



University College Dublin



University College Dublin

# Equality, Diversity and Inclusion

Annual Report 2017 - 2018

Front cover images

UCD President Andrew Deeks welcomes Katherine Zappone TD, Minister for Children & Youth Affairs to campus to launch UCD's new Gender Identity and Expression Policy  
Some of the performers pictured at the 2018 UCD Festival



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University College Dublin  
Report of the University Management Team  
Equality, Diversity and Inclusion Group  
September 2017 - August 2018  
Published December 2018

For further information visit  
[www.ucd.ie/equality](http://www.ucd.ie/equality)

# 1. Foreword



I am very pleased to present this annual report which sets out some detail of the many actions and achievements that contribute towards the implementation of the University's equality, diversity and inclusion objectives. Significant milestones during the year include the launch of a new Gender Identity and Expression Policy, the launch of the revised Dignity and Respect Policy and the award of University of Sanctuary status in recognition of UCD's Guidelines and actions to support refugees, asylum seekers and other displaced persons to study and work at UCD. Amongst the many events held during the year, a particular highlight was a two-day festival of equality, diversity and inclusion, featuring lightning presentations reflecting academic and professional practice expertise from across the campus and workshops, each of which contributed to enhancing understanding of our challenges and opportunities and the development of the new Equality, Diversity and Inclusion Policy. This form of reflexive governance has become a hallmark of the University's approach to developing and implementing effective policies.

A key challenge is to further develop capacity to monitor progress through collection and analysis of appropriate data and to ensure effective implementation of policies right across the University. The appointment of Vice-Principals for Equality, Diversity and Inclusion in each of UCD's six Colleges will be very supportive of better understanding and implementation of equality, diversity and inclusion commitments across the schools of the University. The progress which UCD is making to mainstream equality, diversity and inclusion throughout the University is a tribute to the many staff and students who contribute to developing policies and actions and to the commitment and creativity of colleagues in UCD Culture and Engagement, UCD Access and Lifelong Learning and the UCD EDI Unit. I wish to record my special thanks to these teams for their hard work during the year and also to members of the UMT Equality, Diversity and Inclusion Group who completed their three-year terms of appointment at the end of the year.

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

# 2. Introduction

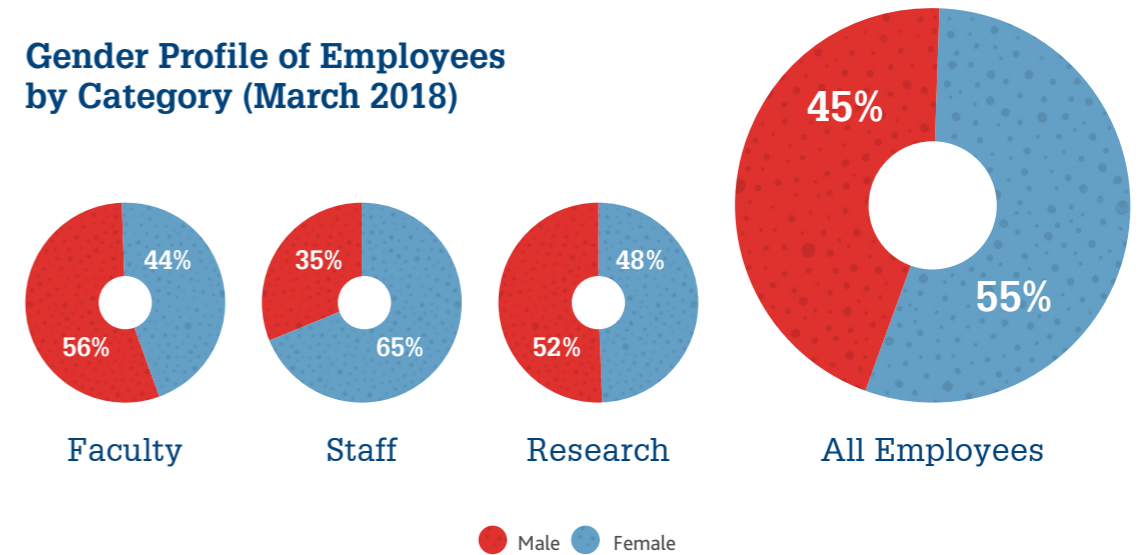
As a large and diverse global University with over 3,000 faculty and staff, of which 28% are international, and more than 33,000 students from over 138 countries, equality and diversity is extremely important for UCD. This report provides an overview of the University's achievements and progress made in the equality, diversity and inclusion journey since the last Equality, Diversity and Inclusion (EDI) Annual Report 2016/17. The activities outlined in this report implement the principles and commitments set out in our Equality, Diversity and Inclusion Policy, our Dignity and Respect Policy, and other supporting policies, services, and commitments. UCD recognises the value that diversity brings to the University in terms of the broad pool of employees and students, the richness of discussions that take place and the solutions proposed, and better decision-making. It is essential that an inclusive culture exists to support the vision of our global University and to achieve strategic objective five of the University's strategy of "attracting and retaining an excellent and diverse cohort of students, faculty and staff".

