



EDI

EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT

2023



Our Mission:

For the principles of EDI to be embedded into all aspects of University life.

Our Vision:

To be a leader and role model in equality and diversity and for EDI to be at the heart of all that we do.

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1 Introduction

UCD Equality, Diversity and Inclusion
Cultivating a Culture of Respect and Belonging

Welcome to the
Conference: Tackling
and embracing Cultural
and Intersectionality



Introduction

UCD Vice-President for Equality Diversity and Inclusion

Colleagues, I am pleased to introduce the Equality, Diversity and Inclusion Annual Report for the Academic Year 2023/2024.

This Report outlines the ongoing EDI work at UCD and reports on achievements under the EDI Strategy 2021 - 2024, including our policies and structures, key initiatives and priorities and examples of how we raise awareness of EDI and embed EDI throughout what we do in the University.



At UCD we have an ambitious programme of EDI work and we have much of which to be proud. In 2024 we achieved the Athena Swan institutional silver award due to numerous initiatives that progressed EDI and gender equality across a broad range of areas such as enhanced support around faculty promotions, parents and carers initiatives, inclusive recruitment practices, promotion of a respectful culture and much more. These initiatives have had a positive impact across many areas such as achieving greater balance at senior levels including 44% female Professors (increased from 30% in 2019) and a reduction in the Gender Pay Gap, currently at 7.14% (median) and 7.43% (mean) excluding hourly paid staff. When including hourly paid staff, the gap is even lower. This marks a significant improvement from 2020, when the gap was 11.39% (median) and 10.97% (mean), excluding hourly paid staff. This success has only been achieved through the commitment and hard work of the UCD community to improve EDI in our University.

Our latest EDI Survey (2023) indicated strong awareness of EDI at UCD, with 87% of respondents familiar with EDI initiatives and 83% aware of the Gender Equality Action Plan. The awareness-raising events held throughout the academic year all contribute to enhanced awareness levels, for example we held the EDI conference in March 2024 which centred on anti-racism and cultural awareness, and we held the national Dignity and Respect conference in May 2024. In addition we continued to implement EDI training programmes and initiatives such as the digital EDI Ambassador badge.

Dignity and Respect continues to be an important part of our work to support a respectful culture for all, with key training and support delivered throughout the year.

It is encouraging to see that well over 50% of UCD managers completed the training by the end of the 2023/24 Academic Year and over 80% of colleagues who responded to the online training feedback survey state that they feel more comfortable reporting bullying, harassment or sexual misconduct after completing the course.

Universities operate in a changing environment and it is important that at UCD we remain dynamic and innovative and the University continues to reaffirm its commitments to EDI. There are several areas of priority focus in UCD including anti-racism, neurodiversity and support for those with caring responsibilities as well as continuing to build on existing policies and supports. We are entering a new phase in UCD with the launch of the new University Strategy "Breaking Boundaries" and EDI will have a key role in supporting the implementation of this strategy through embedding and integrating EDI into key activities of the University.

The participation and engagement from all members of the UCD community across all genders, at institutional and local level, has as always been essential in our journey towards creating a sense of belonging and enhancing an inclusive culture. We value employee and student engagement in EDI, without whose input we could not achieve our goals, and we will continue to progress our initiatives as a community.

A handwritten signature in black ink, appearing to read 'Aoife Ahern'.

Prof. Aoife Ahern
UCD Vice President for Equality, Diversity and Inclusion

2 EDI at UCD

2.1 EDI Strategy and Action Plan

2.2 EDI Structures at UCD

2.3 Mental Health and Wellbeing



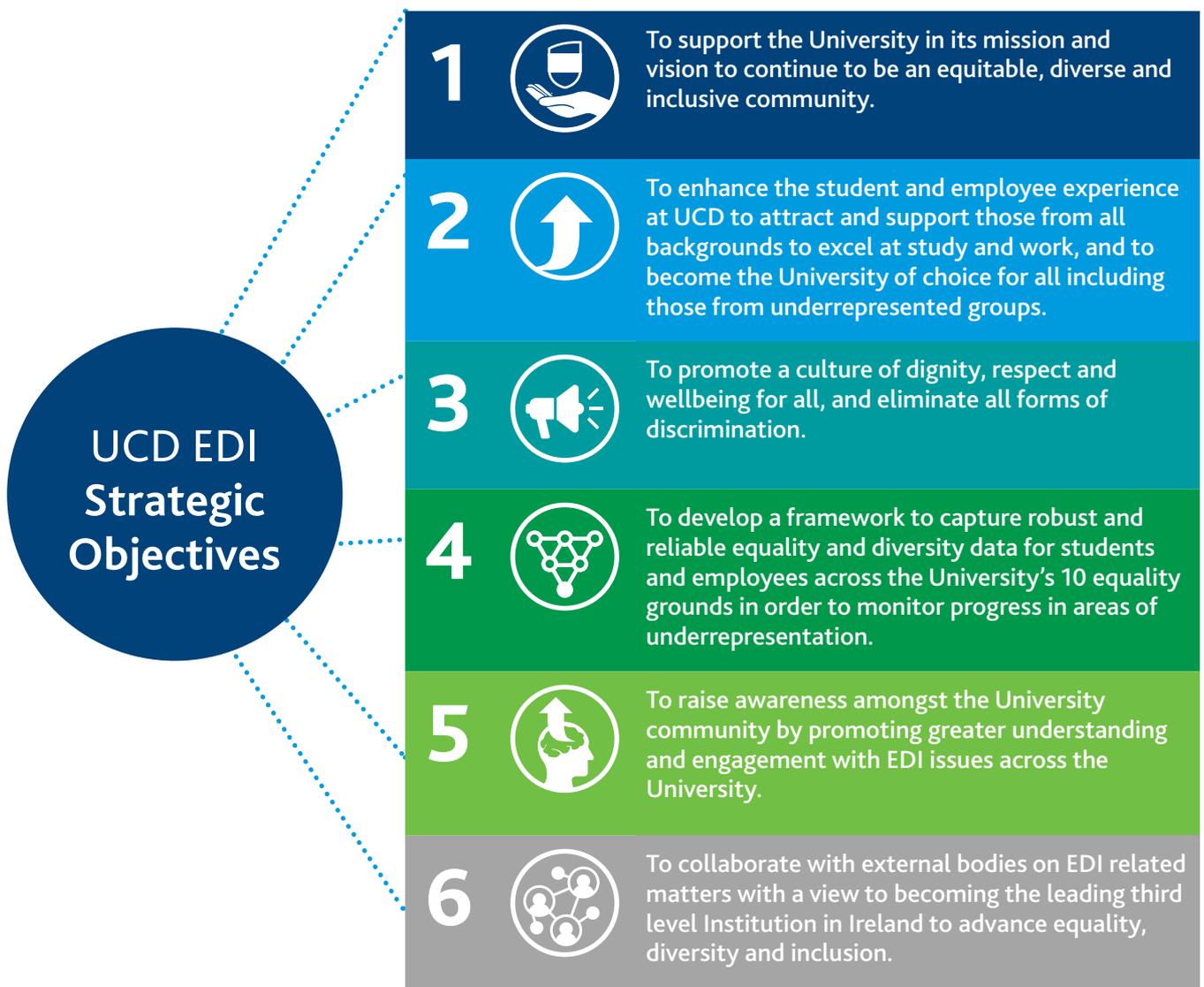
2.1 EDI Strategy and Action Plan

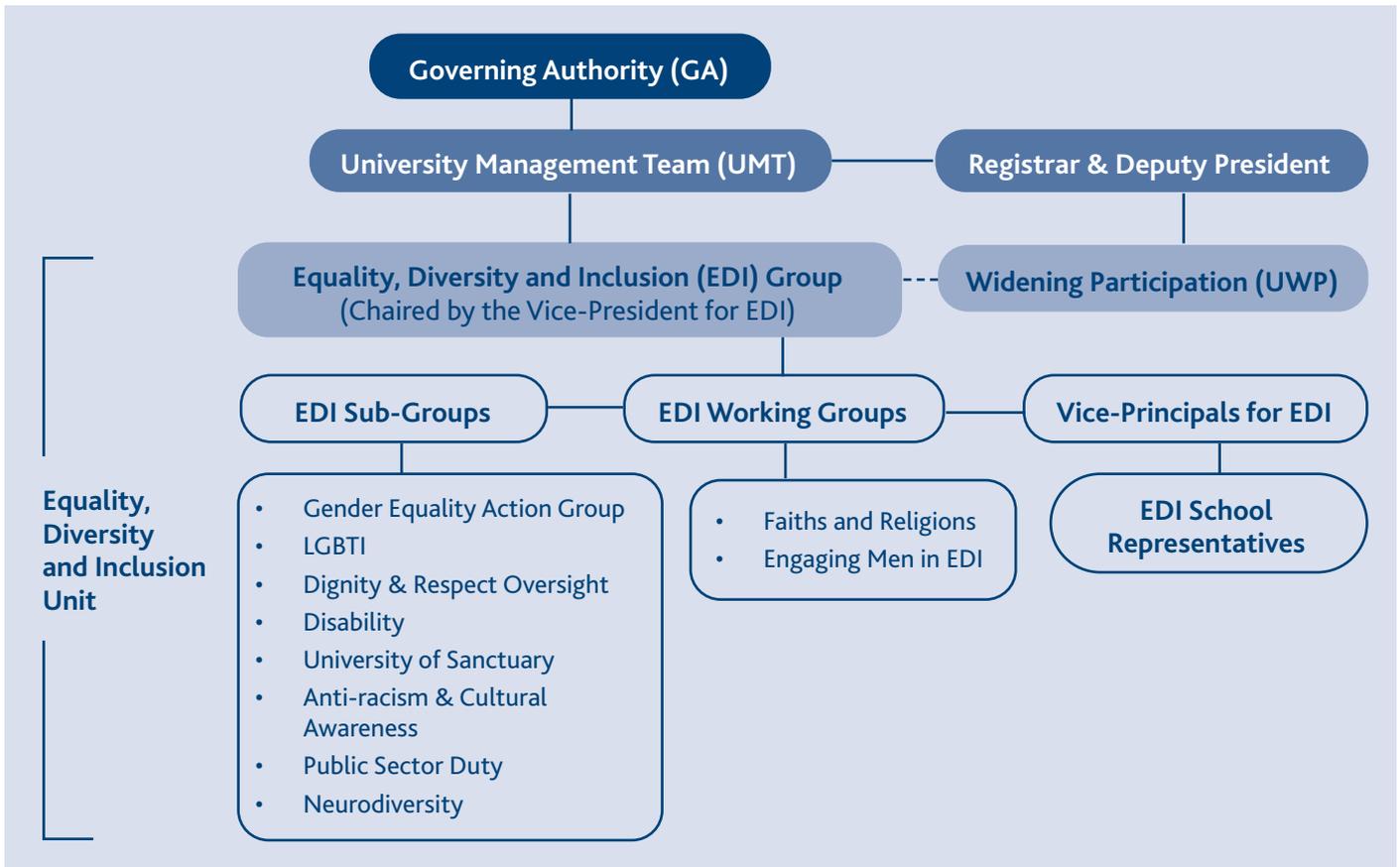
In UCD, Equality, Diversity and Inclusion is a priority and there are a range of committees, policies, initiatives, dedicated employees and community members who progress the work in this space. The University has a Vice-President for EDI, who chairs the University Management Team EDI Group, and an EDI Strategy and Action Plan. The EDI Unit supports the work of the UMT EDI Group and various EDI Subgroups and EDI Working Groups, Panels and Networks and leads on the implementation of the EDI strategy.

UCD holds a Silver Athena Swan award for its commitment to EDI and gender equality and is implementing its Gender Equality Action Plan 2024-2029. EDI in UCD is also embedded in the University Strategy as one of the six University Values.

Our vision, as stated in our EDI Strategy, is to be a leader and role model in equality and diversity and for EDI to be at the heart of all that we do. Our mission is for the principles of EDI to be embedded into all aspects of University life.

This Report is the mechanism through which progress against UCD's strategic goals is reported each year. Throughout the Report, each of the six relevant EDI strategic objective is highlighted for each initiative.





2.2 EDI Structures at UCD

UCD takes a co-design approach to EDI where our EDI initiatives, policies and events are progressed through the involvement of our employee and student community. Our structures are designed in such a way that enables this approach. There are several EDI subgroups and working groups in place, each with their own co-chair model consisting of a range of people who have an interest in a specific area of EDI.

The appointment of College Vice-Principals for EDI in every College supports the mainstreaming and embedding of EDI throughout Schools and Colleges.

The EDI group, led by the Vice-President for EDI and member of the UMT, has representation from across various University areas, as well as students. This model creates a link to the UMT for their support which is crucial to the success of initiatives and the delivery of the EDI Strategy and Action Plan which is led by the EDI team.

EDI Subgroups are tasked with promoting EDI in the University and identifying actions from the EDI Strategy that are relevant for the Groups to progress work in each area. They are also consulted with the aim to make recommendations to the EDI Group, contribute to policy development, and other flagship initiatives.

The UCD EDI Team also sponsors and supports a number of employee networks and panels, listed below. The Networks apply a Co-Chair model like all other EDI Groups and are tasked with bringing employees together so they can network and make meaningful connections, and raising awareness of various EDI topics. The Panels are composed of fully trained faculty and staff members who are appointed on a voluntary basis to offer non-directive and non-judgemental support and provide information on support services available internally and externally.

EDI Networks at UCD:

- Disability Staff Network
- LGBTQI+ Staff Network
- Multicultural Staff Network at UCD (MENU)
- Neurodiversity Staff Network
- Women @ STEM

EDI Panels at UCD:

- Dignity and Respect Support Colleagues
- Mental Health and Wellbeing Support Colleagues
- Parent Buddies

3 Priorities and Key Initiatives

- 3.1 Athena Swan
- 3.2 Employee EDI Survey
- 3.3 Anti-Racism
- 3.4 Dignity and Respect
- 3.5 Strategy
- 3.6 Sectoral Projects
- 3.7 Mental Health and Wellbeing

3 Priorities and Key Initiatives



3.1 Athena Swan

UCD was awarded the Athena Swan Institutional Silver Award in 2024 from Advance HE as a result of demonstrating significant progress in the area of EDI and gender equality (see some examples below.) Many people in UCD played an important role in the achievement of the award in different ways: leading or participating on working groups that supported the development of key sections of the application, members of the Gender Equality Action Group (GEAG) who provided oversight of the implementation of the Gender Equality Action Plan (GEAP) 2020–2024 and the development of the silver application, those that

attended consultation sessions which informed us as where there have been successes but also what needs to be improved on, key stakeholders who took ownership of the implementation of actions in their areas and will continue to be instrumental as we progress gender equality and broader EDI under the new action plan.

The EDI team began working with key stakeholders across the University to implement the new GEAP 2024-2029, which will not only support gender equality but will enhance inclusion across all equality grounds thanks to the expanded nature of the Athena Swan charter as UCD works towards an intersectional approach to EDI.

