UCD VETERINARY COMMUNITY EDI NEWSLETTER
Nuachtlitir EDI do Phobal Tréidliachta UCD
October 2023

Welcome to our 4th UCD Veterinary Community EDI newsletter!

EDI stands for Equality, Diversity, and Inclusion www.ucd.ie/equality

A very warm welcome from the Veterinary Sciences Community to all our new Veterinary Medicine & Veterinary Nursing students!
Also, a huge welcome back to our continuing students!

Upcoming UCD and Vet community events

UCD Community Choir (staff) | Tuesdays, 1-2pm | www.ucd.ie/events/ |
UCD Purl Jam (students & staff) | Wednesdays, 1-2pm | 101A/B, Vet Sciences Centre
Virtual Menopause Coffee Morning | Oct. 18th | ucd.ie/equality/editraining/editrainingcalendar/
Employee Wellbeing Day | Oct. 23rd, 10am - 3pm | O'Reilly Hall ucd.ie/engage/engagement/events/wellbeingday/
Transgender Awareness Week | Nov. 13th - 19th | ucd.ie/equality/support/lgbtisupports/transgenderawarenessweek/
International Men's Day 2023 | Nov. 19th | ucd.ie/vetmed/about/athenaswan/events
44th annual UCD VetSoc Christmas Carol Service | Nov. 28th | Astra Hall |
International Day of Persons with Disabilities 2023 | Dec. 3rd |

The **Dean's Inclusion Award** is awarded on an annual basis, to *individuals, clubs or teams* that have demonstrated outstanding behaviours in the areas of EDI during the preceding college year in our School. The Award was introduced in May 2019 as part of the School's Athena SWAN Action Plan, promoting the ongoing transformation of our culture:
ucd.ie/vetmed/about/athenaswan/deansinclusionaward

Current students and staff may nominate other current students, staff, faculty, clubs or teams in the School. Please email vetedias@ucd.ie for a copy of the award guidelines and nomination form.
Closing date for nominations is November 2nd 2023

Vet Book Raffle for Charity
On Tuesday, Sep. 26th, VetSoc, Vet Nursing Soc and the Student Adviser ran the annual book raffle with lots of textbooks available to win! Students could 'buy' one line per book for 2eur and be in with a chance to win a textbook, some worth hundreds of euros and all of which had been donated by our Class of 2023. The raffle has raised almost **900eur**. All proceeds go to the DSPCA and Irish Cancer Society. Thank you to all who contributed!

Vet Clubs, Societies and Organisations Expo
The Vet Clubs, Societies and Organisations Expo took place in the School on Wednesday, Sep. 27th. Students were able to find out about all the clubs, societies and organisations in the building. In the School, our students offer everything from sport, music and craft, to groups working with animals, to educational groups, to our two main societies: VetSoc and Vet Nursing Soc! There is something for everyone.

Follow Vet. Student Societies Instagram @UCDVetSoc and @UCDVNSoc for the latest student events

School Instagram accounts @UCDVetMed, @UCDVetEDIAS
Veterinary Hospital Instagram @UCDVetHospital

School X Account @UCDVetMed
Vets EDI/Athena SWAN @UCDVetAthSWAN

Vets EDI/Athena SWAN Committee vetedias@ucd.ie
Vets Student Adviser niamh.nestor@ucd.ie
VetSoc ucdvetsoc@gmail.com

Neurodiversity in Veterinary Sciences
As part of making UCD a Neurodiversity friendly University and under our Silver Athena SWAN Action Plan, the School plan to set up a local Neurodiversity group. We will work closely with the UCD Neurodiversity Working Group ucd.ie/equality/groups/neurodiversitygroup/. Please get in contact if you have suggestions for what we can do locally in the School and Hospital: vetedias@ucd.ie

Staff Training Opportunities

EDI Digital Badge ucd.ie/equality/editraining/digitalbadge/
Inclusive Recruitment Training bundle ucd.ie/equality/support/tipsforinclusiverecruitment/

Will you become an EDI Ambassador?
ucd.ie/equality/editraining/editrainingcalendar/
Disability Awareness Training | Oct. 18th |
Inclusive Recruitment - Managing Bias | Oct. 20th, Nov. 7th & 13th |
Being Aware of Our Biases: Unconscious Bias Awareness Training | Oct. 23rd
Supporting a Colleague Through Menopause | Oct. 24th |
Athena Swan Institutional Silver Application Consultation | Nov. 9th |
Gender Identity, Expression and Diversity Training | Nov. 13th |

1. do the training
2. apply
3. display

Staff Mentoring 2023/2024
A new cycle of Mentoring for staff in UCD is commencing in October 2023 with training available through People & Development, ucd.ie/peopledevelopment/ourservices/mentoring/. More information on the Mentoring pathways available in our school can be found on the school website ucd.ie/vetmed/about/athenaswan/mentoring/

Faculty Career Mentoring - Briefing session | Oct. 11th |
Faculty Career Planning Session with Dr Hugh Kearns | Oct. 23rd |
Essential Mentoring Skills training - for MENTEES | Nov. 8th, 5th Mar. |
Essential Mentoring Skills training - for MENTORS | Nov. 29th, 27th Mar. |

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

RACISM STOPS WITH ME!

UCD Values in Action Awards (VIA) - Closing date November 2nd
The awards recognise colleagues who bring our values of Collegiality, Creativity, Diversity, Engagement, Excellence and Integrity to life. Staff are invited to nominate UCD employees or teams/committees of employees who in your opinion have excelled in bringing our values to life in the University community: ucd.ie/engage/engagement/events/ucdawardspage/viaprocess/

Seeking Staff Participation in new EDI Groups (at University level)
Ahead of two key celebrations this winter, International Men's Day and International Day of Persons with Disabilities, we call on interested staff to get involved in the following groups:

Engaging Men in EDI: This group is focusing on enhancing engagement by men across all equality grounds and will consist of individuals of all genders who will bring different perspectives and expertise to guarantee that the work of the group aligns with its objectives. Information is available at ucd.ie/equality/groups/meninedi and expressions of interest can be made to edi@ucd.ie.

INTERNATIONAL **MEN'S DAY** NOVEMBER 19

Disability Sub-group
If you have research expertise and/or lived experience of disabilities and would like to contribute to the important work of the Disability Subgroup. Information is available at ucd.ie/equality/groups/disabilitysub-group/ and expressions of interest can be made to edi@ucd.ie by the **13th October**.