# 3. UCD by Numbers

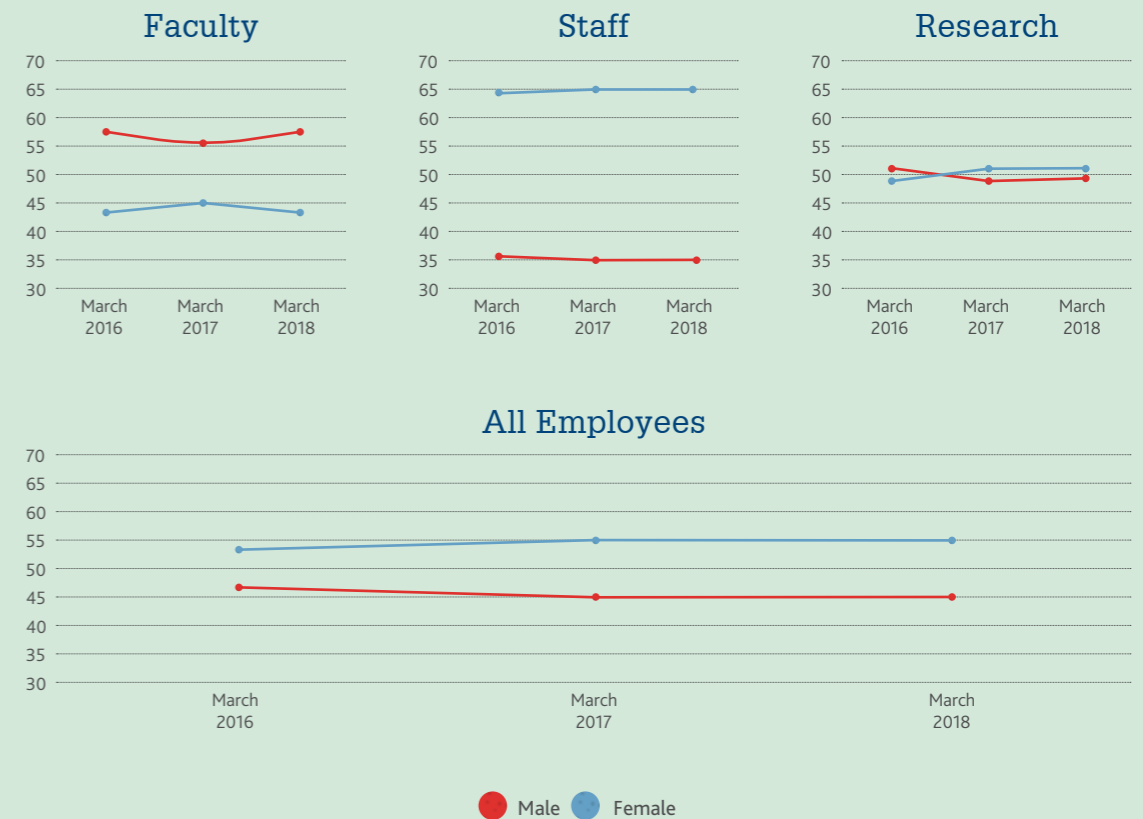
The following statistics provide a snapshot of the diverse make-up of the University Community and those that are attracted to roles in our University.

## 3.1 Employees

### Gender Profile of Employees by Category (March 2018)



### Trends in Gender Profile of Employees 2016 - 2018



## Gender Profile of Employees by Grade (effective 31 December 2017)

### Administrative

GRADE	% F	% M
Executive Assistant	90%	10%
Senior Executive Assistant	81%	19%
Administrative Officer II	75%	25%
Administrative Officer I	83%	17%
Administrative Officer 1A	64%	36%
Senior Administrative Officer IV	66%	34%
Senior Administrative Officer III	66%	34%
Senior Administrative Officer II	40%	60%
Prof C	33%	67%
<b>Total</b>	<b>77%</b>	<b>23%</b>

### Technical

GRADE	% F	% M
Technical Officer	51%	49%
Senior Technical Officer	56%	44%
Chief Technical Officer	47%	53%
Biochemist	67%	33%
Senior Biochemist	87%	13%
Principal Biochemist	67%	33%
Lab Attendant	62%	38%
Senior Lab Attendant	37%	63%
Principal Physicist	33%	67%
Chief Physicist	100%	0%
Clinical Scientist	67%	33%
Senior Clinical Scientist	50%	50%
<b>Total</b>	<b>55%</b>	<b>45%</b>

### Library

GRADE	% F	% M
Library Assistant	70%	30%
Senior Library Assistant	80%	20%
Assistant Librarian II	100%	0%
Assistant Librarian I	50%	50%
Sub Librarian	60%	40%
Librarian	0%	100%
Archivist	100%	0%
<b>Total</b>	<b>69%</b>	<b>31%</b>

### IT

GRADE	% F	% M
IT Team Member	0%	100%
IT Specialist	0%	100%
Programmer III	0%	100%
Programmer II	28%	72%
Programmer I	31%	69%
<b>Total</b>	<b>25%</b>	<b>75%</b>

### Permanent Faculty

GRADE	% F	% M
Full Professor	23%	77%
Professor	28%	72%
Associate Professor	42%	58%
Lecturer/Assistant Prof. Above the Bar	49%	51%
Lecturer/Assistant Prof. Below the Bar	58%	42%
Other Academic & Teaching	67%	33%
Researcher	55%	45%
<b>Total</b>	<b>42%</b>	<b>58%</b>

### Temporary Faculty

GRADE	% F	% M
Full Professor	20%	80%
Professor	25%	75%
Associate Professor	50%	50%
Lecturer/Assistant Prof. Above the Bar	48%	52%
Lecturer/Assistant Prof. Below the Bar	51%	49%
Other Academic & Teaching	56%	44%
Researcher	49%	51%
<b>Total</b>	<b>49%</b>	<b>51%</b>