Examples of progress in UCD in this area over the last few years include:

- Strong EDI structures in place as outlined in Section 2
- The increase in the proportion of female colleagues in senior academic grades of Professor (44% women in 2023 compared to 30% in 2019) and full Professor (32% in 2023 compared to 24% in 2019) and across senior Professional grades
- Gender balance on influential committees (Governing Authority, Academic Council and UMT) where there is at least 40% membership of the under-represented gender
- Advanced data collection mechanisms provide a deeper understanding of the diversity of our job applicants and employees, with an 80% full completion of the applicant diversity monitoring screen
- Reduction in the Gender Pay Gap (see Section 4)
- Development and enhancement of a range of EDI policies and guidance documents to support better work-life balance (for example menopause in the workplace support for employees and managers, support for those with caring responsibilities)
- New Bullying and Harassment and Sexual Misconduct policies and the framework put in place to support implementation of these policies including Dignity and Respect Support Service, awareness raising campaign, tailored training programmes, and Dignity and Respect Oversight Group chaired by a UMT member (see Section 3.4)
- Supporting the implementation of these policies and raising awareness through the provision of a dedicated EDI programme of training, with the new EDI Digital Badge recognising colleagues who undertake EDI related training and commit to promoting and embedding EDI

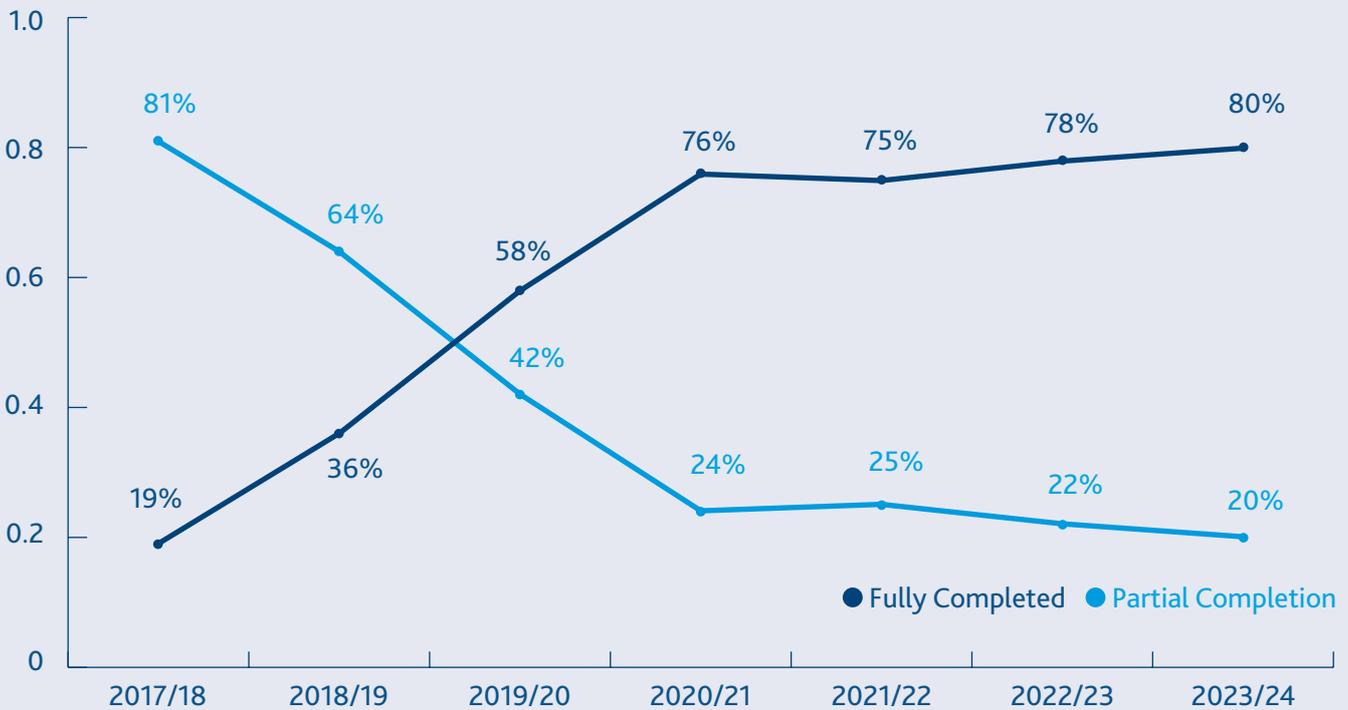
Membership of UCD Senior Committees - Gender balance on influential committees

Membership of UCD senior committees												
UCD Committees	2021				2022				2023			
	T	F	M	% F	T	F	M	% F	T	F	M	% F
Governing Authority (GA)	40	22	18	55	40	23	17	58	17	9	8	53
University Management Team (UMT)	12	5	7	42	13	7	6	54	14	8	6	57
Academic Council (AC)	99	48	51	48	131	63	68	48	123	61	62	50

Priorities and Key Initiatives

3

Applicant diversity monitoring tool completion rates



Many of these activities will continue to be a priority for the University along with new priorities identified in the GEAP 2024-2029. A priority for the next stage of UCD's Athena Swan journey is positioning the institution for a future Gold application. Some of the themes and areas of focus in the new GEAP broadly include:

- Continuing to attract under-represented genders and other minority groups to UCD
- Continued enhancement of gender balance and diversity more broadly across leadership roles
- Further engagement of men in EDI (e.g. on EDI Subgroups, attendance at EDI events, participation in EDI training)
- Focus on areas such as race equality, neurodiversity and those with caring responsibilities
- Continued building of a flexible, inclusive and respectful working environment
- Ensuring that a sense of belonging is fostered among all our employees and students.

Athena Swan for Schools

UCD holds the largest share of Athena Swan awards nationally. Twenty-six Schools in UCD hold Athena Swan Awards which include first-time bronze, bronze renewals and silver awards. All STEM schools in UCD have Athena Swan accreditation. This includes two silver awards held by the School of Agriculture and Food Science and the School of Veterinary Medicine in the College of Health and Agricultural Sciences and two silver awards held by the School of Biology and Environmental Science and the School of Biomedical and Biomolecular Science in the College of Science. In addition UCD holds four bronze renewal awards across the College of Engineering and Architecture, the College of Health and Agricultural Science and the College of Social Sciences and Law. All Schools in UCD are now applying for an Athena Swan accreditation and the University continues to exceed its key performance indicators.

3 Priorities and Key Initiatives



2024 Athena Swan School awards recipients pictured at Advance HE event. Pictured left to right: School of Earth Sciences, School of Economics, School of Biology and Environmental Science, School of Veterinary Sciences

Good practice examples from Schools conferred Athena Swan Awards include:

Silver



School of Agriculture and Food Science

- Reviewed governance and leadership roles: 55% female Committee Chairs, 49% Positions of Responsibility held by female staff
- Celebrated women in Irish Agriculture in a dedicated research seminar
- SAFS Teaching and Learning (T&L) and EDI Committees have run joint workshops to promote awareness of EDI issues in T&L. The themes included Taster Sessions on EDI Issues in T&L in 2021, Neurodiversity in Teaching and Learning in 2022 and a UDL-theme is planned for 2023.

School of Veterinary Medicine

- Recruitment of a female Full Professor through an externally funded Chair in Veterinary Ethics and Welfare.
- EDI modules within the MVB Professional Growth curriculum
- Dean's Inclusion Award showcases SVM students, staff, or faculty who are champions of SVM EDI goals

(Bronze Renewal)



College of Engineering and Architecture

- First female College Principal (University Vice President for EDI on UMT) 50% of Heads of School are now women.
- EDI inclusive recruitment practices has led to 30% of academic staff who are women up from 20%.
- Inclusive Teaching Pilot, Publication and Symposium.

School of Medicine

- Appointment of two female Full Professors of Medicine and Surgery and Therapeutics respectively. Proportion of female clinical professors is now 25% up from 14% in 2019.
- To assist faculty with caring responsibilities a School specific research grant worth up to €15,000 upon return to work after family related leave is available as well as phased return to teaching after maternity and adoptive leave.

School of Archaeology

- First female Head of School.
- The development, maintenance and deployment (and rolling review) of a Workload Model, long-awaited in the school and developed after the School reviewed multiple workload models from other schools.

Priorities and Key Initiatives

3

The Gender Equality and EDI Accelerator Fund was established in recognition of UCD Athena Swan awardees' commitment, good practice, and encourage collaboration among schools on innovative GEAP actions. The €15,000 euro fund requires Colleges or Schools to match fund applications. Projects are presented at UCD EDI Athena Swan Chairs network to share good practice and the impact of these projects. UCD School of Economics received funding to develop a campaign to attract women to study economics, a key commitment in their GEAP. UCD School of Medicine received funding to Understand Gender and Diversity Challenges in Student Professional Work Experience and Clinical Placements.

College of Science Culturally Responsive Mentoring Programme was funded by the UCD Gender and EDI Accelerator Fund.

3.2 Employee EDI Survey

UCD carries out an EDI Survey periodically across the employee population to measure the effectiveness of EDI initiatives and to gain insight into where enhancements can be made and what can be built on further. This data informs UCD's future EDI priorities. An EDI survey was carried out in 2023 with a 35% response rate across all employees. The next EDI survey will be carried out in 2026. A full report of the EDI survey findings will be published.



A total of 1,263 employees participated in the survey, accounting for 35% of all staff—the same response rate as the 2022 EDI survey.



Professional staff (PMS) represented 45% of respondents, while academic staff (including teaching roles) made up 40%.



More female employees responded to the survey (66%) compared to male employees (28%)

EDI Survey 2023 - Some Key Findings

Overall Awareness	<ul style="list-style-type: none"> 87% aware of EDI initiatives 83% aware of the Gender Equality Action Plan
Gender Balance	<ul style="list-style-type: none"> 82% believe gender balance is reflected in event speakers 73% feel UCD's publicity materials represent gender balance
Recruitment & Promotion	<ul style="list-style-type: none"> 60% agree UCD's recruitment process is inclusive 80% of academic staff feel encouraged to apply for promotion
Disability Support	<ul style="list-style-type: none"> 12% identify as having a disability in the EDI survey
Race & Ethnicity	<ul style="list-style-type: none"> Top suggestions to improve diversity: more role models, ethnic diversity in recruitment panels, mentoring programs
LGBTQI+ Inclusion	<ul style="list-style-type: none"> 66% feel comfortable being open about their gender identity 56% aware of UCD's Gender Identity & Expression Policy 76% aware of gender-neutral bathrooms; 60% have used them
Dignity & Respect	<ul style="list-style-type: none"> 55% comfortable reporting discrimination they witness 66% aware of UCD's Dignity & Respect Support Service 28% experienced bullying, harassment, or sexual misconduct; 54% reported it (up from 36% in 2021)
Mental Health & Well-being	<ul style="list-style-type: none"> 70% feel they can talk about mental health with at least one colleague
Faith and Religions	<ul style="list-style-type: none"> When asked about UCD's inclusivity toward individuals of various faiths and religions, 78% of survey respondents described it as very inclusive or inclusive

3 Priorities and Key Initiatives

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3.3 Anti-Racism

It is really important for UCD to ensure that there is a culture where racial harassment and discrimination are not tolerated and UCD takes issues of this nature seriously. During the 2023/24 Academic Year, several initiatives and events took place to raise awareness of race equality. This included the official signing of the HEA anti-racism principles in September 2023, a community gathering in November 2023 and a national conference marking the International Day for the Elimination of Racial Discrimination held at UCD in March 2024 on the topic of tackling racism and embracing cultural diversity and intersectionality (see Section 6.)

An EDI Sub-group on anti-racism and cultural awareness was established in 2023. The role of this group is to develop an Anti-Racism Action Plan based on internal consultation, engagement with external expert groups, good practice nationally and internationally and national level reports such as the Higher Education Authority (HEA) Race Equality Action Plan for the third level sector and the National Action Plan against Racism.

Formal signing of the HEA Anti-Racism Principles

On 18 September 2023, the UCD President Professor Orla Feely signed the HEA Anti-Racism Principles, which aim to harness the power that Irish Higher education institutions (HEIs) have as leaders of positive change in society to challenge racism and race inequality. The UCD audience was addressed by the UCD President as well as Professor Colin Scott, Vice-President for EDI at the time, Dipti Pandya and Dr Desire Mpanje, co-chairs of the EDI Anti-Racism and Cultural Awareness working group, Professor Kalpana Shankar, UCD School of Information and Communication Studies and member of the Athena Swan Ireland Intersectionality Working Group, and Dr Jennie Rothwell, HEA Centre of Excellence for Equality, Diversity and Inclusion. The full HEA Anti-Racism Principles for Irish Higher Education Institutions document is available on the [EDI website](#). By signing the HEA Anti-Racism Principles, UCD committed to actions such as embedding race equality into University strategy and plans, raising awareness and encouraging an open dialogue about race equality, adopting an intersectional approach to our policies on anti-racism, addressing race equality issues in relation to progression and retention of students and employees from minority ethnic groups including Travellers.

Following the Dublin city riots in November 2023, UCD held a community gathering at O'Reilly Hall to reassert the University's commitment to cherishing and respecting all members of our multicultural and inclusive University. We heard from employees and students about their lived experiences and initiatives within the University to enhance our inclusive culture.



Pictured at the formal signing of the HEA Anti-Racism Principles in UCD (l-r): Prof Colin Scott, UCD Registrar Marcellina Fogarty, Senior EDI Manager, UCD President Prof Orla Feely, Dr Desire Mpanje, EDI Ant-racism and Cultural Awareness Subgroup co-chair, Prof Kalpana Shankar, UCD School of Information and Communication Studies, Dipti Pandya, EDI Ant-racism and Cultural Awareness Subgroup co-chair, Rory Carey, Director UCD Culture & Engagement, Dr Jennie Rothwell, Advance HE



College Spotlight

College of Business

The Decolonising Curricula event held in the College of Business in October 2023 to promote Black History Month was a success with over 50 participants, including leading researchers in the field, engaging in person and online from around the globe. The session featured input from Dr Sadhvi Dar (Queen Mary University London) who is one of the authors of 'The Business School is Racist: Act Up!' She set the tone for the event with her opening statement, "Speaking about decolonisation is never easy because it is radical work." This was followed by a panel discussion chaired by Dr Penelope Muzanhamo, current UCD Smurfit School students, and College of Business Vice-Principal for EDI Colm McLaughlin. Audience participation greatly added to the event and ranged in topics from racism and research, to teaching and learning, and lived experiences. One student commented how they felt safe discussing topics of racism in the College, but not in their home country. It is a reminder of the important role we all have to play in ending racist and unethical practices in education, business and beyond.

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3.4 Dignity and Respect

Dignity and Respect (D&R) continues to be of great importance in UCD with several initiatives taking place in 2023/24 in line with the University's commitment to culture change in this area. A summary of activities is included in this section, covering awareness, support and training. For a comprehensive update including statistics, see UCD's 2023/24 Dignity and Respect Annual Report on the UCD Dignity and Respect Website.



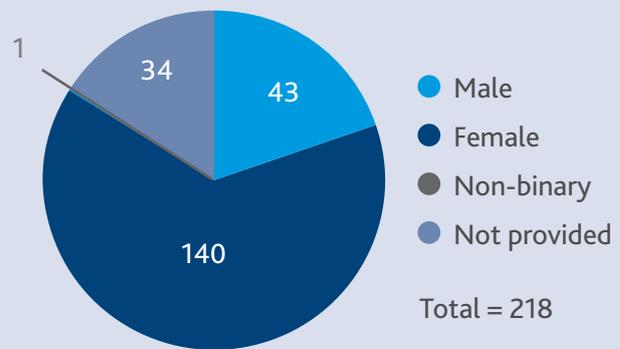
Awareness

Phase two of the communications strategy supporting the culture change journey by raising awareness and changing behaviours, continued in 2023/24. High-profile banners running the length of the Belfield Campus spine, from the UCD Sports Centre to the UCD Restaurant, continue to be displayed as well as those installed on the Blackrock campus. The #NotInOurUCD banners highlighted unacceptable behaviours and encouraged community members to take the bespoke UCD D&R training. The campaign identified high footfall buildings and permission was sought to install wall graphics, like in student residences where tailored posters were installed.

Support

The UCD Dignity and Respect Support Advisers continued to offer trauma-informed personal support, specialist advice, and guidance to students, employees, and other community members experiencing bullying, harassment, or sexual misconduct. In 2023/24, the Dignity and Respect Support Service (DRSS) received 218 disclosures of misconduct of a D&R nature (compared to 185 disclosures in 2022/23, an increase of 18%), which led to 597 follow-up support interactions, resulting in a total of 815 support interactions.

Disclosures to the D & R Support Service



Number of incidents of a D&R nature disclosed to the D&R Support Service broken down by gender (includes Bullying (88), Harassment (54), Sexual Misconduct (42), N/A ((D&R issue specifics not given) (7), Other (inappropriate not yet repeated behaviour) (27))

Who is disclosing



3 Priorities and Key Initiatives



Some of the extended Dignity & Respect Support Colleagues panel pictured with Prof. Aoife Ahern, UCD VP for EDI, and Marcellina Fogarty, Senior EDI manager

In 2023/24 DRSS in collaboration with UCD Global placed particular emphasis on outreach to and support for international students. This initiative broadened the reach of the services offered, with inclusivity and accessibility as key priorities. The success of this effort was reflected in the International Students Barometer, where DRSS was recognised as the most impactful university support service among international students. Below is a quote from a colleague the DRSS collaborated with as part of their outreach with Global students:

“The training the DRSS provided to the Global Guides was really interesting and impactful. I learned a lot and could see that the Global Guides were invested as well. From their position as student leaders on campus, it’s important that they know when to report inappropriate behaviour or situations and to support their fellow students in accessing support, so the D&R training really helped them learn how and when to do this. Louise gave an amazing and engaging workshop that got all of us involved, and I’m really grateful that the session was a part of this year’s Global Guide training!”

(Lauren Carey, UCD Global)

In early 2024, the DRSS invited expressions of interest to join the Dignity and Respect Support Colleague panel and the Dignity and Respect Student Ambassador team with a positive response. The Support Colleague panel was doubled to 22 members, all of whom completed specialised training provided by the Dublin Rape Crisis Centre, and a new cohort of Student Ambassadors joined the team, bringing the total to 24 students who help engage the wider student community.



Dignity and Respect Student Ambassadors

Outreach

The DRSS played an active role during “Welcome to UCD Orientation” 2023 to ensure undergraduate and postgraduate students were aware of the support available as soon as they arrived on campus. Tailored workshops were delivered to student leaders, such as UCD Global Guides and Peer Mentors, to build confidence among the student body in addressing dignity and respect issues. Targeted resources, including videos for key student groups, were also integrated into local training programmes. The D&R Support Advisers presented at 19 programme orientations and ran an outreach stand in the SU Market, directly reaching over 3,500 students. To highlight the services available and UCD’s commitment to a campus culture free from bullying, harassment, and sexual misconduct, the DRSS held weekly D&R outreach stands in Belfield and Smurfit, led by D&R Student Ambassadors, and discussion cafes organised in collaboration with Student Societies.

