandinclusion/>
- Coffee morning held on International Women's Day 2020 to support Women's Aid.

College of Social Sciences and Law EDI Activities 2019/20

- The College has hosted a series of workshops on dignity and respect and on promotions for female faculty.
- We are currently developing a designated EDI space in the Newman Building to promote diversity.
- We are working with a range of post-primary Delivering Equality of Opportunity in Schools (DEIS) schools in the Leinster region to bridge the gap between DEIS and non-DEIS schools and widen participation at third level.
- We continue to support Schools in the preparation of Athena SWAN applications, including sharing of key learnings across Schools.
- We work closely with the EDI Unit in the development of new and revised policies to support EDI.
- We have been very active in the consultation process around the revised dignity and respect policies and procedures.

College of Science EDI Activities 2019/20

Email etiquette guide for students

An initiative led by our EDI committee's undergraduate student rep (2019-2020) Lucy Dornan concerned the uncertainty students experience when coming to University and trying to figure out how to best approach their lecturers. Emailing is often a new mode of communication. A simple etiquette guide was drawn up and reviewed by our Student Advisor and branded by the SU. This simple tool gives students some handy tips on how best to structure an email to their professors and to get a meaningful response!

Inclusive Teaching workshop

- The College of Science EDI, Widening Participation and Teaching & Learning Committees in conjunction with UCD ALL, organised an Inclusive Teaching and Learning Workshop.
- The workshop will incorporate a self-assessment of our inclusive teaching practice, highlighting best practice and identifying priority gaps and areas that should be addressed. This workshop is the first step towards developing a fully inclusive learning environment in the College of Science, one in which all students feel they belong.
- (scheduled for March 2020, postponed due to Covid-19).

UN International Day for Women and Girls in Science

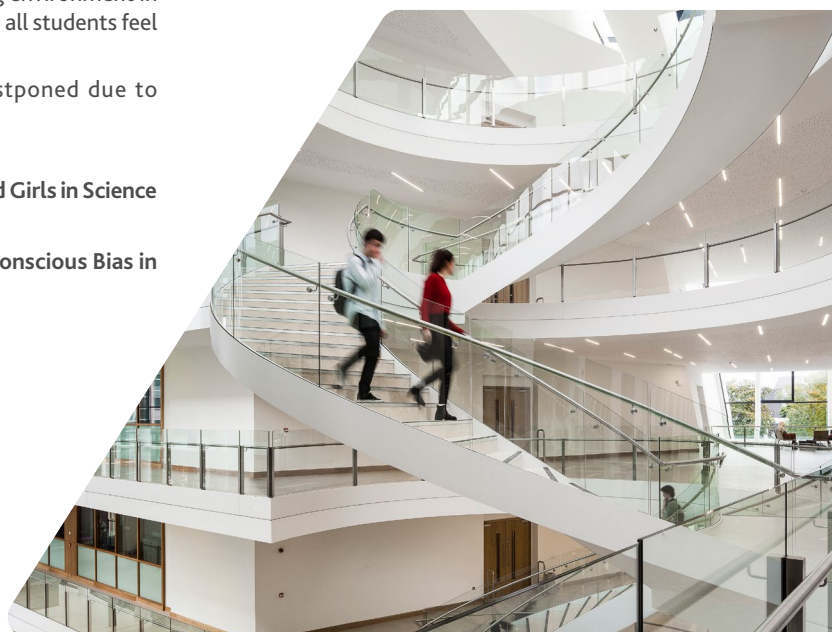
Gender & Beyond: Overcoming Unconscious Bias in Science & Research

College of Business

To promote EDI relevant policies, actions, and culture around the UCD College of Business, the VP for EDI at the College of Business sent an invitation to join the self-assessment team (SAT) in March of 2019, chaired by Professor Andreas Hoepner and Communications and PR Manager Beth Gormley. Sixteen members volunteered to join the self-assessment team called 'Team EDI', from both students and faculty. The representative nature of the SAT team enhances the equality, diversity, and inclusion in the implementation of relevant EDI actions. An action plan to implement EDI policies was developed. Furthermore, the SAT team discusses current EDI issues and policies. A student survey was conducted from March to May 2020, reflecting all students at the College of Business, including Quinn, Smurfit, Executive Development, and International Campus. The survey revolved around gender balance, awareness, teaching and learning culture, current practices on gender equality. Based on the analysis of the survey results, recommendations on creating an equal, diverse and inclusive atmosphere at the College of Business were developed. Moreover, the chair of EDI helped to promote the staff survey sent by UCD Institutional Research.

Building on the work from 2019, efforts were continued to work towards the establishment of information management systems for EDI related data points. As a follow up of media reports on shortcomings on EDI matters at the university level, a thorough investigation for 2020 was carried out collecting data from various sources including the student union. So far, all sources confirm no incidents for the academic year of 2020 for the College of Business.

Throughout the year a range of events related to EDI topics took place in the College of Business. Examples include the Manager's Workshop 'Managing and Supporting Working Parents' and 'Returning from Maternity Leave at UCD' but also 'Designing the Future: Gender Equality in Research and Innovation'. Another highlight of 2020's work was the launch of the EDI section in the College of Business' Friday Memo as well as an EDI College of Business letter inspired by Colin Scott's equivalent from UCD's overall EDI outreach.





University College Dublin

Belfield, Dublin 4, Ireland.

www.ucd.ie/equality