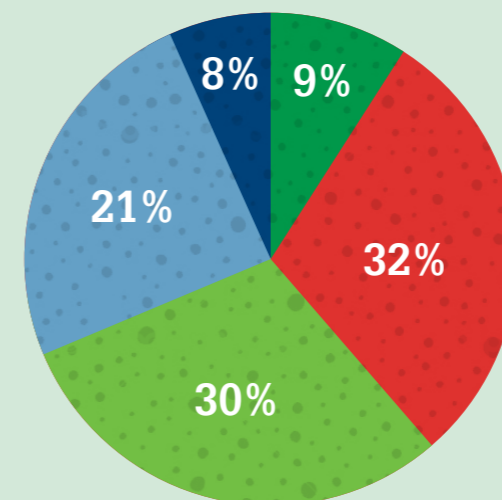
## Faculty Promotions Statistics September 2017 - August 2018

YEAR	PROMOTION TO	APPLIED				PROMOTED				*TARGETS 2017/18
		F	M	TOTAL	%F	F	M	TOTAL	%F	
2017/18	Associate Professor	23	17	40	57.5%	13	12	25	52%	49.91%
	Professor	10	20	30	33.3%	8	17	25	32%	39.92%
	Full Professor	0	1	1	0%	0	1	1	0%	28.26%
<b>Total</b>		<b>33</b>	<b>38</b>	<b>71</b>	<b>46.5%</b>	<b>21</b>	<b>30</b>	<b>51</b>	<b>41.2%</b>	

\*Targets are set based on Cascade model i.e. number of eligible candidates as at 1st September 2017

The cascade model targets were achieved in relation to promotion to Associate Professor. Whilst the target was not met for promotion to Professor, eighty percent of females who applied for promotion to this grade were successful. The target for promotion to Full Professor was not achieved, however there was only one application for promotion to this grade (male) across the entire academic year. The issue therefore is that faculty (both male and female) are not applying for promotion to the most senior grade. Actions will be taken to support applications for promotion to senior academic grades across all genders and the University will progress these actions during the next academic year.

Employees pictured at Engage Day 2017

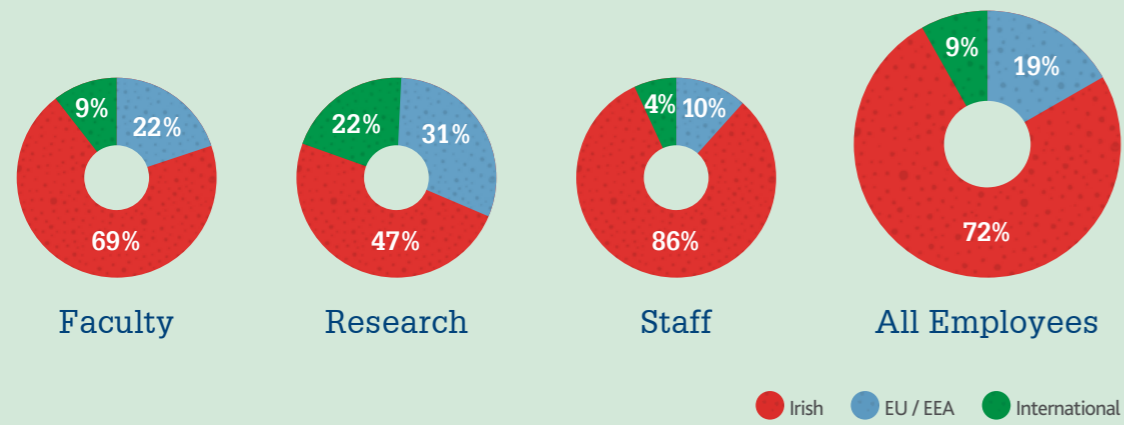


## Age Profile of Employees (March 2018)

### Age Bands

- 20-29
- 30-39
- 50-59
- 40-49
- 60 and over

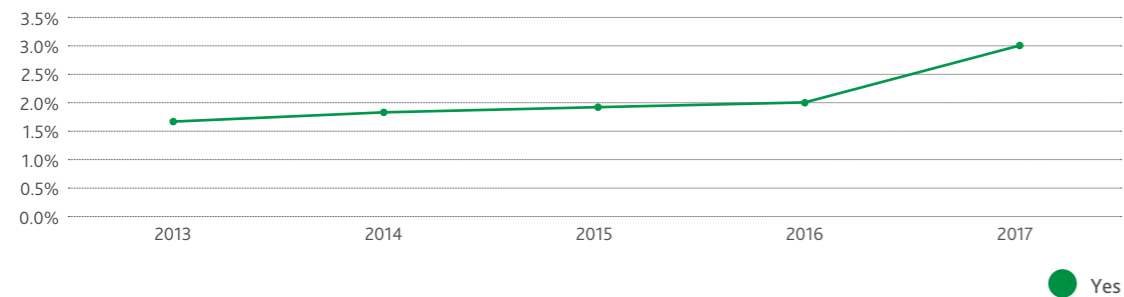
## Nationality Profile of Employees (March 2018)



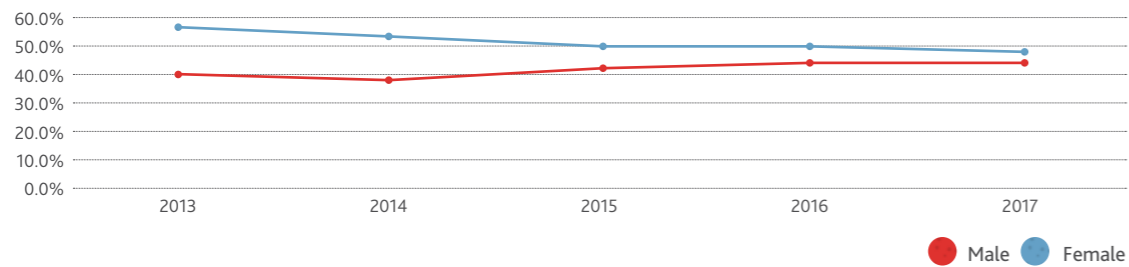
## 3.2 Applicants for Advertised Roles in UCD

The following graphs demonstrate the trends in the profile of applicants that have been attracted to UCD over the past five years by disability and gender.