Priorities and Key Initiatives

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Each year DRSS design and facilitate a range of workshops for students and employees, informed by trends observed in the DRSS data and feedback from students and employees. For students in the College of Health and Agricultural Sciences, workshops are delivered to Stage 2 cohorts to prepare them for their placements. Dignity and Respect with Intercultural Awareness workshops were developed to address the needs of a diverse student body. Students described the workshops as 'informative', 'interesting', and 'relevant'. The DRSS collaborates with UCD Assessment to deliver workshops for invigilators before exam periods. DRSS-facilitated interactive workshops are also available through the employee EDI Training and Awareness Raising Programme and feedback has been largely positive.

Training

In 2023/24, EDI continued the delivery of the Dignity and Respect training to managers, employees and students. A key milestone was reached this Academic Year with over 50% of UCD managers having attended the Dignity and Respect Disclosure Training for managers. Feedback continues to be extremely positive, with participants rating it as effective and impactful.

Typical feedback comments in 2023/24 included:

“The course was very informative. The roleplay and active discussions worked very well and I look forward to putting some of the training to good use!”

“Really useful, practical, well-structured and expertly delivered.”

“The training was excellent. The exercises and the opportunity to talk with other colleagues about the case studies was very valuable, as was the role play at the end. I have a better understanding of the differences between harassment and bullying and more confidence at offering to help with a facilitated conversation.”

“Great course targeted at an appropriate level. Good mix of knowledge gathering, roleplay and interaction with other participants. Would highly recommend.”

In 2023/24, 274 additional employees completed the online D&R training “Building a Respectful Culture at UCD” on Brightspace, bringing the total to over 900 employees since the launch of the course. Feedback is encouraging and shows that the training is meeting its objectives:

99% of participants would recommend the course to a colleague

89.5% of participants feel more confident about recognising inappropriate behaviours that constitute bullying, harassment and sexual misconduct after completing the course

83% of participants feel more comfortable in coming forward and would report bullying, harassment or sexual misconduct after completing the course

85% of participants understand the importance of being an active bystander and would intervene in bullying, harassment or sexual misconduct situations, if safe to do so, after completing the course

89% of participants agree that the course will support them in ensuring that UCD is a safe and respectful place for all members of the community

Dignity and Respect is also embedded each year within the new Bystander online training for incoming students refreshed in 2022 as part of the Orientation programmes for undergraduate and postgraduate students, with consistently high engagement. In 2023/24, 3457 undergraduate and 331 graduate taught students completed the eLearning course “Active Bystanders Challenging Bullying, Harassment and Sexual Misconduct #NotInOurUCD”. Among undergraduate students this course within “Introduction to UCD” had the highest engagement out of all the different elements of the programme (over 50% of students enrolled.)

3 Priorities and Key Initiatives



Attendees at the UD Strategy World Café on EDI led by Prof Aoife Ahern, UCD Vice-President for EDI

3.6 Sectoral Projects

UCD collaborates with other HEIs across the sector in relation to EDI through a variety of means including participation on sectoral groups such as the HEA EDI Data group, sectoral Athena Swan committees, Irish University Association (IUA) Vice-Presidents for EDI group, HEA Advisory groups on dignity and respect and intersectionality and others. The following are some examples of initiatives underway:

Dignity and Respect Assessments

In November 2022, work commenced to develop a pilot Dignity and Respect Assessment Framework for use across the Irish University sector. The purpose of the framework was envisaged to assess the Dignity and Respect culture in an area of a university/institution and to identify where improvement opportunities existed to inform an action plan. The project was sponsored by the Higher Education Authority, led by UCD and monitored by a Project Oversight and Coordination Group composed of representatives from UCD (Rory Carey and Marcellina Fogarty), University College Cork and the IUA. The Project Oversight and Coordination Group recommended a further phase of piloting of the revised Dignity and Respect Assessment Framework with the emphasis on testing all aspects of the framework. This phase has now commenced with three Higher Education Institutions committed to undertaking a D&R assessment during the 2024/25

Engaging Men in Gender Equality

The Engaging Men in Gender Equality project is a collaborative sectoral initiative led by UCD, Institute of Art, Design & Technology and Munster Technological University and funded by the HEA. The aim of the project is to get a greater understanding of the barriers to the engagement of men in gender equality as statistics indicate a lower level of engagement by men than women and how this can be addressed. This project aligned with the recommendation in the second HEA National Review of Gender Equality in Irish Higher Education Institutions as follows:

“HEIs must build on actions already taken to continue to effect culture change in relation to gender equality issues. This should be done through resourcing and incentivising of: [...] the support and engagement of men in the process of change”

The output will involve the establishment of a tailored programme and/or toolkit for Irish HEIs to raise awareness amongst men of the important role they play in achieving gender equality and to equip HEIs with the necessary tools to enhance men’s engagement.

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3.5 University Strategy and EDI

Strategy World Cafe on EDI

In May 2024, UCD Vice-President for EDI Prof. Aoife Ahern led a UCD Strategy World Café on EDI where participants shared their views on how EDI can be embedded effectively in the next University Strategy 2025-2030. There was good discussion on future focus points for EDI and how to ensure that UCD is not only an inclusive study and work environment but that we are also a leader and exemplar for how a diverse community can flourish.

Participants shared that there is a much greater awareness of EDI on our campus where EDI has become mainstreamed in many of the core functions of our work in UCD.

Areas for enhancement and emerging themes included: a desire for more diversity in our leadership teams, enhancement of accessibility on campus, addressing intersectionality, the importance of EDI research and data, and more consideration on how EDI can benefit students on our international campuses.

Trauma-Informed Training

In 2023/24 the UCD Dignity and Respect Support Service started working with the IUA and other sectoral partners to develop a training and awareness programme entitled “Supporting Trauma-Informed Responses to Sensitive Disclosures”. The 40-minute online programme is intended not only for those who are designated to receive disclosures but also for other employees who will have a role to play in the University’s trauma-informed response to sensitive disclosures. For example, this could be somebody who works in student service or human resources who is involved in the management of formal cases, teaching staff or other front-facing staff throughout the University. The course will be available in advance of the academic year 2025/26.

Higher Education Authority EDI Fund (School)

The UCD School of Psychology was successful in a collaborative application with three departments in other institutions for funding under the HEA EDI funding call. The project is entitled “Talk EDI to Me: Promoting Engagement in Affirming Gender Equality, Diversity, and Inclusion Conversations among Higher Education Staff”. The project will develop an evidence-based workshop to increase staff members’ comfort to talk about gender and EDI. Participants will develop skills to have affirming conversations and contribute to a respectful organisational culture, thereby enhancing the effectiveness of EDI initiatives.



College
Spotlight

College of Arts and Humanities

In July 2024 UCD School of Music hosted a three-day jazz camp for girls, organised by Improvised Music Company (Arts Council Ireland supported) and funded by Dr Sarah Raine’s SFI-IRC Pathway Fellowship. Eleven girls aged 11-15 explored jazz and improvised music making, facilitated by three professional Irish jazz tutors (guitarist Emily O’Rourke, saxophonist Andrea Jones, and vocalist Suzanne Savage.) The jazz camp was further supported by Enya Murray (School Manager) and Dr Anika Babel, who recently completed her PhD in the School. This event was organised as a response to the low numbers of women students in jazz-focused Higher Education degrees on the island of Ireland and the underrepresentation of female musicians in the Irish improvised music scenes. By hosting the event the School of Music also aimed to introduce the girls to the campus and a session on careers in music emphasised routes into higher learning at UCD and other HE institutions in Ireland. Some quotes from the girls:

- “I loved learning a new style and playing in a group”
- “I liked playing with other girls my age and learning new jazz pieces”
- “I really love learning about women in jazz and exploring improv”

2



6



2 EDI at UCD



Representatives of organisations, including UCD, who were acknowledged as See Change partners

3.7 Mental Health and Wellbeing

See Change Accreditation

In 2024 UCD were awarded our See Change Workplace Certification demonstrating our commitment to creating an open culture around mental health for managers and employees. See Change is dedicated to ending mental health stigma in Ireland. Their goal is to help facilitate a cultural shift in workplaces so that employers and employees feel supported and secure in starting a discussion about how mental health can affect each one of us. See Change aim to create a workplace environment where people can be open and positive about their own and others' mental health. See Change has developed a six step pledge programme to help Irish workplaces create an open culture around mental health and play a role in challenging mental health stigma, which UCD has completed.



Pictured at the 2024 See Change Awards ceremony (l-r): Mark Simpson, Senior Manager Engagement & Internal Communications, Marcellina Fogarty, Senior EDI Manager, See Change Ambassador, and Rory Carey, Director Culture & Engagement

Green Ribbon Campaign

In 2024, the EDI Unit supported the See Change's Green Ribbon campaign to end mental health stigma. The UCD Community was encouraged to wear green ribbons across the UCD Belfield and Blackrock campuses. EDI also reminded our colleagues about the useful resources that are available on the Mental Health and Wellbeing section of the EDI website.



4 Policy and Communication

4.1 EDI Policies

4.2 Communication and Reports



4 Policy and Communication

1



4.1 EDI Policies

Fertility Treatment Policy

A new UCD Fertility Treatment Policy was published in 2024 to provide workplace support for employees undergoing fertility treatment. Accompanying guides for employees and managers provide best practice approaches to planning for this period, supporting employees undergoing fertility treatment in the workplace. The Policy and resources were based on good practice and were developed by the UCD Fertility Policy Working Group, which included employees with lived experience of navigating fertility treatment and work, experts from UCD School of Medicine and School of Midwifery, Nursing and Health Systems, as well as an external expert organisation.

Carers Framework

The UCD Carers Framework was also published in 2024. Workplace policies, employee and manager guides and support documents, Family Carers Ireland e-learning, and resources for carers have been collated in a single hub for ease of access. UCD VP for EDI Prof. Aoife Ahern launched the UCD Carers Framework during Carers Week at a UCD Carewell Symposium. A Carers Working Group has been established to expand the existing framework, in collaboration with Carewell, which are a UCD team of researchers undertaking a 4-year project to examine how family carers can be best supported to balance work with care.



Pictured at the UCD Carewell Symposium (l-r) Marcellina Fogarty, Senior EDI Manager, Eimear O'Reilly, EDI Project Officer Dr Attracta Lafferty, UCD School of Nursing, Midwifery and Health Systems, Dr Gillian Paul, DCU, Prof Aoife Ahern, UCD Vice-President for EDI

Domestic Violence

As part of the development of a UCD Domestic Violence policy and guides, a working group was established in 2023/24 to prepare relevant documentation, engage with experts in this field such as Women's Aid and consult with those most impacted through an anonymous survey. This policy will promote a culture that facilitates disclosures of domestic violence and abuse and promotes a safe environment and support for the UCD community.

4.2 Communication and Reports

A Vice-President for EDI Newsletter is issued quarterly to employees to raise awareness about EDI and share updates and information about upcoming events, initiatives and opportunities to get involved in EDI. With the introduction of Workvivo, EDI took a strategic approach to employee communication: the UCD EDI space on this new platform appears on all employees' feeds and EDI posts regularly to raise awareness about EDI events, training and various news and initiatives.

A number of EDI reports are also published each year on specific EDI-related topics, like the gender pay gap and dignity and respect.

Dignity and Respect Annual Report

UCD's second annual report dedicated to Dignity and Respect was published in January 2024 and is available on the UCD [D&R website](#), covering the period from September 2022 to August 2023. The report provides a holistic overview of the culture of dignity and respect in the University and includes a wide range of data relating to anonymous reports, formal complaints and disclosures to the DRSS.

It also includes an update on activities taking place to raise awareness and enhance an inclusive culture change in UCD, such as training and awareness campaigns.



Some Dignity and Respect Student Ambassadors pictured with the UCD Dignity & Respect Annual Report

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Gender Pay Gap Report

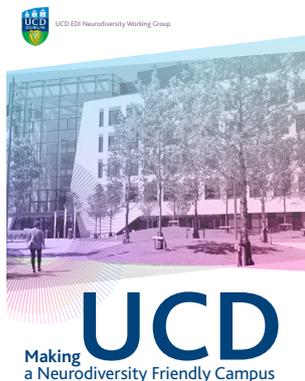
The gender pay gap in UCD positively continues to decrease. UCD's 2024 Gender Pay Gap Report showed that the gap is 7.43% mean and 7.14% median. This calculation refers to all UCD employees, and when including hourly paid workers the gap further reduces to 5.14% mean and 2.66% median. This coincides with the implementation of several actions aimed at reducing gender inequality, under UCD's Gender Equality Action Plan which has been in place since 2017. The Gender Equality Action Plan has a wide range of initiatives supporting the achievement of gender equality across all aspects of an employee's life cycle from the initial recruitment process right through to when a person leaves the institution and will continue to reduce the GPG further.

The report also outlines the steps UCD will take to continue addressing the gender pay gap. Key actions include:

- **Development of an EDI Dashboard** – This tool will provide access to essential diversity data (e.g., gender, ethnicity, pay gap, training participation), supporting informed decision-making to address disparities.
- **Salary Determination Review** – Expanding the scope to examine potential gender gaps in starting salaries and incorporating additional considerations into salary decisions.
- **Enhanced Intersectional Data Reporting** – Improving data collection by initially focusing on gender and race/ethnicity, with the long-term aim of covering all equality dimensions.

Making UCD a Neurodiversity Friendly Campus Report

The EDI Neurodiversity Working Group, consisting of colleagues and students from across the institution, prepared a Report on "Making UCD more Neurodiversity Friendly". The purpose of the Group was to identify a whole-campus approach to key topics such as understanding neurodiversity, creating accessible learning and working environments, and providing and promoting neurodiversity awareness and acceptance. This Report shares the lived experience of neurodivergent employees and students as well as showcasing the existing neurodiversity friendly and inclusive initiatives underway in our University.



Recommendations have been developed to provide a pathway for UCD and higher education institutions and universities to develop a 'neurodiversity friendly' model wherein neurodiversity is embraced and understood. This report includes analysis of existing supports and services in UCD through employee and student surveys, interviews, and sensory audit, and a gap analysis provided examples of multiple areas of neurodiversity inclusive/friendly initiatives underway in UCD. Recommendations will be translated into an action plan and implemented over time with short-, medium-, and long-term interventions by a newly established EDI Neurodiversity Subgroup.

Some key actions from the Report are listed below:

- Mainstream and celebrate neurodiversity as core to the University's culture to ensure a sense of belonging across the University community
- Establishment of a Neurodiversity Employee Network
- Review data collection mechanisms to ensure nuanced data on neurodivergent employees and students who have a diagnosis, are awaiting diagnosis/do not have a diagnosis, and what further support may be required
- Advocate for access to diagnostic assessment, to facilitate access to accommodations if they are to remain predicated on diagnosis
- Identify opportunities to develop further inclusive sensory physical environments including indoor and outdoor quiet spaces and sensory spaces in collaboration with key stakeholders.
- Develop strategies to attract and retain neurodivergent staff through inclusive and flexible recruitment approaches for neurodivergent job candidates aligned to international best practice

5

Raising Awareness in the Community

5.1 EDI Events

5.2 EDI Training

5.3 Digital EDI Ambassador Badge

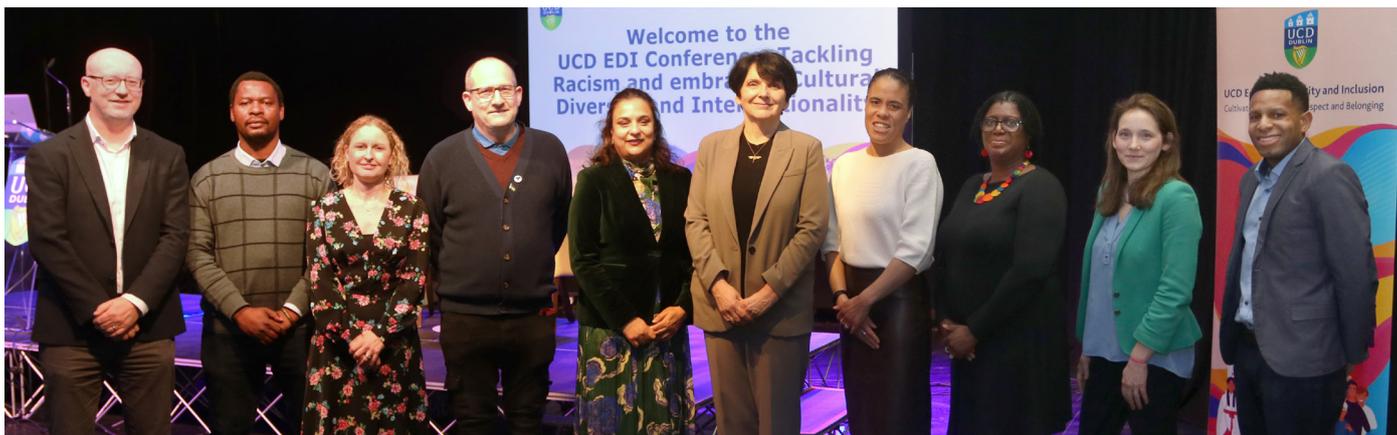
5.4 EDI Groups and Networks

5.5 Collaboration and Networking

5.6 EDI Diversity Calendar

UCD Equality, Diversity and
Cultivating a Culture of Respect a





Pictured at the UCD EDI Conference: "Tackling Racism and Embracing Cultural Diversity and Intersectionality" (l-r) Rory Carey, Director UCD Culture & Engagement Dr Desire Mpanje, Co-Chair, EDI Anti-Racism and Cultural Awareness Subgroup, Marcellina Fogarty, Senior EDI Manager, Shane O'Curry, INAR, Dipti Pandya, Co-Chair, EDI Anti-Racism and Cultural Awareness Subgroup, UCD President Prof Orla Feely, Siobhan McKenna, Public Appointments Service, Dr Prospera Tadam, UCD School of Social Policy, Social Work and Social Justice, Joanna O'Keefe, EDI, Pierre Yimbog, Black&Irish organisation

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5.1 EDI Events

UCD is committed to holding events each year on various EDI topics as part of our EDI Strategy. These gatherings, which include conferences, consultation opportunities, workshops and events, support the co-design approach to EDI outlined in Section 2 and are an important part of UCD's EDI work as they raise awareness about various EDI areas of focus and provide an opportunity for members of the EDI community to engage in discussions on EDI, to network, identify gaps and opportunities and to celebrate achievements. The continued engagement of the UCD community in EDI events is key to progressing EDI work and to the success of EDI initiatives.

