

## Welcome to our 5th UCD Veterinary Community EDI newsletter!

EDI stands for Equality, Diversity, and Inclusion [www.ucd.ie/equality](http://www.ucd.ie/equality)

Best of luck to all Veterinary Medicine and Veterinary Nursing students in their 2024 exams!!



### Upcoming UCD and Vet community events

**World Earth Day** Making upcycled pet toys, April 22nd, Vets Foyer 12.30pm

**CHAS Staff/Student Choir** performing April 25th, Vets Foyer 12pm

**Menopause Mindfulness session** April 25th

[ucd.ie/equality/editraining/editrainingcalendar](http://ucd.ie/equality/editraining/editrainingcalendar)

**Engaging Men in EDI - World Cafe** April 30th, Gerard Manley Hopkins Centre

[ucd.ie/equality/groups/meninedi/engagingmeninediconsultationevent2024](http://ucd.ie/equality/groups/meninedi/engagingmeninediconsultationevent2024)

**Dignity and Respect Conference** May 2nd, Astra Hall

[ucd.ie/dignityandrespect/conference2024](http://ucd.ie/dignityandrespect/conference2024)



We are delighted to announce that a **Silver Athena SWAN award** has been conferred upon the School of Veterinary Medicine. This is recognition of the hard work put in by staff and students across the School in creating an environment where EDI is paramount. A huge thank you to our VETEDIAS committee, co-chairs Assoc. Prof Cliona Skelly and Prof Stephen Gordon, and staff and students who contributed over the past 5 years. Our School has received only the second departmental Silver award in UCD, following the success of our colleagues in the School of Agriculture and Food Sciences in 2023. The Athena SWAN Silver Action Plan for 2024-2028 provides the framework for our next steps on the Athena SWAN journey. Award announcement here: [advance-he.ac.uk/news-and-views/latest-athena-swan-ireland-institutional-and-departmental-awards-conferred](http://advance-he.ac.uk/news-and-views/latest-athena-swan-ireland-institutional-and-departmental-awards-conferred)

On February 27th 2024, the School hosted the annual **CHAS Pride** event. Since 2019, this event has grown into a flagship event for the School of Veterinary Medicine and has since been replicated across UCD.

The UCD EDI unit and UCD LGBTI subgroup kindly provided cakes and packs to each college to host their own events. The event coincided with UCD Students Union's 2nd annual Pride march for Rainbow Week, February 20-29th 2024.

This was also Dean Rory Breathnach's first Pride event as Head of School, and was a great opportunity to address staff and students from across CHAS and UCD before heading into a busy exam season.

Featured in the photos opposite are students Sergi, Alba and Caoilfhinn cutting the cake with Rory and staff and students chatting over a coffee.



Follow Vet. Student Societies Instagram [@UCDVetSoc](https://www.instagram.com/UCDVetSoc) and [@UCDVNSoc](https://www.instagram.com/UCDVNSoc) for the latest student events



School Instagram accounts [@UCDVetMed](https://www.instagram.com/UCDVetMed), [@UCDVetEDIAS](https://www.instagram.com/UCDVetEDIAS)  
Veterinary Hospital Instagram [@UCDVetHospital](https://www.instagram.com/UCDVetHospital)



School X Account [@UCDVetMed](https://twitter.com/UCDVetMed)



Vets EDI/Athena SWAN Community [vetedias@ucd.ie](mailto:vetedias@ucd.ie)  
Vets Student Adviser [niamh.nestor@ucd.ie](mailto:niamh.nestor@ucd.ie)  
VetSoc [ucdvetsoc@gmail.com](mailto:ucdvetsoc@gmail.com)



The inaugural **CHAS Sports Day** was held on April 8th and in spite of the terrible weather, lots of fun was had by staff and students alike!



The School's 44th Annual **Christmas Carol Service** took place in November, with donations collected for DSPCA and Irish Cancer Society.

On April 18th, UCD EDI hosted a Neurodiversity Inclusion celebration and launch of the **'Making UCD a Neurodiversity Friendly Campus'** report: [ucd.ie/equality/support/neurodiversity/report/](https://ucd.ie/equality/support/neurodiversity/report/)

Speakers at the event included Stefanie Preissner, experts and leaders from ADHD Ireland, ASPIRE, Dyslexia Association Ireland, Dyspraxia CDC Ireland, and Neurodiversity Ireland who shared good practice. UCD staff showcased neurodiversity friendly initiatives and launched a Neurodiversity Employee Network.

Dr Maria Mulholland from our School is a member of the UCD EDI Neurodiversity working group and a co-founder of the Neurodiversity Employee Network. The Network is open to neurodivergent staff, parents of neurodivergent children, neurodivergent families, friend and allies.



Join ND Staff network mailing list here



## Spotlight on Sustainability

Interested in learning more about Sustainability and getting involved here at UCD? Join the School Sustainability group, which meets monthly during term. Contact Niamh Nestor ([niamh.nestor@ucd.ie](mailto:niamh.nestor@ucd.ie)) or Mary Sekiya ([mary.sekiya@ucd.ie](mailto:mary.sekiya@ucd.ie)) to learn more. Also check out VetSustain (<https://vetsustain.org/>) for information on sustainability issues directly related to the Veterinary professions.



## Staff Training Opportunities

EDI Digital Badge [ucd.ie/equality/editraining/digitalbadge/](https://ucd.ie/equality/editraining/digitalbadge/)

Inclusive Recruitment Training bundle [ucd.ie/equality/support/tipsforinclusiverecruitment/](https://ucd.ie/equality/support/tipsforinclusiverecruitment/)

Managing Maternity & Parental leave for Research Supervisors, April 19th,

[ucd.ie/graduatestudies/researchsupervisorhub/rssdpresearchsupervisorsupportanddevelopmentprogramme/](https://ucd.ie/graduatestudies/researchsupervisorhub/rssdpresearchsupervisorsupportanddevelopmentprogramme/)

**Want to become an EDI Ambassador?** Keep an eye out for the following training themes at [ucd.ie/equality/editraining/editrainingcalendar/](https://ucd.ie/equality/editraining/editrainingcalendar/)

Disability Awareness Training

Inclusive Recruitment - Managing Bias

Being Aware of Our Biases: Unconscious Bias Awareness Training

Supporting a Colleague Through Menopause

Gender Identity, Expression and Diversity Training

Leading Disability-Inclusive Teams

1. do the training  
2. apply  
3. display



## Staff P4G conversations 2024

P4G training workshops for Reviewers and Reviewees are delivered by UCD training partner Flow Group, during April, May, and June. Training for P4G Cycle 2024-2025 is now available to book via [ucd.ie/peopledevelopment/p4g/p4gtraining](https://ucd.ie/peopledevelopment/p4g/p4gtraining).

## Additional EDI training - LearnUpon

Staff, **did you know that EDI also provide short online courses on the following topics?**

- Equality, Diversity and Inclusion in Higher Education
- Inclusive Recruitment & Selection
- Let's talk about race in the higher education sector
- Supporting the Mental Health and Wellbeing of Employees

You can access these modules here: [universitycollegedublin.learnupon.com/dashboard](https://universitycollegedublin.learnupon.com/dashboard)