### Applicants by Disability



### Applicants by Gender



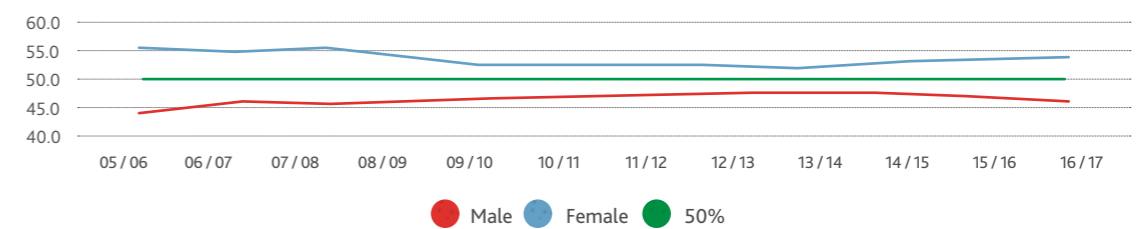
## 3.3 Student Population

### <sup>1</sup>UCD Incoming Undergraduate Students

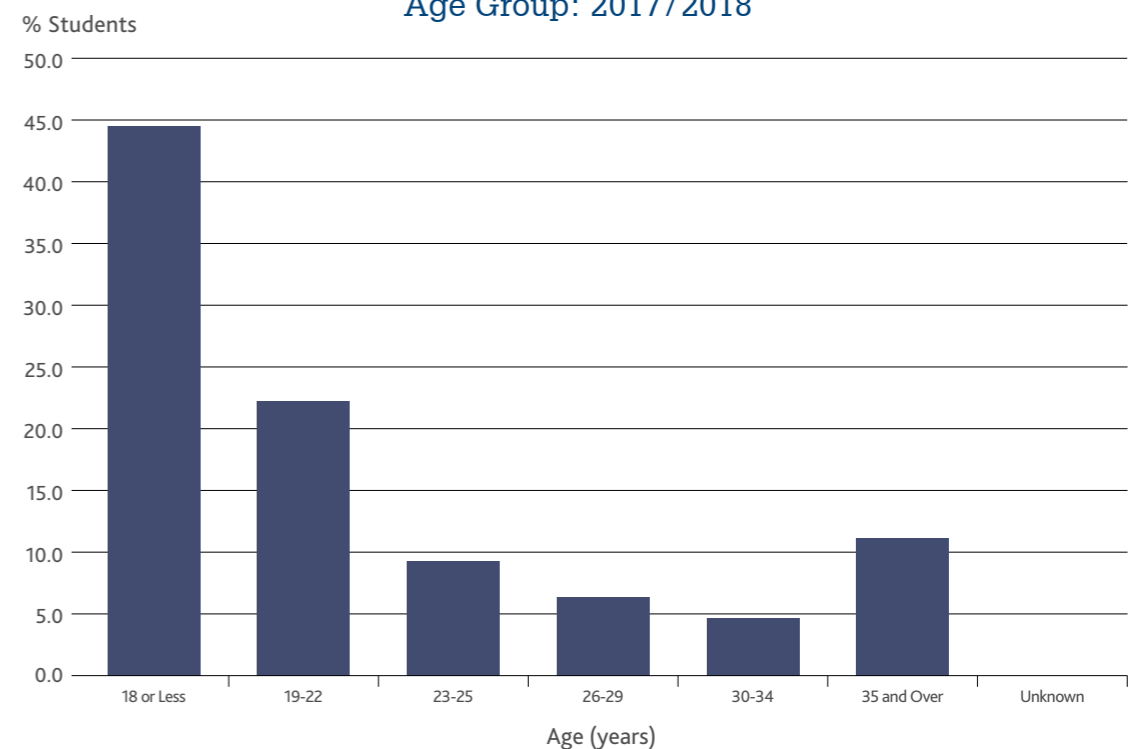
HEA UNDER REPRESENTED SURVEY RESULTS: ETHNIC/CULTURAL BACKGROUND								
Ethnic/Cultural Background	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Irish	3,444	3,401	3,431	3,430	3,469	3,397	3,506	3,416
Irish Traveller	5	5	5	3	9	4	6	7
Any other White background	199	165	215	231	252	258	307	287
African	19	31	32	36	37	42	50	89
Any other Black background	3	4	4	6	2	3	5	8
Chinese	20	16	23	35	29	76	69	130
Any other Asian background	40	52	44	65	65	83	93	106
Other	38	51	55	52	79	69	84	97
<b>Total Responding</b>	<b>3,768</b>	<b>3,725</b>	<b>3,809</b>	<b>3,858</b>	<b>3,942</b>	<b>3,932</b>	<b>4,120</b>	<b>4,140</b>

<sup>1</sup>All incoming students are asked to identify their ethnic background through the HEA Equal Access Survey. This is a voluntary process with a high completion rate of over 90%

### % All UCD Students By Gender



### Age Group: 2017/2018



Pictured (L to R) Marcellina Fogarty, EDI Manager; Tina Lowe, Campus Accessibility Officer; Tristan Aitken, Director UCD HR; Elaine Howley, Director of Policy & Advocacy, NCBI Services; and Leslee O'Loughlin, Group Human Resources Manager Republic of Ireland, Enterprise Rent-a-car at a seminar addressing disability and inclusion strategies