UCD EDI Annual Conference: Tackling Racism and embracing Cultural Diversity and Intersectionality

On 20 March 2024, EDI held its Annual Conference and this year the focus was on Anti-Racism and Cultural Awareness. The conference was opened by UCD President Professor Orla Feely. The keynote speaker was Siobhan McKenna, Head of Equality, Diversity and Inclusion, Public Appointments Service. We invited the speakers from Irish organisations such as Black&Irish, INAR, Pavee Point Traveller and Roma Centre, Immigrant Council of Ireland, Anti- Racism activists. The panellists shared their thoughts and experiences on how to create a more equal and inclusive environment for people from all backgrounds and particularly from a minority ethnic group, intersectionality with other equality characteristics and how to raise greater cultural awareness.

One part of the conference was a Consultation session with employees from all backgrounds to give open and honest opinions and ideas that will feed into the development of the UCD Anti-Racism and Cultural Awareness Action Plan. During the Lightning Presentations session UCD academics, researchers and professional staff presented their research and activities in the area of Race, Ethnicity & Cultural Diversity.

Tristan Aitken, Chief People Officer and Director of SIRC & Legal Services launched the EDI Annual Report 2022/2023 at the conference.



Pictured at the UCD EDI Conference: "Tackling Racism and Embracing Cultural Diversity and Intersectionality" (l-r) Rory Carey, Director Culture & Engagement, Marcellina Fogarty, Senior EDI Manager, Tristan Aitken, Chief People Officer and Director of SIRC & Legal Services

5 Raising Awareness in the Community



Pictured at the Neurodiversity Celebration Event (l-r) Eimear O'Reilly, EDI Project Officer, Dr Timothy Frawley UCD School of Nursing, Midwifery and Health Systems, Stefanie Preissner, Irish writer, actress, script supervisor and columnist, Dr Blánaid Gavin, Chair, EDI Neurodiversity Working Group, Marcellina Fogarty, Senior EDI Manager, Rory Carey, Director Culture & Engagement



Pictured at the UCD Dignity and Respect conference (l-r): Catherine Tormey, Dignity and Respect Response Manager, Prof. Maeve Eogan, National SATU Clinic Lead, Marcellina Fogarty, Senior EDI Manager, Prof. Orla Feely, UCD President, Minister Jennifer Carroll MacNeill, Rory Carey, Director Culture and Engagement, Louise Walsh, Dignity and Respect Support Adviser, Prof. Aoife Ahern, UCD Vice-President for EDI

Neurodiversity Celebration Event

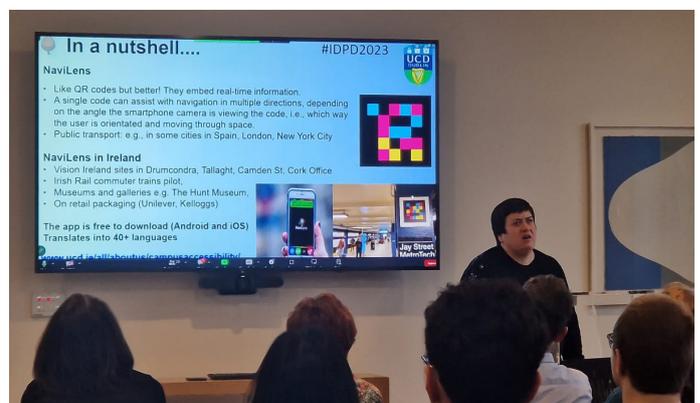
In April 2024 UCD held its third EDI Neurodiversity Celebration. At the event, speakers from UCD showcased neurodiversity friendly and inclusive initiatives underway in UCD and a new staff neurodiversity network was launched. Guest speakers at the event included Stefanie Preissner, award winning writer, actor and director, Ken Kilbride, CEO ADHD Ireland, Caoimhe O'Malley, Senior Adult Dyslexia Coordinator for The Dyslexia Association of Ireland, Dairine Cullen, Director Neurodiversity Ireland. A special thank you to Dr Blánaid Gavin, Dr Sandra Connell, Dr Timmy Frawley, and all members of the UCD Neurodiversity Working Group. The "Making UCD a Neurodiversity Friendly Campus Report" was launched at this event (see Section 4.2).

Dignity and Respect National Conference

UCD continued to be innovative in prioritising the area of dignity and respect. In May 2024, UCD hosted a national conference on Dignity and Respect, marking a key step in UCD's commitment to fostering a safe and supportive environment for students, employees and other community members. Minister of State Jennifer Carroll MacNeill TD delivered the opening address and emphasised the critical role of the Dignity and Respect Support Service in offering trauma-informed support and expert guidance. UCD President Prof. Orla Feely reiterated UCD's commitment to eliminating sexual misconduct, harassment, and bullying on campus. The conference focused on building capacity to support those facing dignity and respect issues in Higher Education (HE). Speakers from the Health, Justice, and HE sectors provided valuable insights, and D&R Support Colleagues and D&R Student Ambassadors highlighted the significant voluntary contributions made by the UCD community. Over 200 delegates attended the event in Astra Hall.

In a Nutshell - International Day for Persons with Disabilities

In December 2023 UCD EDI celebrated International Day of Persons with Disabilities with an event showcasing projects, research, and services for disabled and neurodivergent employees. In a nutshell, speakers had 5 minutes and one slide to share their work on disability and neurodiversity to raise awareness about this topic and the support available in UCD. Speakers at the event included Dr Deirdre O'Connor, UCD Disability Subgroup Chair, Dr Blánaid Gavin, UCD Neurodiversity Working Group Chair, Emily Smith, Assistive Technology Coordinator, Access and Lifelong Learning, Tina Lowe, Campus Accessibility Officer, Access and Lifelong Learning, Jennie Blake, Associate Director, Alumni Relations, Simon Gray, Student Adviser, as well as colleagues from EDI. Members of the community were also invited to share nutshells of their work via short videos and presentation slides which are showcased on the [EDI website](#).



Tina Lowe Chair of Disability Staff Network and UCD Campus Accessibility Officer speaking at In a Nutshell - International Day for Persons with Disabilities



College
Spotlight

College of Science

On 8 March 2024 UCD College of Science launched its "Women in Science Mentoring Awards" with a ceremony and celebration event to mark International Women's Day 2024. The awards acknowledge mentors in the college whose efforts have fostered encouragement and support for women, girls, and other underrepresented individuals within the UCD College of Science community. A nominations process which invited staff and students to nominate colleagues, mentors, teachers, and employees who had shown excellence in mentoring, garnered 21 awardees at all career stages throughout the different schools in the College. Certificates were presented to recipients at the event by Associate Dean of Science and Associate Professor of Pharmacology & Toxicology, Tara McMorrow, who gave a speech advocating for the inclusion and encouragement of women and girls in science. Students and staff from throughout the college gathered to celebrate the success of those receiving the awards. International Women's day cakes and cupcakes were shared, along with tea and coffee, and the space was decorated with purple and white balloons and bunting for the occasion.

Following two College pilots in the previous Academic Year, new training was introduced in 2023/24 including disability awareness and reasonable accommodation face-to-face workshops for managers and in line with UCD's new Policy and commitments in this area, a Menopause in the Workplace eLearning for managers, HR teams and colleagues.

Over 1000 employees booked to attend face-to-face sessions in 2023/24 and just under 2000 employees have now completed EDI online training courses (a significant increase from 1000 cumulative in 2022/23, considering that most courses were launched in 2021/22.) The new digital EDI Ambassador Badge contributed to this increase in online course completion rates (see Section 5.3).

A selection of quotes from colleagues who attended EDI face-to-face training taken from our evaluation surveys is included below:

“ I found this course extremely useful. I thought it was very well structured with a nice balance between practical activities, discussions and information from the facilitator.
(Being Aware of Our Biases)

The facilitator and content were excellent. I had taken the online training in advance and it helped me to prepare ahead of today's online session. All of the EDI training I have taken so far has been excellent and I would highly recommend to colleagues.
(Inclusive Recruitment - Managing Bias)

It was excellent. Probably top 1 or 2 of any trainings I've done
(Leading Disability-Inclusive Teams)

Excellent for getting people to understand what culture is in a more sophisticated way
(Cross-Cultural Awareness and Communication)

Facilitator was great and offered a very inclusive space for open dialogue. The content was informative and explained simply. The mix between self-reporting exercise, group discussions, videos offered a dynamic learning experience. I would like to attend more sessions like this.
(Gender Identity, Diversity and Expression)



5.2 EDI Training

For the second year, following positive engagement and feedback from employees, the EDI Training programme for 2023/24 was launched on 26 September 2023 with over 50 live face-to-face sessions and a suite of eLearning courses. The programme offered skill and knowledge-based sessions as well as support and awareness-raising sessions on 10 EDI-related topics, including gender identity and expression, cross-cultural communication, disability awareness, dignity and respect, support for parents and carers, unconscious bias awareness and more.



5 Raising Awareness in the Community



First recipients of the digital EDI Ambassador Level 1 badge pictured with Licia Carlesi, EDI Training and Awareness Raising Coordinator (left), Marcellina Fogarty, Senior EDI Manager (right)

5 5.3 Digital EDI Ambassador Badge

In September 2023, EDI launched the new EDI digital ambassador badge as a recognition initiative and to increase completion of EDI training, particularly eLearning. Colleagues need to complete 3 essential EDI eLearning courses and attend 1 live face-to-face training session over the course of 12 months to apply for the badge. As part of the application process, colleagues are asked three questions on the importance of EDI training and how they are planning to apply their learning in their day-to-day roles (see some responses below.)

At the pilot's conclusion in August 2024, 65 employees had obtained the badge. EDI brought together the first colleagues to receive the badge at a celebratory get-together in April 2024 and prepared a branded mug as a small gift.

The new badge had a positive impact on EDI eLearning, with completion rates significantly increasing in 2023/24 across all EDI eLearning, but particularly for the courses outlined as essential (see below.) Most of the EDI eLearning was launched in 2021 and 2022 and we have seen a significant increase in the 12 months since the badge was launched than in the previous years combined.

Selection of quotes from EDI Ambassadors on how they will apply the learning in their roles:

- “ I am now more aware of the cultural diversity and diverse learning needs/styles across various groups and will now assess their needs on a more individual basis rather than focus just on my expectations of the needs of a large group.
- Incorporate the EDI training into all my research practices including participant recruitment and engagement as well as with my colleagues. I will also change my work practices to match my more informed concept of what equality means.
- I will encourage the use of diverse content in modules. Prioritise accessibility standards. Ensure content is accessible and students and staff are more aware of technology and tools within UCD that aid student learning.
- The training courses are all excellent and I'm going to include attending more training as part of my goals in my P4G this year.

Impact of new digital EDI badge Ambassador Level 1 on EDI eLearning in 12 months:

Cumulative EDI eLearning Completion Rates

All EDI eLearning	2021 - 2023	1115
	2023/24	2092

Essential EDI eLearning courses Completion Rates

"EDI in Higher Education"	2021 - 2023	152
	2023/24	310
"Building a Respectful Culture at UCD"	2022/23	540
	2023/24	903

5.4 EDI Groups and Networks

All EDI Subgroups and Networks (see Section 2 for more information and a full list) are active during each Academic Year to progress their work, raise awareness and bring colleagues together. Below are some examples of activities and initiatives that took place in 2023/24.



Members of EDI University of Sanctuary Subgroup and Volunteers Overseas pictured at the Old Oak screening in May 2024

EDI University of Sanctuary Subgroup

UCD is an accredited University of Sanctuary. The University of Sanctuary EDI Subgroup works to promote the principles of 'learn', 'embed' and 'share' by raising awareness of sanctuary-related issues, by promoting the inclusion of students with a refugee background at UCD and beyond and by sharing our learning in relation to sanctuary. This group supports UCD Access and Lifelong Learning in their work supporting students of refugee background to access UCD and to thrive while here. In 2023/24, there were 35 active students of which 15 graduated, a success for the programme. The number of students increased considerably compared to 2022/23 and included 29 undergraduates, 4 postgraduates and 6 students on an access pathway. The Sanctuary Subgroup co-chairs also attend meetings of the Irish Universities Association University of Sanctuary Network and of the Universities of Sanctuary Ireland Steering Committee, two groups which are working collaboratively across universities to develop joint approaches to sanctuary-related initiatives. In addition to supporting the scholarship programme, the committee is also involved in wider issues surrounding forced migration.

During the 2023/24 academic year, EDI worked with the EDI Sanctuary Subgroup to finalise the Academics at Risk policy, which aims to support academics who are feeling conflict and persecution. As part of its commitments under the University of Sanctuary process, UCD has established a pilot process whereby Academics at Risk can engage in teaching, learning or research in UCD. By arranging temporary academic positions, this process offers safety to scholars facing grave threats so that they can continue working. For this pilot phase, the University will support the appointment of two academics at risk for a period of two years.

In keeping with its remit to raise awareness about forced migration issues within UCD and beyond, the Subgroup also collaborated with other EDI subgroups and UCD Volunteers Overseas to hold a public screening of the Old Oak at the UCD cinema in May 2024. This film centres on a former mining town in England and the arrival of Syrian refugees there. The screening was followed by a discussion and Q&A with Sharon Mporu of Movement for Asylum Seekers in Ireland and Priscilla Gandira, University of Sanctuary scholar and member of the Subgroup. The discussion was facilitated by Dr. Muireann Ní Raghallaigh and focused on the challenges faced by refugees and the positive actions taken by local communities amidst the rise in anti-refugee sentiment.

Following discussions between the University of Sanctuary subgroup, UNHCR and the Nasc, a Cork-based NGO, UCD committed to participating in the EUPassWorld project. This is an international project which creates pathways for refugee students registered with UNHCR in various countries to come to universities in Europe to study at graduate level, with the support of Community Sponsorship Groups. One such group was established at UCD - Cairde Dublin - consisting of UCD student and staff volunteers. The group, supported by Smurfit Business School, welcomed two refugee students to Ireland and to UCD.

5 Raising Awareness in the Community



Speakers and attendees at the UCD Engaging Men in EDI event



UCD Pride Coffee Mornings

Engaging Men in EDI Working Group

UCD has taken a significant step in advancing EDI by becoming the first HEI to establish a dedicated Engaging Men in EDI working group. Co-chaired by two senior male academics, this initiative aims to develop and implement strategies that actively involve men in EDI efforts across the university. This working group aims to foster greater male participation across all equality grounds. Through consultation, collaboration, and awareness-raising initiatives, the group is creating a roadmap of activities designed to establish long-term impact. A consultation event held in April 2024 laid the foundation for this roadmap, which will guide the group's efforts toward a more inclusive culture at UCD. The working group will build on this roadmap to co create a 3-year action plan.

EDI LGBTI Subgroup

The EDI LGBTIQ+ Subgroup supported a range of awareness-raising initiatives and events in collaboration with other groups and committees during the 2023/24 Academic Year:

- In February 2024, the Subgroup supported the UCD Students Union (SU) with their second annual Pride March on campus. Together, staff and students marched from the UCD Students' Union Offices to the Sutherland School of Law. Speakers from the SU and the Group spoke about the history of the Pride March, speaking remembering that it originated as a protest march.
- To celebrate LGBTQIA+ History Month in February, a special performance was arranged with the UCD Community Choir in the Old Student Centre. The history of the LGBTQIA+ community was specially celebrated through song, with the choir's involvement bringing together staff (both current and retired) from across the University.

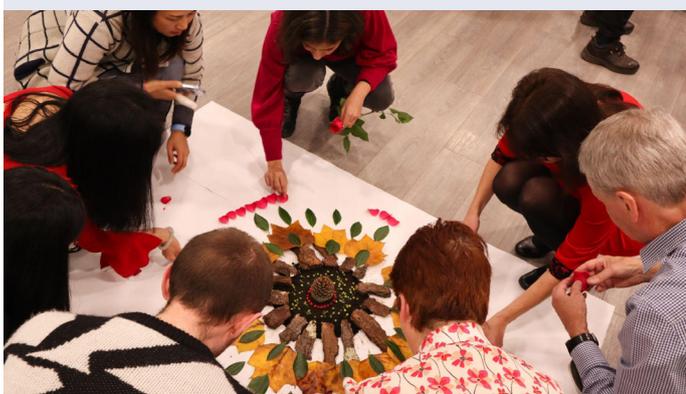
- Additionally, to mark LGBTQIA+ History Month in February, all six of the Colleges and UCD Research held Pride Coffee Mornings across the month. This was the first time ever that all six colleges celebrated this important month in the LGBTQIA+ Community's Calendar. The events, supported by the EDI Unit, were very well attended, with staff enjoying tea, coffee and Pride Cakes. The events were supported by the Subgroup, with members supporting the College Principals and College Vice-Principals for EDI by offering advice and guidance around the events. Additionally, the Subgroup was invited to speak at the College of Social Sciences and Law EDI Committee. These cohesive events across the month were an opportunity to build relationships and begin or deepen dialogue on LGBTIQ+ inclusion in all Colleges.
- The Progress Pride Flag was raised on campus in June 2024.

LGBTQIA+ Employee Network

As part of Trans Awareness Week in November, UCD LGBTQIA+ Employee Network in collaboration with the EDI LGBTIQ+ Subgroup and UCD Chaplaincy marks Trans Day of Remembrance. This is a time to remember all who have died because of transphobia, intolerance and hatred, and to renew our commitment to challenge these things in our daily lives. The Network also held five coffee mornings during the academic year to bring members together.

Disability Employee Network

UCD Disability Staff Network collaborated with UCD Disability Subgroup and UCD Neurodiversity Group to celebrate International Day of Persons with Disabilities in December 2023 with an event on campus (see Section 5.1)



Top: Members of the MENU Committee pictured with UCD President Prof. Orla Feely and UCD Registrar Prof. Colin Scott
Bottom: (left) Attendees at the EDI MENU 5th Anniversary event, December 2023 (right) Members of the EDI MENU Committee pictured at the MENU 5th Anniversary event with co-chairs Julia Janiszewska (left) and Joanna Kozielc (right)

Multicultural Employee Network at UCD (MENU)

MENU celebrated its 5th Anniversary in December 2023 with an event with international food samples and live music on campus. UCD President Prof. Orla Feely and UCD Registrar and Deputy President Prof. Colin Scott (UCD VP for EDI at the time) attended the event which also featured a collaborative art workshop symbolizing unity in diversity made with natural materials.

MENU’s Culture Cafe series continued in 2023/23 with 18 engaging events focused on promoting inclusion, raising multicultural awareness and expanding collaboration with UCD colleagues. Topics included Taiwanese tea culture, Sri Lanka’s history and culture, the 12 Chinese zodiac signs, Croatia’s heritage, the Greek concept of happiness and many more.

A new MENU Book Club was introduced in 2023/24 where members came together four times to discuss diverse books focused on themes such as intercultural identities, immigration, diaspora and literature in translation. For the July book, MENU Book Club collaborated with the LGBTQI+ Employee Network for a joint book discussion.

A MENU photo competition was launched in June 2024 on the theme of “Home and Sense of Belonging”, with the top three voted photos being featured in the 2025 EDI Calendar.

Through these initiatives, MENU fostered a sense of belonging and cultural appreciation across the UCD community.

5.5 Collaboration and Networking

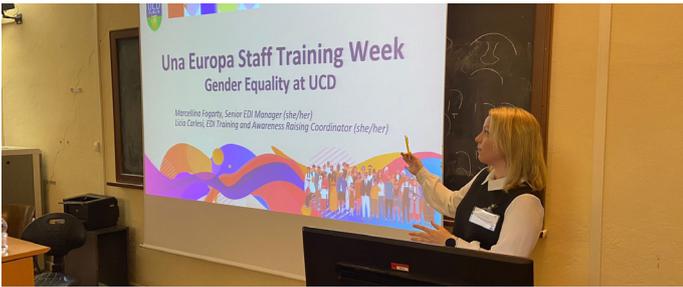
UCD regularly collaborates both with other internal departments and with external bodies on EDI-related matters as outlined throughout this report, including national, sectoral and international EDI initiatives. This is achieved via events, conferences, workshops, projects and initiatives, with some examples listed below.

Global Experience Summit

On 3 October 2023 EDI had a presence at the Global Experience Summit (see Section 6) with an information stand to provide information about EDI initiatives, groups and networks. Printed copies of EDI Reports, EDI Calendars and other informative leaflets were distributed to participants.



5 Raising Awareness in the Community



Top: Licia Carlesi, EDI Training and Awareness Raising Coordinator, presenting at UNA Europa Bologna UCD workshop
Bottom: UCD participants and speakers at UNA Europa Bologna, October 2023

UNA Europa Bologna

Our European University Alliance, Una Europa, established its Diversity Council to fuel the transformation towards more diverse and inclusive university communities. The goal of the Diversity Council is to promote an equal and non-discriminating study- and work-related environment for all members of the Una Europa community by incorporating diversity in all Una Europa functions. The Diversity Council consists of the partner universities' respective units responsible for EDI issues. UCD's representatives are the Vice-President for Equality, Diversity and Inclusion and Senior EDI Manager, UCD HR. The Diversity Council designed the 2023 Una Europa Staff Week on the theme "Diversity and Inclusion" which was hosted at the University of Bologna (16-20 October 2023). The Una Europa Staff Week is an annual professional development opportunity for professional and administrative staff across the alliance. A number of UCD staff travelled to Bologna to participate in the staff week. Marcellina Fogarty, Senior EDI Manager, and Licia Carlesi, EDI Training and Awareness-Raising Coordinator, were invited to present to delegates on gender equality at UCD in a 3-hour workshop on 18 October.

Menopause Coffee mornings

EDI started a series of networking sessions around Perimenopause and Menopause to provide a space where colleagues can network, get practical tips from guest specialists, share stories or just listen. At the first session Gillian McConnell, a registered Dietitian and Nutritionist, talked about the importance of Nutrition, tackled myths around Menopause and nutrition, shared tips and recipes and answered questions from participants. Aoife FitzGerald from UCD in the Community talked about mindfulness and menopause and shared some practical tips.

Employee Wellbeing Day

In October 2023 EDI took part in UCD's Employee Wellbeing day organised by Culture and Engagement. At parallel sessions over the course of the day participants learned about EDI related policies, supports and initiatives and heard from Loretta Dignam from the Menopause Hub and members of An Garda Síochána who talked about Coco's Law (non-consensual distribution of intimate images). EDI was also represented at information stands about EDI Networks and support colleagues.



5.6 EDI Calendar

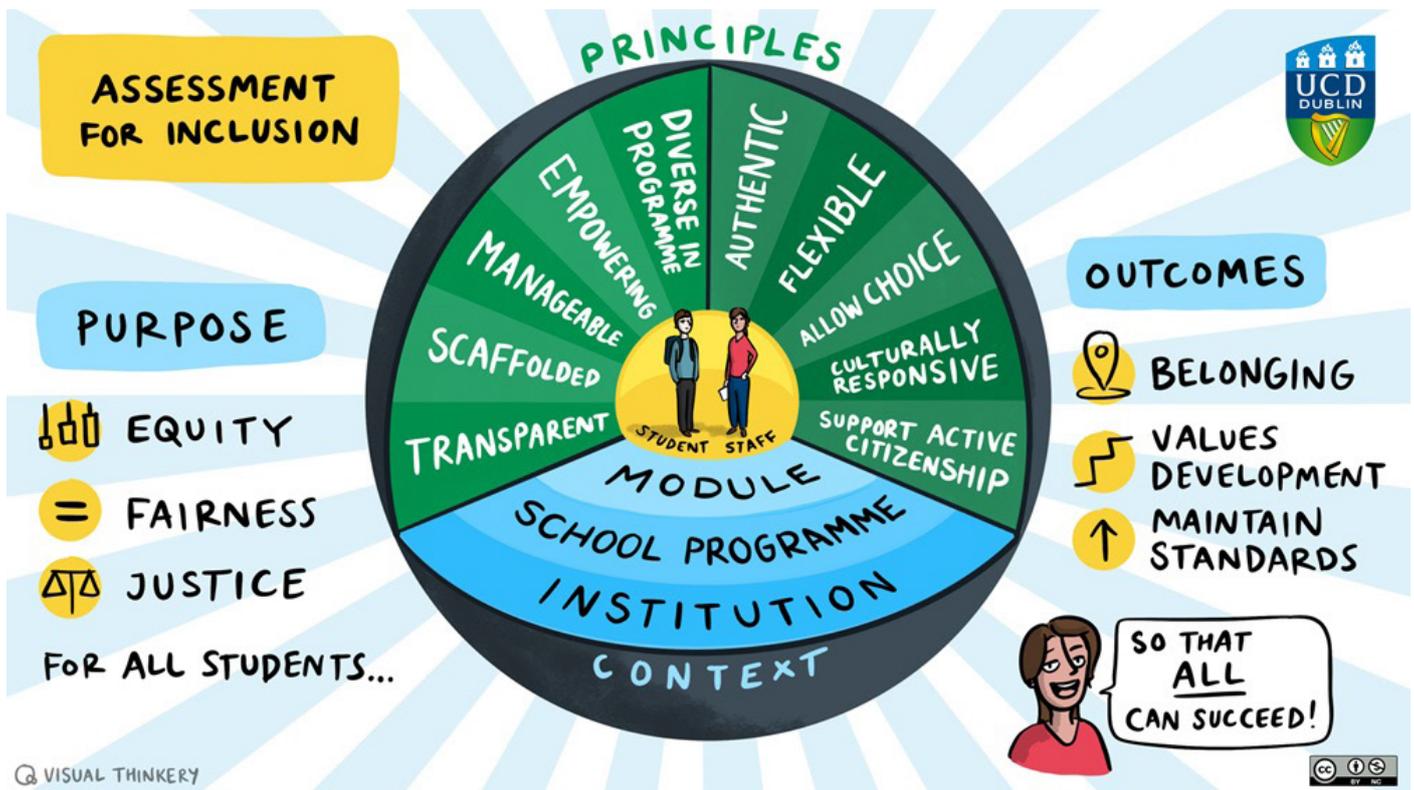
The 2024 EDI Calendar was professionally designed and made available in December 2023 on the EDI website as a downloadable PDF and slideshow. It highlights culturally significant days across various nations along with religious dates and festivals around the world. Printed Calendars were distributed to Heads of Schools and Heads of Units and EDI Group members to raise awareness across the University. The Calendar has been in place since 2022 and was developed to celebrate diversity and inclusion, raise awareness of diverse dates in our global University and as a reference for colleagues to be mindful of when setting deadlines or organising events.



6 Embedding EDI



6 Embedding EDI



1 Teaching and Learning

In 2023-2024, UCD Teaching & Learning (T&L) supported a series of activities to create more inclusive learning environments for the growing diversity of students in UCD. A key activity was the development of the UCD Assessment for Inclusion Framework. Using an action research approach, UCD T&L developed the Framework with the aim of supporting staff and students to consider and implement some changes to their assessment and feedback practices. It includes a guiding set of principles (see figure above) and resources under each of these principles.

In our accredited UTL Programmes, the UCD T&L unit continues to deliver the module on 'Teaching across Cultures'. In addition, in order to facilitate faculty and staff who teach internationally and/or in different contexts, the unit has started to deliver some fully online modules in every Trimester.

The National Forum Open Course digital badge on Universal Design for Learning is embedded in one of the unit's accredited modules on the UTL Programmes ("Reflective Practice in Teaching and Learning".) Students who already had the badge engaged in "Beyond the Badge" activities which included: ARK Badges from AHEAD, Teach Access Courses, or adding the UDL Facilitator Badge.

2 Access and Lifelong Learning

On Wednesday 7 September, we welcomed 650 new access students to UCD for the ALL Welcome. This event is specifically designed for students from access pathways to provide them with a head start; to familiarise themselves with the UCD campus, to make friends on their programme, and to signpost student support and services early as they start their UCD journey. Over 1,400 incoming students were invited to the event which is co-designed and facilitated by our Access Leaders who introduce new students to campus life.

UCD Access and Lifelong Learning launched Unlocking Inclusion: Toolkit for Universal Design in Higher Education. Using a range of key Enablers and Pillars, the Toolkit provides a far-reaching exploration of the institutional, administrative, academic, and practical factors that will contribute to a more equitable higher education experience for all. The ongoing work of UCD Access & Lifelong Learning, specifically through the University for All initiative, informed and guided the creation of this Toolkit. Universal Design for Learning is the backbone of this work, and emerged as the core idea to pursue in this Toolkit. This Toolkit is designed as a practical resource, and brings together Universal Design expertise from around the world using examples of good practice from both national and international institutions.



UCD Access Leaders at the ALL Welcome 2023

The annual University for All symposium in May saw the launch of both Unlocking Inclusion: Toolkit for Universal Design in Higher Education and the Digital Badge for Universal Design Beyond the Classroom, two national initiatives designed to further the adoption of Universal Design within further and higher education in Ireland. A key highlight of the day was Sarah Diedro Jordão's keynote address on the role of Belonging in Diversity, Equity and Inclusion movements. Members of the Faculty Partnership Programme, the Professional Staff Partnership Programme and the Student Partners demonstrated how they have advocated for equity and change in their respective fields. Addressing everything from student orientation to AI in assessment, a common thread existed in all of these projects: a sincere desire to cultivate a sustainable community where all members can belong.

Professor Colin Scott, Registrar and Deputy President, launched the research report **"Hand the Shame Back"** - A Qualitative Study of Traveller Experiences Across the Continuum - Enabling a University for All by Dr. Hannagh McGinley in UCD on 2 May 2024. The research report presents findings on Traveller experiences across the education continuum, which is crucial for understanding the deeply ingrained practices and structures that impact Travellers' access to and engagement in higher education.

Arthur Cox LLP, one of Ireland's leading law firms, has announced its decision to support the UCD University of Sanctuary programme with a philanthropic commitment of €35,000 for the 2024/25 academic year. This generous donation will go towards annual maintenance payments to Sanctuary scholarship recipients. The UCD University of Sanctuary programme offers a welcoming and supportive environment to students of refugee backgrounds. As a University of Sanctuary, UCD supports up to 50 Sanctuary students annually.



Speakers and participants pictured at the University for ALL Symposium 2024

6 Embedding EDI



Members of the Arthur Cox EMBRACE network in Belfield in May 2024 pictured with two UCD student recipients of the UCD Sanctuary scholarship.

Global

UCD Global is proud to contribute to UCD's EDI objectives through a range of impactful initiatives and international network collaborations. By coordinating UCD's engagement with global networks, UCD Global facilitates opportunities that benefit the wider university community.

The U21 Global Leadership programme reflects real dynamic challenges faced by U21 universities and explores the leadership required to meet those challenges. During the 4-week online programme, leaders connect with their peers around the world to share challenges and discuss diverse approaches in international education. The theme for the 2024 iteration of the Global Leadership programme was "Inclusive Leadership in Higher Education." This programme delved into how leaders can champion inclusivity and transform their institutions into more equitable and diverse learning environments.

A core pillar of the Erasmus+ programme states that one of its priorities is inclusion and diversity. In practical terms, additional funding is available to students who qualify for SUSI funding. Students with disabilities and other health issues who may incur additional costs while on student mobility, may apply for supplementary funding, which is awarded based on actual costs. UCD students have availed of these funding options each year and as part of its promotional programme, the Learning Abroad team organised an information session specifically for students registered with UCD ALL, to advise them of the opportunities available to them, as well as the additional supports that could assist them in participating in a mobility experience.

To increase diversity in Study Abroad, UCD has continued to engage in new regions. New markets are being developed, initially within Europe and UAE. European Study Abroad student recruitment takes place primarily through Agents in Germany, France and Denmark, where student numbers are growing.



Two cultures connect - 2024 IISMA Awardees, with Dr Tiber Falzett, VPI College of Arts & Humanities

1 Widening Participation

The Widening Participation Committee is the key formal mechanism used by the University to work towards our goal of achieving a diverse and inclusive scholarly community. The Committee ensures that the University is setting and striving to meet targets for achieving a more inclusive community, and that ranges from admissions rates on to all programmes, to how to make the University feel like a welcoming and inclusive community for all.