### 3.4 Widening Participation

#### UCD Undergraduate Students - Widening Participation Profile<sup>1</sup>

	2014/15	2015/16	2016/17	2017/18
Socio-economically disadvantaged students Full-Time <sup>2</sup>	1,746	1,320	1,406	1,449
Students reporting a disability <sup>3</sup>	1,397	1,524	1,623	2,002
Mature students <sup>4</sup>	1,781	1,857	1,856	1,717
Part-time & Flexible Learning <sup>5</sup>	1,006	1,062	981	980
FETAC (full-time)	262	289	329	345
Refugees and Asylum Seekers			6	5
<b>All UCD Widening Participation Students<sup>6</sup></b>	<b>4,437</b>	<b>4,818</b>	<b>4,979</b>	<b>5,141</b>
<b>Total UCD Undergraduate Students</b>	<b>16,310</b>	<b>16,856</b>	<b>17,192</b>	<b>17,299</b>
<b>% Widening Participation Students</b>	<b>27.2%</b>	<b>28.6%</b>	<b>29.0%</b>	<b>29.7%</b>

Table 1: Widening Participation - Undergraduate Programmes (Certificates, Diploma and Degrees)

<sup>1</sup> The HEA adjusted their methodology for 2015/16 to Socio-Economic Group now includes group J and counts 18-20 year olds only. This data trend adjusts in 2016 to reflect this counting D, F, G and J but only presenting on 18-20 year olds.  
<sup>2</sup> Students from socio-economic groups D, F & G.  
<sup>3</sup> Students who report a disability either through registration for supports with Access & Lifelong Learning, Admission through DARE; OR indicating a disability on the Equal Access.  
<sup>4</sup> Students aged 23 years and over on year of entry to UCD, with no previous undergraduate degree.  
<sup>5</sup> Part-time, including Open Learning.  
<sup>6</sup> This is the number of unique students who are in one or more of the categories above.

#### New Entrant Under-Represented Students: 2009-2017

	2009 /2010	2010 /2011	2011 /2012	2012 /2013	2013 /2014	2014 /2015	2015 /2016	2016 /2017	2017 /2018
Mature Entrants	348	395	370	346	351	323	292	260	248
DARE Entrants	162	157	233	195	193	246	235	251	262
HEAR Entrants	105	127	295	196	230	239	267	217	252
Other Progression Routes	36	49	49	53	72	73	98	98	104
<b>All Under-Represented Entrants</b>	<b>562</b>	<b>594</b>	<b>589</b>	<b>683</b>	<b>725</b>	<b>781</b>	<b>769</b>	<b>742</b>	<b>744</b>
<b>Total UCD New Entrants</b>	<b>4,383</b>	<b>4,252</b>	<b>4,209</b>	<b>4,379</b>	<b>4,492</b>	<b>4,432</b>	<b>4,499</b>	<b>4,569</b>	<b>4,564</b>

Table 2: Incoming Students Entry Cohort

#### Undergraduate Degree First Year Progression Rate

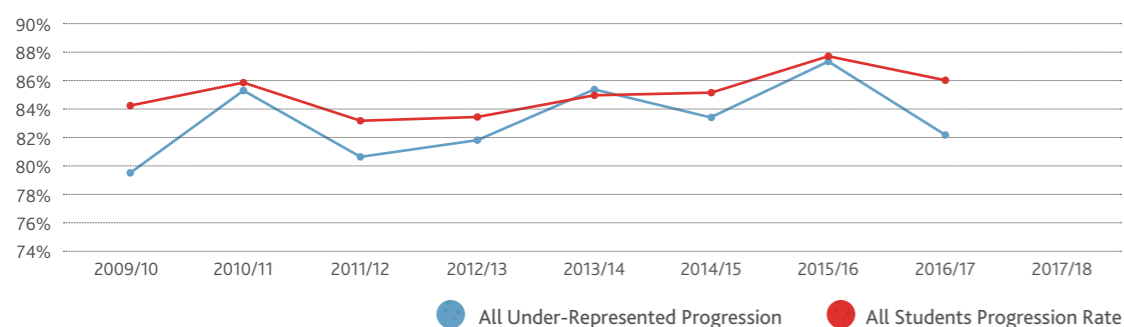


Figure 1: Progression rate of new entrants from the first to the second year of their studies from 2009/10 to 2016/17

The availability of this data, and of other metrics, is invaluable in assessing the work done in UCD in supporting Access and Widening Participation.