In 2023-24, the Committee continued to monitor both admissions and measures for inclusion of students from underrepresented and disadvantaged backgrounds across the University's programmes. The University continues to be successful in meeting its key performance indicator of more than one-third of all undergraduate students coming from underrepresented groups. However, an increasing trend in recent years has been that admission of students through the DARE access route has exceeded quotas, whereas admission of students through HEAR, Mature, and QQI-FET routes has not reached quota levels. The Committee has focused attention around improving mechanisms for engaging and recruiting students from these target groups, including promoting greater awareness in our programmes of the need for outreach and engagement initiatives.

The Committee also monitors and promotes measures to improve inclusivity in the University, from the classroom to the campus environment. In terms of educational experience, our chief mechanism for achieving inclusivity is the roll out of training opportunities for all academic and professional staff in Universal Design for Learning. There is a high level of adoption in the University of the Introduction to UDL badge (which was included as a requirement to achieve the new digital EDI badge), the Teaching and Learning badge, and the Beyond the Classroom badge. The Committee works with Widening Participation leads to increase awareness and adoption of the badges.



Scholarship Study Abroad students on the Indonesian International Student Mobility Awards programme (IISMA) have been at the forefront of arranging a celebration of an Indonesian Culture Day for the last three years. Engaging with the UCD Gamelan Orchestra and sourcing traditional Indonesian food, this celebration has become an annual event, with UCD staff, students partaking in the event.



The UCD Global Experience Summit took place in the UCD Student Centre on 3 & 4 October 2023. This interactive, two-day event was led by staff in UCD Global and explored the diverse range of global engagement opportunities for students and staff at UCD, while also discussing the role of higher education in developing active global citizens. Over 160 students, staff and faculty participated in the Summit which included an opening plenary, thematic sessions (in-person and online), a speed exchange, UCDVO 'Stories of Change' exhibition, and an African drumming workshop. The Summit was formally opened by UCD President Prof. Orla Feely and UCD Vice-President for Global Engagement Prof. Dolores O'Riordan. The keynote speaker was Guido de Wilde from the University of Amsterdam who spoke about building student communities and developing 21st century competencies for the challenges we meet today.

Healthy UCD

Healthy UCD is an initiative that endeavours to create a culture supportive of healthy choices for students and employees and to raise awareness of individuals' capacity to improve their own health status. The steering committee's goal is to provide opportunities to establish lifelong habits and attitudes for learning, welfare, community awareness, health and wellbeing. Healthy UCD continued to collaborate with the UCD Students' Union on a range of successful initiatives, some of which are listed below.

Free breakfasts and hot dinners were provided during revision weeks for both the Autumn and Spring terms, in collaboration with the UCDSU. They proved very popular and helped to ease both the financial burden and stress on students at this time.

Early morning breakfasts for commuters took place in the second trimester and also proved popular. This initiative created a sense of community amongst these students and Healthy UCD were delighted to sponsor the event and provide keep cups.

Taking Active Care of Yourself (TACO) Tuesday took place in April 2024 and provided an opportunity for students to take a step back from their studies and nurture themselves in advance of exams with mindfulness, rejuvenating yoga and successful exam tips. Free tacos were also provided as part of the event.

Healthy UCD funded clinical placement care packs for health science students. Included in the packs were fob watches, hand cream and other useful items for clinical work. These packs were designed to alleviate some of the stress and cost associated with clinical placements.

The collaborative relationship between Healthy UCD and UCD Student Health continued this year. We were delighted to help promote many health initiatives including vaccination booster programs for MMR (measles, mumps and rubella), HPV (human Papillomavirus) and COVID-19 (coronavirus), the free contraceptive campaign and raising STI awareness, striving for equity for all in access to medical care.



Students and UCDSU Members at Taco Tuesday



Membership on EDI Group and Subgroups 2023/24

EDI Group

- **Prof Aoife Ahern** (Chair) | VP for EDI
- **Dr Deirdre O'Connor** | College VP for EDI, College of Health & Ag
- **Prof Colm McLaughlin** | College VP for EDI, College of Business
- **Prof Catherine Mooney** | College VP for EDI, College of Science
- **Dr Mary Farrelly** | College VP for EDI, College of Arts & Humanities
- **Dr Fionnuala Murphy** | College VP for EDI, College of Engineering & Architecture
- **Assoc Professor Joe McGrath** | College VP for EDI, College of Social Sciences &
- **Conor O'Rourke** | Co-Chair, LGBTI Subgroup
- **Dr Niamh Nestor** | Co-Chair, LGBTI Subgroup
- **Prof Emma Sokell** | Dean of Graduate Studies, Co-Chair Gender Equality Action Group
- **Assoc Professor Muireann Ní Raghallaigh** | Co-Chair University of Sanctuary SubGroup
- **Dr Graham Finlay** | Co-Chair University of Sanctuary SubGroup
- **Nadia D'Alton** | Chair, Disability Subgroup
- **Blánaid Gavin** | Chair, Neurodiversity Subgroup
- **Maura McGinn** | Director, Institutional Research
- **Marcellina Fogarty** | Senior EDI Manager
- **Prof Jason Last** | Dean of Students
- **Rory Carey** | Director, Culture & Engagement
- **Mark Simpson** | Culture & Engagement
- **Prof John Brannigan** | Chair, Widening Participation Committee
- **Bairbre Fleming** | Director, Access and Lifelong Learning
- **Mark Lande** | IT Services
- **John Gilmore** | LGTBI Staff Network
- **Tina Lowe** | Disability Staff Network
- **Danielle Smart** | Neurodiversity Subgroup
- **PJ Barron** | Estate Services
- **Ruth Harrison** | UCD Registry
- **Lorna Dood** | UCD Library
- **Hanna Laitinen** | University Secretariat
- **Eve Brosseau** | UCD Global
- **Geraldine O'Neill** | Teaching and Learning
- **Dr Desire Mpanje** | Co-Chair Anti Racism and Cultural Awareness Subgroup

- **Dipti Pandya** | Co-Chair Anti Racism and Cultural Awareness Subgroup
- **Tasneem Filaih** | Co-Chair, Faith and Religion Working Group
- **Dr Daniel Deasy** | Co-Chair Faith and Religion Working Group
- **Prof Cormac Taylor** | Co-Chair, Engaging Men in EDI Working Group
- **Dr Ernesto Vasquez del Aguila** | Co-Chair, Engaging Men in EDI Working Group
- **Maciek Szydlowski** | UCD Research
- **Miranda Bauer** | UCDSU
- **Jill Nelis** | UCDSU

EDI Anti-Racism and Cultural Awareness Subgroup

- **Dipti Pandya** (Chair) | UCD Research
- **Dr Desire Mpanje** (Chair) | UCD Agriculture & Food Science Centre
- **Marcellina Fogarty** | Equality, Diversity & Inclusion
- **Dr Olga Ioannidou** | School of Education
- **Lilla Korbuly** | School of Business
- **Atiqah Khali** | UCD School of Medicine
- **Eileen Diskin** | Innovation Academy
- **Dr Erika Duriakova** | School of Computer Science
- **Dr Niki Nearchou** | School of Psychology
- **Emma Loughney** | UCD Research
- **Dr Vassilios Papavassiliou** | School of Business
- **Assoc Professor Penpatra Sripaiboonkij** | School of Public Health, Physiotherapy and Sports Science
- **Miranda Bauer** | Student Union
- **Smaranda Sava** | UCD School of Medicine
- **Tasneem Filaih** | School of Classics
- **Camryn Clardy** | Student Union
- **Simran Khatri** | Student Union
- **Daniel Koskas** | Student Representative
- **Shamiso Chigorimbo** | UCD Global
- **Joanna O'Keefe** | Equality, Diversity & Inclusion

Membership on EDI Group and Subgroups 2023/24 (cont.)

EDI Dignity & Respect Oversight Group

- **Prof Aoife Ahern (Chair)** | College of Engineering and Architecture Administration Office
- **Prof Jason Last** | Office of Registrar
- **Rory Carey** | Culture & Engagement
- **Marcellina Fogarty** | Equality, Diversity and Inclusion
- **Lynn Foster** | Student Advisers - UCD Student Engagement
- **Aisling O'Grady** | Student Advisers - Student Advisers
- **Martha Ní Riada** | UCDSU
- **Richard Butler** | Student Societies
- **Aishling Kennedy Dalton** | UCD Estate Services
- **Dr Deirdre O'Connor** | School of Agriculture and Food Science
- **Julian Bostridge** | UCD Legal
- **Dr Declan Fahie** | School of Education
- **Mark Simpson** | Culture & Engagement
- **Paul Kavanagh** | UCD Professional Academy
- **Sulagna Maitra** | School of Agriculture and Food Science - Centre for Humanitarian Action
- **Lorraine McHugh** | School of Computer Science
- **Emma Sokell** | Office of Registrar
- **Andrew Myler** | UCD Estate Services
- **Assoc Prof Aoibhinn Ni Shuilleabhain** | School of Mathematics and Statistics
- **Catherine Tormey** | Dignity & Respect Support Service
- **Dr John Gilmore** | School of Nursing, Midwifery and Health Systems
- **Assoc Prof Conor Buggy** | School of Public Health, Physiotherapy and Sports Science
- **Ruth Harrison** | UCD Registry
- **Anne Marie Gill** | Dublin Rape Crisis Centre
- **Jennifer McCarthy Flynn** | National Women's Council
- **Sean Cooke** | Men's Network Representative

EDI Disability Subgroup

- **Dr Deirdre O'Connor (Chair)** | School of Agriculture and Food Science
- **Eimear O'Reilly** | Equality, Diversity and Inclusion
- **Tina Lowe** | Chair of Disability Staff Network, UCD Access & Lifelong Learning
- **Nadia D'Alton** | Director, Strategic Projects
- **David Delaney** | IT Services
- **Dr Clare Hayes-Brady** | School of English, Drama and Film
- **Prof Lizbeth Goodman** | School of Mechanical and Materials Engineering
- **Christine Linehan** | School of Psychology
- **Dr Graham Finlay** | School of Political Science and International Relations
- **Dr Jeffrey Glennon** | School of Medicine
- **Dr Kathleen Frazer** | School of Nursing, Midwifery and Health Systems
- **Dr Anna Lesniak-Podsiadlo** | UCD SIRC
- **Prof Paul Devereux** | School of Economics

Membership on EDI Group and Subgroups 2023/24 (cont.)

Gender Equality Action Group

- **Prof Aoife Ahern** (Co-Chair) | College of Engineering and Architecture Administration Office,
- **Professor Emma Sokell** (Co-Chair) | School of Physics
- **Marcellina Fogarty** | Equality, Diversity and Inclusion
- **Dr Sara Benedi Lahuerta** | School of Law
- **Dr Ieva Zumbyte** | School of Social Policy, Social Work and Social Justice
- **Dr Syed Hasan** | School of Mathematics and Statistics
- **Professor Kath Browne** | School of Geography
- **Rory Carey** | HR - Culture & Engagement
- **Dr Paula Carroll** | School of Business
- **Tom Costelloe** | Equality, Diversity and Inclusion
- **Michael Donohue** | School of Mechanical and Materials Engineering
- **Dr Jennifer Doyle** | Access and Lifelong Learning
- **Ruth Harrison** | UCD Registry
- **Professor Simon Kelly** | School of Electrical and Electronic Engineering
- **Professor Jason Last** | Office of the Registrar and Deputy President, Dean Of Students
- **Jill Nelis** | Student Union
- **Dr Meriel McClatchie** | School of Archaeology
- **Dr Catherine Mooney** | School of Computer Science
- **Eimear O'Reilly** | Equality, Diversity and Inclusion
- **Mark Simpson** | HR - Culture and Engagement
- **Dr Veronica Sofianos** | School of Chemical and Bioprocess Engineering
- **Lisa Bennet** | Institutional Research
- **Dina Said** | Registry - Assessment
- **Marc Matouc** | Student Union
- **Christopher Musgrave** | UCD Research

EDI LGBTI Subgroup

- **Dr Niamh Nestor** | Student Advisers (Co-Chair)
- **Conor O'Rourke** | UCD Promotions and Grading (Co-Chair)
- **Eimear O'Reilly** | Equality, Diversity, & Inclusion
- **Mary Collins** | School of Sociology
- **Dr Paul D'Alton** | School of Psychology
- **Dr John Gilmore** | School of Nursing, Midwifery and Health Systems
- **Natasha Hinwood** | School of Public Health, Physiotherapy and Sports Science
- **Marc Matouc** | UCDSU
- **Jill Nelis** | UCDSU
- **Martha Ni Riada** | UCDSU
- **Ehsan Rezvani** | School of Mechanical & Materials Engineering
- **Ché Smith** | UCD Global
- **Dr Ernesto Vasquez de Aguila** | School of Social Policy, Social Work and Social Justice

EDI Neurodiversity Subgroup

- **Dr Blánaid Gavin** | School of Medicine (Chair)
- **Eimear O'Reilly** | Equality, Diversity, Inclusion
- **Aoibhinn Ryan** | UCD Registry
- **Beth Kilkenny** | College of Agriculture and Health Science
- **Dr Deirdre O'Connor** | School of Agriculture and Food Science
- **Deirdre Staunton** | Access and Lifelong Learning
- **Eoin Mahon** | UCD Resourcing
- **Gloria Pia Malandra** | UCD Quality Office
- **Gregori Meakin** | College of Arts and Humanities Office
- **John Barry** | Office of VP for Strategy & External Engagement
- **Kylie McCardel** | UCDSU
- **Dr Judith Wusteman** | School of Information & Communication Studies
- **Lisa O'Mahony** | Research Administrator
- **Lizbeth Goodman** | College of Engineering and Architecture
- **Dr Maria Mulholland** | School of Veterinary Medicine
- **Simon Gray** | Student Adviser Services

Membership on EDI Group and Subgroups 2023/24 (cont.)

EDI University of Sanctuary Subgroup

- **Associate Professor Muireann Ní Raghallaigh (Co-Chair)** | School of Social Policy, Social Work and Social Justice
- **Dr Graham Finlay (Co-Chair)** | School of Politics and International Relations
- **Aoife Dare** | Irish Refugee Council
- **Prof Joe Carthy** | UCD in the Community, School of Computer Science
- **Dr Bryan Fanning** | School of Social Policy, Social Work & Social Justice
- **Dr Bairbre Fleming** | UCD Access and LifeLong Learning
- **David Kelly** | Finance Office
- **Prof Paul McCabe** | School of Biology and Environmental Science
- **Aisling O'Grady** | Student Advisors
- **Ella Mikkonen** | Human Resources
- **Mark McDonnell** | UCD Foundation
- **Lara Morais** | UCD Global
- **Sheena McLoughlin** | UCD Foundation
- **Tafadzwa Gandira** | Student Representative
- **Sofia Ntaliou** | Student Representative
- **Caroline Mangan** | UCD Global
- **Therese Fitzgerald** | UCD Access and Lifelong Learning
- **Courtney Fulfilled** | Student Representative
- **Prof Cathryn Costello** | School of Law

Public Sector Duty sub-group

- **Prof Colin Scott** | Office of Registrar
- **Paola Carrettoni** | UCD Registry
- **Jean Keating** | UCD University Secretariat
- **Dr Sara Benedí Lahuerta** | Sutherland School of Law
- **Prof Vivienne Duggan** | School of Veterinary Medicine
- **Mary Collins** | Student Advisors
- **Dr Michelle Hall** | School of Medicine
- **Emma Mescall** | UCD Agile
- **Dr John Gilmore** | School of Nursing, Midwifery and Health Systems

Engaging Men in EDI Working Group

- **Dr Ernesto Vasquez del Aguila (Co-chair)** | School of Social Policy, Social Work & Social Justice
- **Prof Cormac Taylor (Co-Chair)** | School of Medicine
- **Tom Costelloe** | Equality, Diversity and Inclusion
- **Vincenzo del Grippo** | School of Agriculture and Food Science
- **Dr Anthony P. McIntyre** | School of English, Drama and Film
- **Daniel Elliott** | Access and Lifelong Learning
- **Janine Smart** | College of Engineering and Architecture Administration Office
- **Dr Benjamin Cowan** | School of Information and Communication Studies
- **Dr Guanghua Jin** | School of Chemical and Bioprocess Engineering
- **Theresa Schilling** | Student representative
- **Dr Monica Gorman** | School of Agriculture and Food Science
- **Michael Kerr** | College of Social Sciences and Law
- **Michael Talbot** | UCD Global Engagement
- **Oisín Cluskey** | College of Social Sciences and Law Central Office
- **Dr Joseph Mooney** | School of Social Policy, Social Work and Social Justice
- **Marc Matouc** | UCDSU
- **Simon Gray** | Student Adviser

EDI Faith and Religion Working Group

- **Dr Daniel Esmonde Deasy (Co-Chair)** | School of Philosophy
- **Scott Evans (Co-Chair)** | Chaplaincy
- **Tasneem Filaih (Co-Chair)** | School of Classics
- **Abdel Rahman Babiker** | School of Public Health, Physiotherapy and Sports Science
- **Sahar Ul Haque** | Careers Network
- **Gillian Johnston** | School of Philosophy
- **Saul Lugoye** | IT Services
- **Professor John McCafferty** | School of History
- **Raghad Abu Shammala** | Quinn School of Business
- **Becky Heaslip** | Chaplaincy

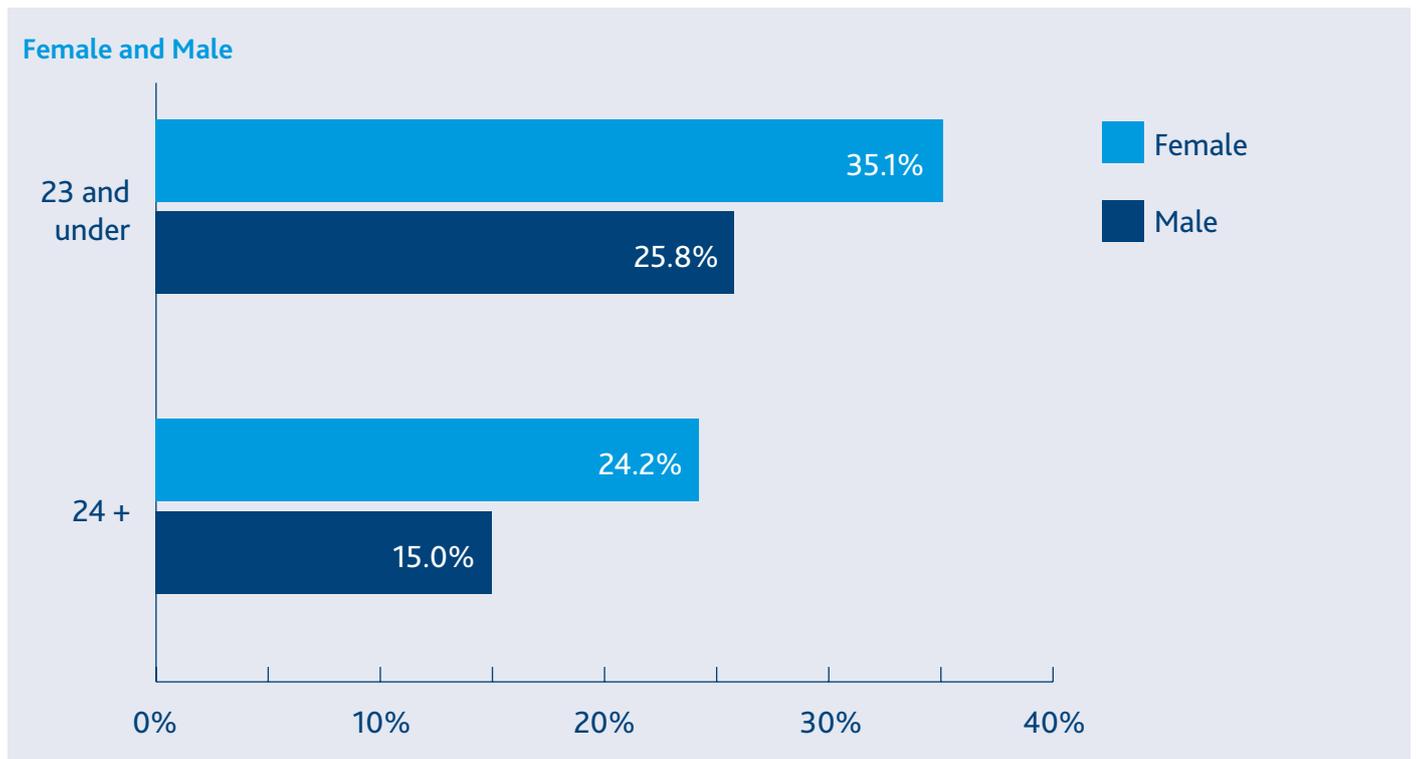
Data Tables

Student:

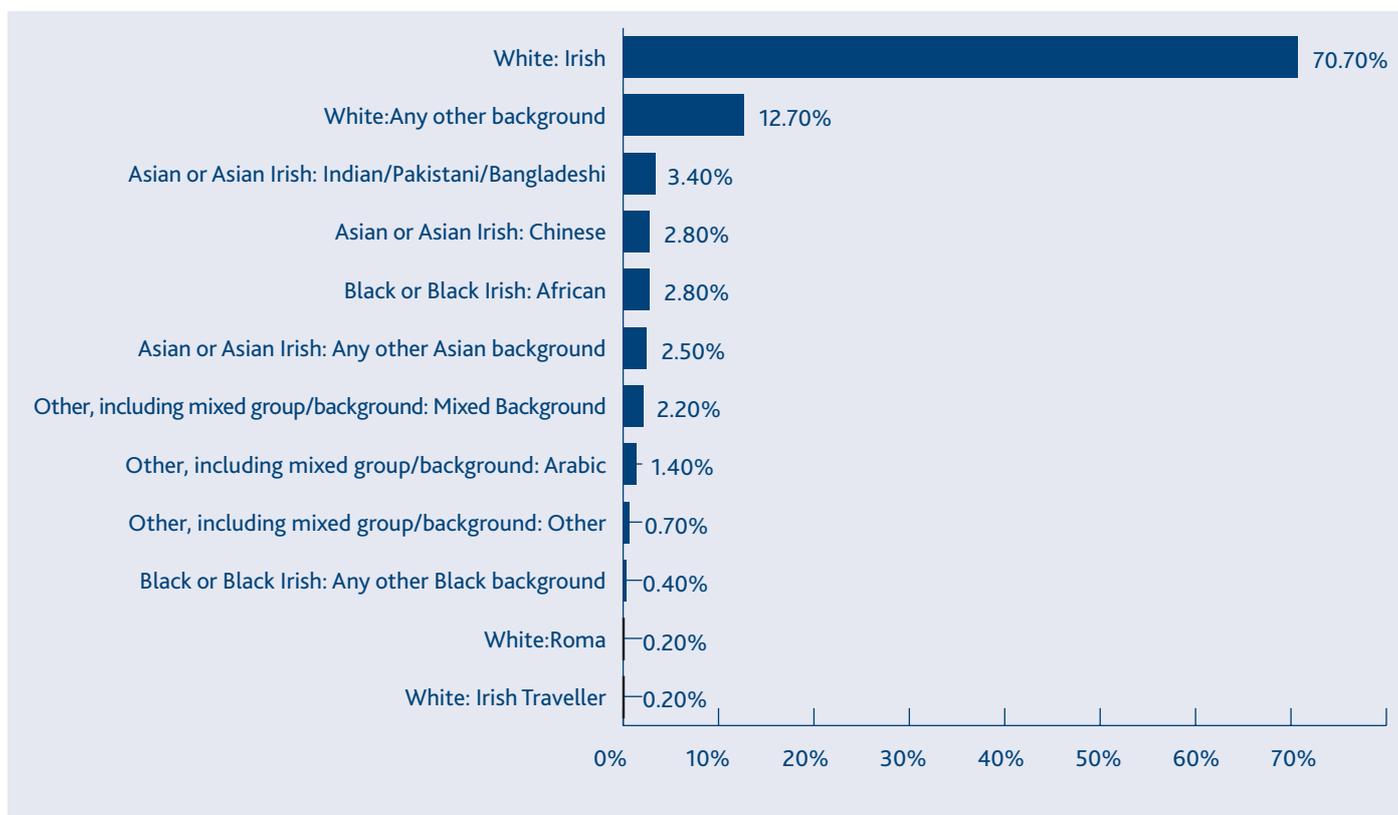
Number of students by category and gender, 2021-23															
UCD Total	2021					2022					2023				
	T	F	M	NB	%F	T	F	M	NB	%F	T	F	M	NB	%F
Undergrad	18,620	10,399	8,145	76	56%	20,553	11,644	8,788	46	57%	21,117	12,190	8,745	82	58%
Postgrad	12,093	7,094	4,977	22	59%	12,625	7,671	4,909	20	61%	12,558	7,513	4,998	24	60%
Total UCD	30,713	17,493	13,122	98	57%	33,178	19,315	13,697	66	58%	33,675	19,703	13,743	106	59%

Table 1: Total UG & PG Student breakdown

Age of UG students:



Student Ethnicity



UCD Widening Participation Data

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Low Income students [1]	1320	1406	1449	1785	1938	2134	1856	2592
Students reporting a disability [2]	1546	1623	2002	2176	2381	2743	2941	3386
Mature students [3]	1857	1821	1717	1717	1638	1714	1455	1354
Part-time and flexible learning [4]	1062	981	980	965	1199	1254	936	869
QQI-FET [5]	289	329	345	449	565	707	792	812
Refugees and Asylum Seekers [6]		6	5	24	60	57	49	45
Multi Access Students	1236	1187	1357	1624	1724	1896	1669	1869
All UCD Access Students	4818	4979	5141	5492	5625	6223	6184	6920
Total UCD undergraduate students	16856	17192	17299	17186	17332	17968	17766	18123

Employee Data

Administrative Scales						
Grade (Based on FTE) 2023/24	Female	Male	Unknown	Total	% Female	% Male
*Executive Assistant	61	17	0	79	78%	22%
Senior Executive Assistant	218	63	4	285	76%	22%
*Administrative Officer II	151	42	1	194	78%	22%
Administrative Officer I	135	36	1	173	78%	21%
Administrative Officer 1A	154	72	1	227	68%	32%
*Senior Administrative Officer IV	115	57	0	172	67%	33%
Senior Administrative Officer III	30	26	0	56	54%	46%
Senior Administrative Officer II	15	15	0	30	50%	50%
Senior Administrative Officer I	2	3	0	5	40%	60%
Total	880	332	7	1219	72%	27%

Technical Scales						
Grade (Based on FTE) 2023/24	Female	Male	Unknown	Total	% Female	% Male
Technical Officer	48	36	1	85	56%	43%
Senior Technical Officer	48	44	0	92	52%	48%
Chief Technical Officer	19	7	0	26	73%	27%
Biochemist	10	8	0	18	54%	46%
Senior Biochemist	8	2	0	10	80%	20%
Principal Biochemist	2	1	0	3	67%	33%
Senior Lab Attendant	5	3	0	8	59%	41%
Clinical Scientist	3	1	0	4	71%	29%
Senior Clinical Scientist	1	3	0	4	21%	79%
Total	142	106	1	249	57%	42%

Employee Data (cont.)

Library Scales						
Grade (Based on FTE) 2023/24	Female	Male	Unknown	Total	% Female	% Male
Library Assistant	21	7	1	28	73%	23%
Senior Library Assistant	8	4	0	12	67%	33%
Assistant Librarian II	6	1	0	7	86%	14%
Assistant Librarian I	9	9	0	18	51%	49%
Sub Librarian	5	1	0	6	83%	17%
Librarian	1	0	0	1	100%	0%
Archivist II	2	1	0	3	67%	33%
Archivist I	1	0	0	1	100%	0%
Total	53	22	1	76	69%	29%

Academic						
Grade (Based on FTE) (2023/24)	Female	Male	Unknown	Total	% Female	% Male
Full Professor	60	125		185	32%	68%
Professor	56	70		126	44%	56%
Associate Professor	124	184		308	40%	60%
Lecturer/Assistant Professor Above Bar	331	357	0	688	48%	52%
Lecturer/Assistant Professor Below Bar	9	16		25	36%	64%
Other Academic & Teaching	84	58	0	142	59%	41%
Total	664	810	0	1474	45%	55%

Appendix

Promotion

Promotion Pathway 4 year overview

Year	Promotion	Actual Applications				Successful Applications				*Targets
		F	M	Total	%F	F	M	Total	%F	
2020/21	Associate Professor	21	17	38	55%	19	11	30	63%	51%
	Professor	9	11	20	45%	7	8	15	47%	39%
	Full Professor	4	8	12	33%	3	3	6	50%	36.50%
	Total 2020/21	34	36	70	49%	29	22	51	57%	
2021/22	Associate Professor	18	20	38	47%	13	12	25	52%	48.85%
	Professor	12	7	19	63%	12	4	16	75%	40.46%
	Full Professor	4	4	8	50%	3	2	5	60%	38.46%
	Total 2021/22	34	31	65	52%	28	18	46	61%	
2022/23	Associate Professor	15	23	38	39%	12	16	28	43%	49.03%
	Professor	11	11	22	50%	7	8	15	47%	38.89%
	Full Professor	2	6	8	25%	2	3	5	40%	43.90%
	Total 2022/23	28	40	68	41%	21	27	48	44%	
2023/24	Associate Professor	18	21	39		14	14	28	50%	48.30%
	Professor	9	14	23		4	10	14	29%	40.40%
	Full Professor	5	6	11		4	4	8	50%	45.90%
	Total 2023/24	32	41	73	44%	22	28	50	44%	

Success Rate by Gender 2019-2024

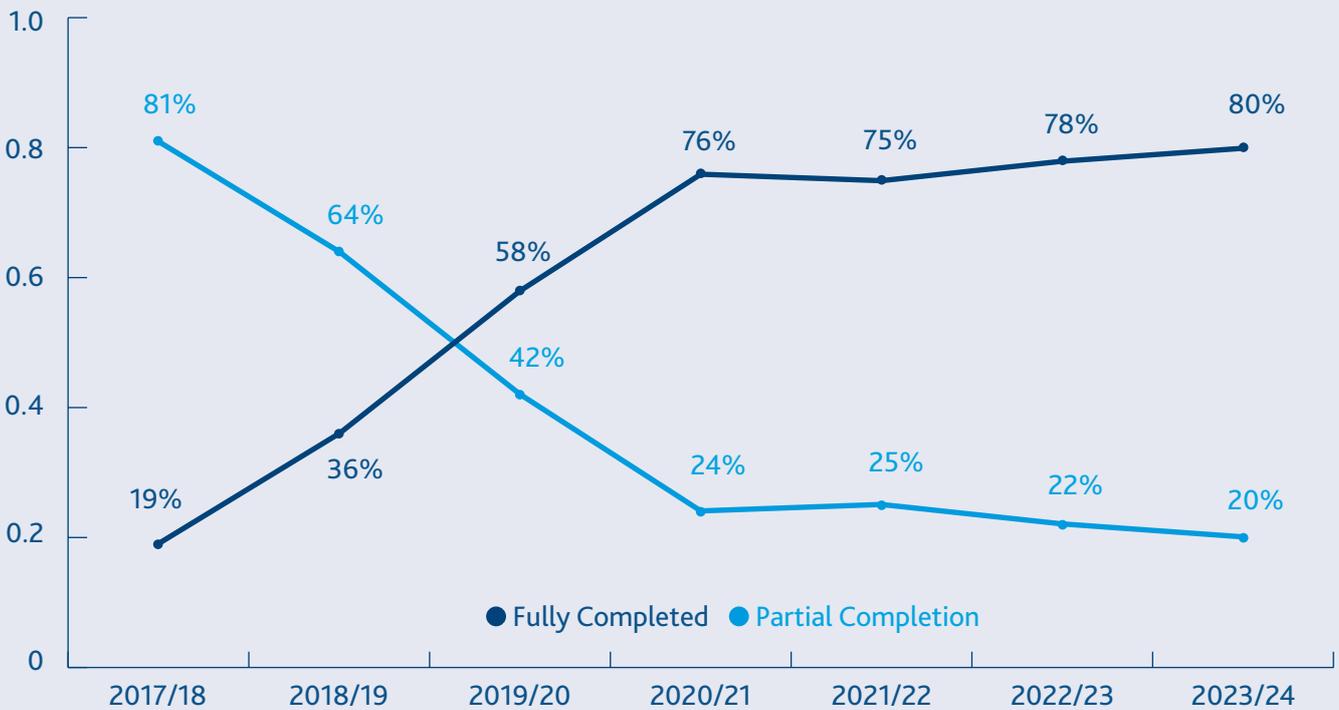
Successful applications									
Lecturer/ Assistant Professor to Associate Professor		Associate Professor to Professor		Prof to Full Professor		Total successes		Totals	
Female	Male	Female	Male	Female	Male	Female	Male		
68	69	41	32	14	15	124	116	239	Numbers
82%	66%	75%	70%	70%	54%	78%	65%	71%	Success Rate