#### UG Non-Completion Rate

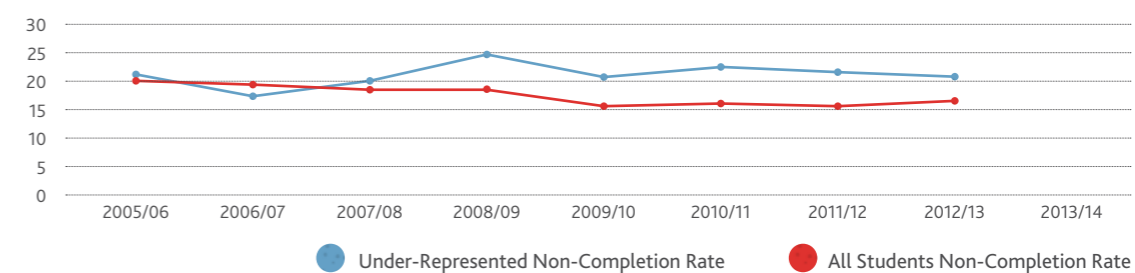
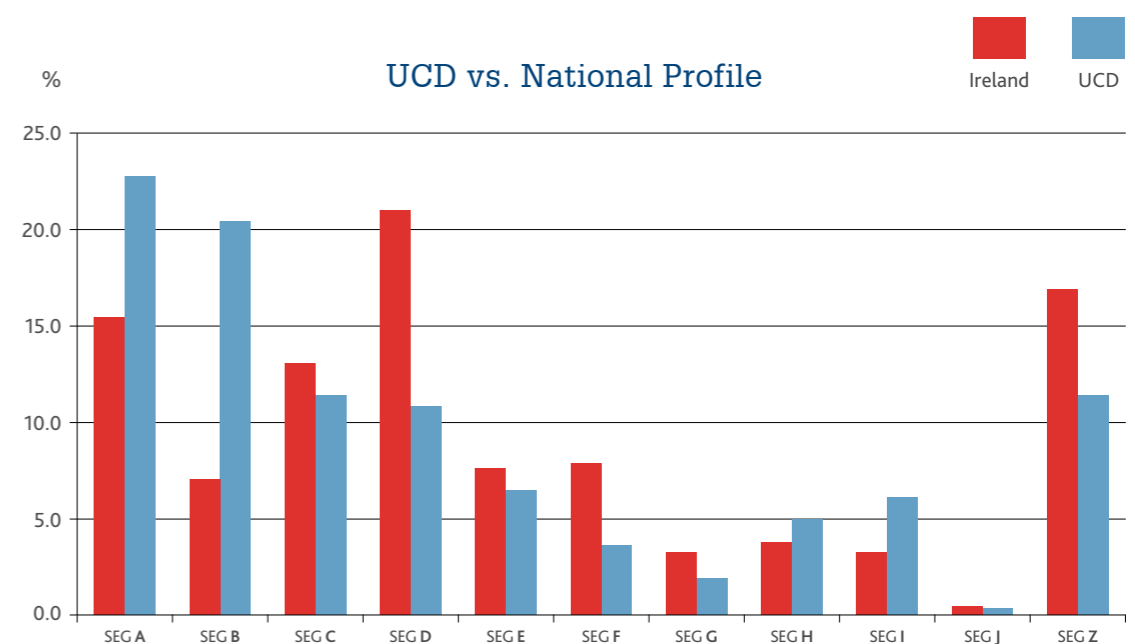


Figure 2: Non-completion rates for the overall undergraduate population, and undergraduates from under-represented cohorts, from 2005/6 to 2012/13.

A further initiative this year from Access and Lifelong Learning has provided for data on access students to be provided to individual programme areas, through their Widening Participation Committee representatives, thus allowing each area to conduct a comparison with the overall University performance, and the relevant targets for access and completion.

#### Census of Population 2016: Population Usually Resident and Present in the State: Socio Economic Group

	Ireland		UCD	
	2016	%	2018	%
A. Employers and managers	726,785	15.5	846	22.8
B. Higher professional	332,406	7.1	758	20.4
C. Lower professional	614,828	13.1	422	11.4
D. Non-manual	988,268	21.1	403	10.9
E. Manual skilled	357,057	7.6	237	6.4
F. Semi-skilled	367,568	7.8	133	3.6
G. Unskilled	152,902	3.3	68	1.8
H. Own account workers	177,565	3.8	183	4.9
I. Farmers	153,689	3.3	226	6.1
J. Agricultural workers	22,882	0.5	11	0.3
Z. All others gainfully occupied and unknown	795,971	17.0	424	11.4
<b>All socio-economic groups</b>	<b>4,689,921</b>	<b>100.0</b>	<b>3,711</b>	<b>100.0</b>



## 4. Key Equality, Diversity and Inclusion Activities

### 4.1 Support the University in its mission and vision to be an equitable, diverse and inclusive community

#### Appointment of Vice-Principals for Equality, Diversity and Inclusion

UCD is committed to celebrating diversity within the University community and promoting an environment where equality of opportunity is created for all. The mainstreaming of Equality, Diversity and Inclusion (EDI) is a core objective of the University's EDI agenda where it is integrated into all aspects of university decision making, policy and strategy development and becomes the responsibility of all members of the University community. The appointment of UCD EDI

Vice-Principals at College level is crucial to support this objective across the Colleges. This is a senior leadership role charged with promoting policies, actions and cultural change across the College, leading to the removal of barriers to equality and enhancing a sense of inclusion for employees and students and the ability of the College to support to their full potential its increasingly diverse population of staff and students. Currently four Colleges have appointed Vice-Principals for EDI.

Professor Danielle Clarke	VP for EDI, College of Arts and Humanities
Professor Judith Harford	VP for EDI, College of Social Sciences and Law
Dr Antoinette Perry	VP for EDI, College of Science
AP Elizabeth Shotton	VP for EDI, College of Engineering and Architecture

#### Equality, Diversity and Inclusion Policy and Strategy

The EDI Policy was drafted in 2017/8 and approved by the University Management Team in May 2018. Consultation with the University community ensured that all community members had an opportunity to feed into the development of the policy. This policy demonstrates the University's continued commitment to equality, diversity and inclusion as we strive to create an environment in which all members of our community are respected and have a real opportunity to participate in and contribute to University activities so that they can achieve their fullest potential. This policy included socio-economic status as a tenth University ground, and established the EDI Mission and Vision as follows:

**Mission** - UCD believes in equality, diversity and inclusion and embeds these fairness principles into all aspects of University life. UCD's mottoes, "Ad Astra" and "Cothrom na Feinne" reflecting both excellence and fairness, reminds our community that fair play is integral to our mission and informs our policy development, behaviours and decision-making so that the UCD community embraces equality, diversity and inclusion.

**Vision** - UCD's vision for EDI is to be a leader and role model in equality and diversity in the higher education sector nationally and internationally, and for EDI to be at the heart of all we do.

*Prof Colin Scott, VP for EDI, at the University-wide consultation event for the development of an EDI Policy, Strategy and Action Plan in December 2017*



*University-wide consultation event for the development of an EDI Policy, Strategy and Action Plan in December 2017*

The EDI Strategy and Action Plan 2018 - 2020 - 2025 were also being developed in parallel with the EDI policy. The intention is to finalise and launch the strategy and action plan by the end of 2018 and they will be updated in 2020 following the revision of the UCD Strategy to ensure they remain in line with the University strategic objectives.

University-wide consultation took place in relation to the development of the EDI policy, strategy and action plan. December 2017 saw EDI host a 2-day festival of consultation and learning designed to gather input into the documents. One of the novel approaches used at the event was lightning sessions, where 16 presenters each had five minutes to get across the core element of their

work in the EDI space. This was an opportunity for many in the UCD community to profile their experience and answer questions on their work. A large number of the UCD community engaged with the consultation process through presentations and workshops, greatly enhancing their understanding of UCD's equality, diversity and inclusion objectives and help shaped the strategy further.

Consultation also took place with senior members of the University, such as the Governing Authority and Extended Leadership Group, through workshops as well as individual consultation with key stakeholders involved in the implementation of the action plan.

#### University for ALL Initiative

University for All is a whole-institution framework that facilitates and weaves inclusion into the fabric of the University at every level, and in so doing, moves student access, participation and success from the margins to the mainstream. It is a systemic response, which extends access beyond entry, to include an inclusive learning environment, designed for the full range of human diversity, rather than a perceived notion of a typical or so-called 'traditional' student. This initiative affects all facets of campus life, including teaching and learning, student support, and the built and technological infrastructure.

#### Equality Impact Assessment Tool

All policies being reviewed or developed are required to undergo an Equality Impact Assessment (EIA) across the ten University equality grounds to ensure that policies are not discriminatory in any way and also promote EDI. This is a mandatory element in the Policy Management Framework in order for policies to be approved at senior management level. Nine EIAs were carried out during the academic year 2017/18. The EIA process was introduced on a pilot basis and is now under review to support the mainstreaming of the process of undertaking EIAs further and ensure that the process is agile, meaningful and user-friendly. Once the pilot phase of the EIA has been evaluated, the recommendations of this project will feed into the further development of the tool with a view to extending its remit to cover processes as well as policies in the University.

## Implementation of the Gender Equality Action Plan (Athena SWAN)

### Institutional Application

UCD was awarded the Athena SWAN bronze award in March 2017 in recognition of the commitments that UCD has made to promote gender equality in the University. The University committed to the implementation of a range of actions in the Gender Equality Action Plan and progress has been made across many items, some of which are captured in Table 3 below.

### Progress on Key Actions in the GEAP

NO.	ACTION	PROGRESS
2.5	Embed Culture and Engagement survey to drive culture change.	Second culture and engagement survey launched on 25 Sept 18. The data will be disaggregated by gender and all equality grounds.
2.6	Change information systems to facilitate access to gender disaggregated data at School and institutional level.	Infohub reporting system developed to facilitate access to gender disaggregated data for Schools.
3.4 3.5 4.1	EDI Reporting: gender dimension in permanency/fixed-term contracts, gender dimension in pay, gender statistics in the recruitment process.	All reports identified and Infohub reporting system for these reports under development.
4.1	Review of Recruitment and Selection process.	<ul style="list-style-type: none"> <li>Agreed EDI mandatory criteria and statements to be inserted into ads and job descriptions (above SEA and equivalent).</li> <li>Reporting system developed to assess gender balance on Board of Assessors.</li> <li>Supports for Hiring Managers in place                             <ul style="list-style-type: none"> <li>- Resourcing Consultants who will receive EDI related training and guidelines</li> <li>- Hiring Managers toolkit with EDI related materials incorporated</li> <li>- Search Committee guidelines under development</li> </ul> </li> </ul>
4.6	Conduct rigorous review of Promotions policy with Equality Impact Assessment (EIA) to the fore.	Faculty Promotions Review Group established to review the policy and procedure. EIA undertaken and submitted to the review group.
4.7	Unconscious Bias training.	Unconscious Bias Conference being planned for Spring 2019 to ascertain how best to address unconscious biases and support the elimination of discrimination. Leading researchers and practitioners (including legal) in this field invited to speak.
4.3 4.11	Integrate gender equality awareness into induction for all levels.	Permanent EDI slot at Orientation and Head of School Induction. Reviewing onboarding and local induction process which will incorporate gender and EDI.
4.12	Leadership Development Programme for Women.	Funding provided by the University to continue to support females to attend the Aurora Leadership Development programme. Review of the effectiveness of the programme for UCD participants planned for next May 2019 by an external consultant.
4.14	Equality Impact Assessment of Policies.	Project underway to review the EIA tool as part of the Policy Management Framework and to mainstream this process further.
4.26	Support the Development of WiTS.	WiTS has been expanded to a Women@STEMM network. Formal launch on 12 November 18.

Table 3: Progress on Key Actions in the GEAP



### Athena SWAN School Application

Following the award of Athena SWAN at institutional level, applications for Athena SWAN are being prepared at School level. Expressions of interest were sought across the University which received a healthy response. Five Schools submitted an application for the November 2018 deadline with a further fourteen Schools preparing applications for 2019 and currently one in April 2020. Please see Table 4 below.

2018	2019 / 2020	
School of Biomolecular & Biomedical Science	School of Computer Science	School of Nursing, Midwifery & Health Systems
School of Veterinary Medicine	School of Medicine	School of Psychology
School of Archaeology	School of Public Health, Physiotherapy & Sports Science	School of Economics
School of Agriculture & Food Science	College of Engineering & Architecture (6 Schools)	School of Art History & Cultural Policy
School of Languages, Cultures & Linguistics	School of Biology & Environmental Science	

Table 4: School Applications for Athena SWAN

A range of supports were developed centrally for Schools applying for Athena SWAN including template employee and student surveys, facilitators for focus groups, mock assessments and a reporting system for Schools to access the required data. Two briefing sessions were also organised (November 2017 and June 2018) for all members of the Self-Assessment Teams preparing the School applications. Presentations were provided by Advance HE who carry out the assessments and make the award and members of SATs from UK institutions also attended to provide advice on preparing an application and action plan.