Senior Committee membership

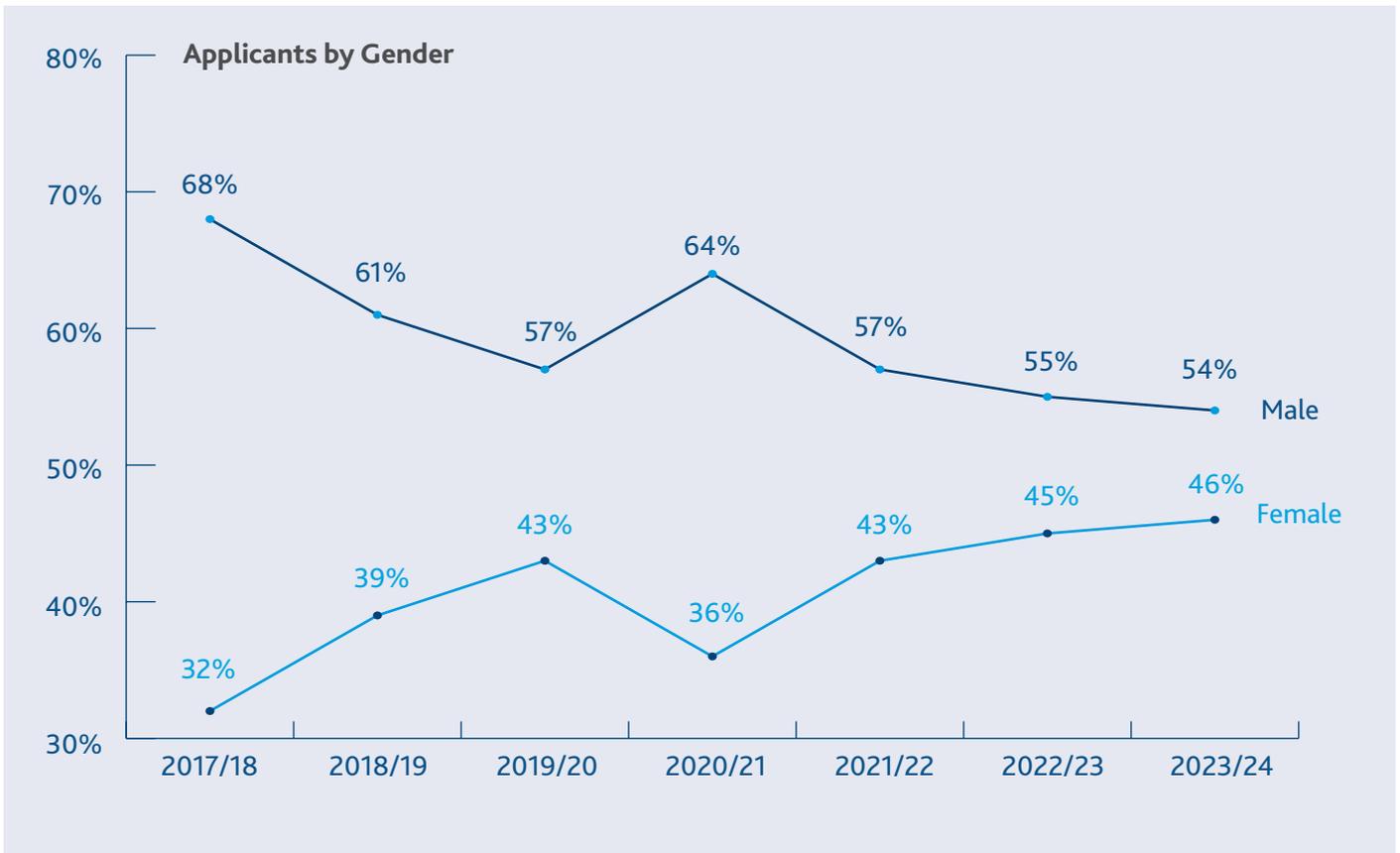
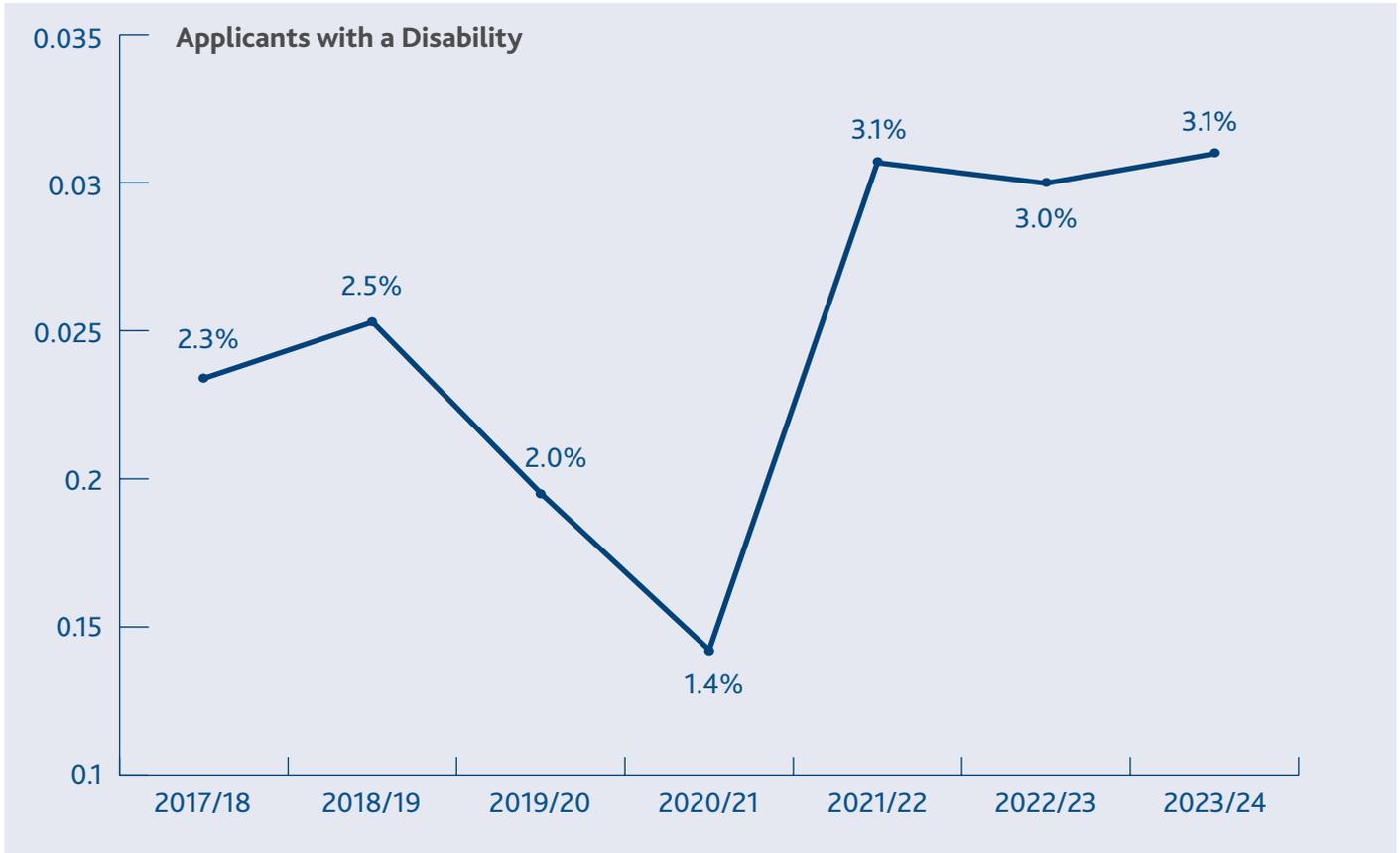
UCD Committees	2021				2022				2023			
	T	F	M	% F	T	F	M	% F	T	F	M	% F
Governing Authority (GA)	40	22	18	55%	40	23	17	58%	17	9	8	53%
University Management Team (UMT)	12	5	7	42%	13	7	6	54%	14	8	6	57%
Academic Council (AC)	99	48	51	48%	131	63	68	48%	123	61	62	50%

Applicant Data

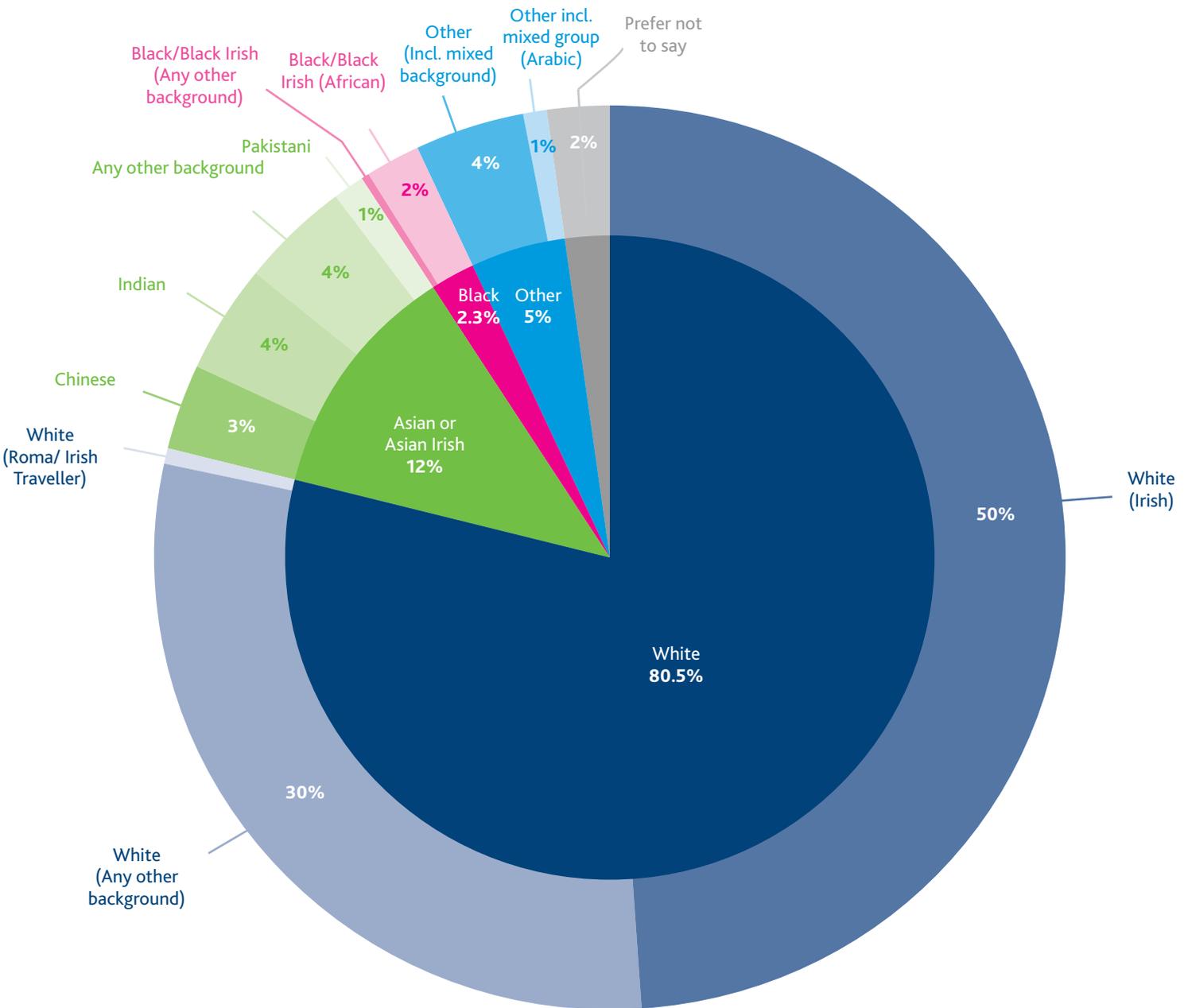
Applicant diversity monitoring tool completion rates



Applicant Data (cont.)



Employee ESS Diversity Screen data



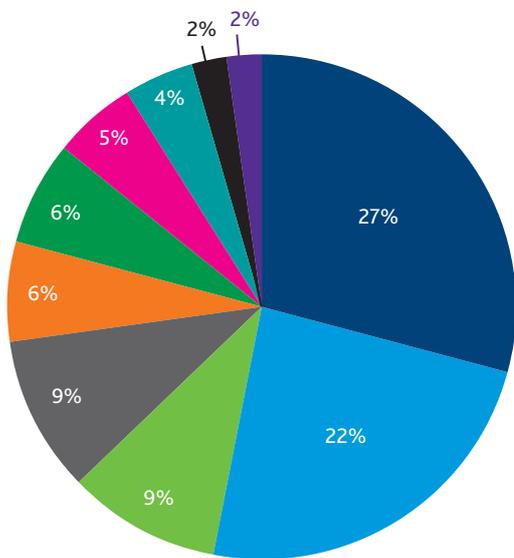
Employee Ethnicity

White (Irish)	50%
White Any Other Background	30%
White (Roma)	0.40%
White (Irish Traveller)	0.10%

Asian or Asian Irish (Chinese)	3%
Asian or Asian Irish (Indian)	4%
Asian/Asian Irish Any Other Background	4%
Asian or Asian Irish (Pakistani)	1%

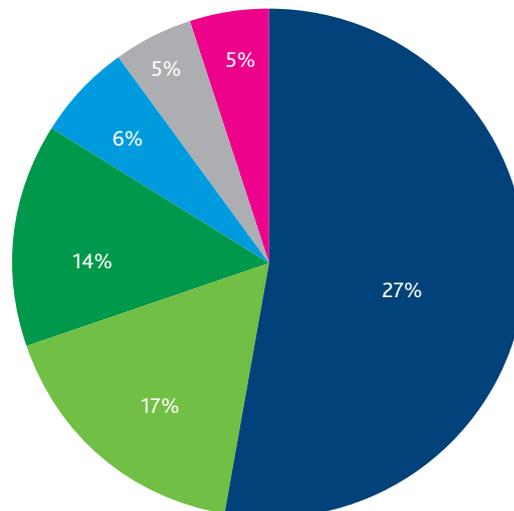
Black/Black Irish (Any Other Background)	0.30%
Black/Black Irish (African)	2%
Other (Including Mixed Background)	4%
Other, including mixed group (Arabic)	1%
Prefer Not To Say	2%

Employee ESS Diversity Screen data



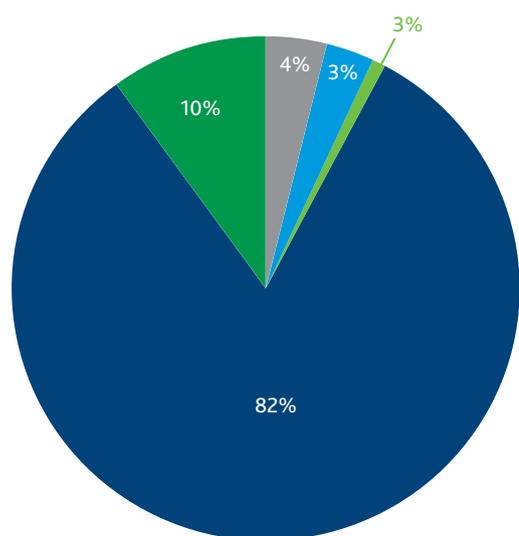
Employee Religion - top 10

- Roman Catholic
- No Religion
- Atheist
- Agnostic
- Christian (Not Specified)
- Prefer Not To Say
- Hindu
- Muslim (Islam)
- Orthodox (Greek, Coptic, Russian)
- Church Of Ireland



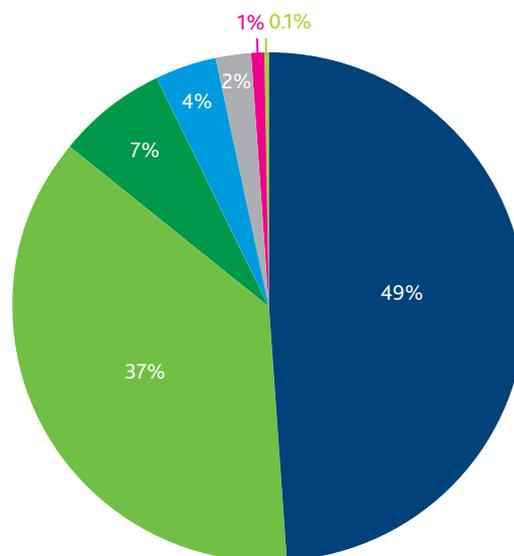
Types of Disability

- Other disability incl. chronic illness
- Learning, remembering or concentrating
- Psychological or emotional condition
- Limits basic physical activities
- Blindness or serious vision impairment
- Deafness or a serious hearing impairment



Employee Sexual Orientation

- Bisexual
- Gay Man
- Gay Woman/Lesbian
- Heterosexual
- Prefer Not To Say



Family Status

- Not Applicable
- Parent
- Other
- Prefer Not To Say
- Parent & Carer
- Carer
- Guardian

Employee ESS Diversity Screen data (cont.)

Gender Profile of Employees	2021-22		2022-23		2023-24	
	Female %	Male%	Female %	Male%	Female %	Male%
Trending						
Academic	44%	56%	46%	54%	46%	54%
Researcher	42%	58%	51%	49%	44%	56%
Support	63%	37%	67%	33%	64%	36%
Total Employees	54%	46%	56%	44%	54%	46%

* Gender unknown removed from analysis



UCD Equality Diversity and Inclusion
www.ucd/equality
edi@ucd.ie