Pictured at an Athena SWAN briefing for UCD Schools applying for the award are (L to R) Prof. Ian Gent, University of St Andrews; Sarah Fink, Athena SWAN Manager Ireland, Equality Challenge unit; Prof. Orla Feely, Chair Gender Equality Action Group; Dr Alan Harper, Keel University; and Prof. Janice Carruthers, Queen's University Belfast



## 4.2 Enhance the student and employee experience at UCD to attract and support those from all backgrounds to excel at study and work

### Embedding Policy

A key example of embedding an EDI related policy in UCD relates to the Gender Identity and Expression policy. Gender identity and expression is a positive, core part of being human and experiencing wellbeing and fulfilment. The Gender Identity and Expression policy was drafted and approved in 2017 with the main objective of creating an inclusive culture for all gender identities so that all members of our University community can reach their full potential. This policy became embedded in the University throughout 2017/18 in a variety of ways as follows.

- **Gender neutral signage** on all single stall facilities across UCD (previously these facilities were predominantly female). A commitment was made to ensure that all buildings have at least one gender neutral facility. Signs will be placed outside existing multi-stall facilities to state: "Please choose the facilities that best fit your gender" and internally "Please remember that we are an inclusive and diverse University where all members of our community must be respected". These signs will initially be piloted in the UCD Sports and Leisure Centre and then extended across the University on a phased basis. All refurbishments and new builds will include gender neutral facilities and one example of this is the gender-neutral facilities in the Tierney Administrative building following a refurbishment.
- **Training** - an external consultant was hired to carry out workshops with key frontline staff (over 120 people) to make them aware of the policy and equip them with the knowledge and skills to implement the policy and manage any queries that may arise.
- **Name change** - any staff member or student who is transitioning can request to have their name changed on all UCD systems without any official documentation i.e. Gender Recognition Cert. Measures have been taken to ensure that the "original" name will not appear on any system, correspondence etc.
- **Official transcripts** can now be issued in the person's preferred name without a Gender Recognition Cert.



- **Documentation** is being amended to ensure that when gender is requested a range of options are available as follows: Male/Female/Gender Non-binary/Self Declare\_\_\_\_\_/Prefer not to say. Systems will also be updated to reflect these options. For example, UCD is upgrading the Core HR system in 2019 and these options will be included so that the person's correct gender can be recorded.
- **Awareness raising** is an important means of embedding of this policy. The policy was launched in February 2018 by Minister of Children and Youth Affairs, Katherine Zappone. The event was reported on national TV (RTE news). Dr Catherine Zappone TD, Minister for Children and Youth Affairs officially launched UCD's Gender Identity and Expression Policy in February 2018. The minister also awarded the Foy-Zappone Award to Tonie Walsh - Curator of the National LGBT "Queer" Archive. In addition, the event also marked the 30th Birthday of the UCD Student LGBTQ+ Society and the 1st Birthday of the UCD LGBTI Staff Network. Gender Identity and Expression has been incorporated into Orientation for staff and students, Head of School Induction programme, updates for Administrators prior to the new term commencing etc.



UCD President Andrew Deeks (centre) receives the University of Sanctuary Award from Dr Veronica Crosbie (left) Chair of University of Sanctuary Steering Group and Emily Logan (right) Chief Commissioner Irish Human Rights and Equality Commission on 5<sup>th</sup> March 2018

### Access to the UCD Community for Asylum Seekers, Refugees, those with leave to remain or subsidiary protection

UCD adopted guidelines governing access to the UCD community for refugees, asylum seekers, those with leave to remain and those with subsidiary protection, at the UMT meeting in June 2017. Under the guidelines adopted, a Pilot Scheme was established: in summary, this is a fee-remission scheme. In 2018 26 students were approved for support.

The UMT approved a proposal to extend the Cothrom na Féinne scholarship programme to eligible students who qualify as refugees, asylum seekers, or those with leave to remain and those with subsidiary protection. A budget for 30 scholarship was established worth €1500 per year of study for full time students.

On 6<sup>th</sup> March UCD was formally awarded University of Sanctuary status in recognition of a range of initiatives to welcome refugees and asylum seekers into the University community. These initiatives include a number of fee waivers, along with a range of student-led activities.

### Widening Participation (WP)

The Widening Participation (WP) committee meets on a regular basis and each of its four sub-groups reports individually to the committee:

- Recruitment, Admission & Registration sub-group
- Student Supports and Campus Facilities sub-group
- Teaching, Learning, Assessment and Curricula sub-group
- Access, Participation and Retention Data sub-group

Baseline data is collated by the WP committee from reports from UCD Programme Boards and additional sources. The following are key Widening Participation initiatives and events, supported by Access and Lifelong Learning, that took place across the University during 2017/18.

Award of "1918 Learners and Leaders Bursaries" - On Thursday, 17<sup>th</sup> April 2018, Minister of State for Higher Education Mary Mitchell O'Connor awarded eight 1918 Learners and Leaders Bursaries to MIE students.

Forty bursaries overall were awarded to students from UCD, IADT, MIE, NCAD and TCD. The ceremony was held in the GPO witness museum. The bursary scheme is funded by the DES /HEA under the Programme for Access to Higher Education (PATH) Fund and is aimed at increasing diversity in Higher Education. The "Leaders and Learners" bursaries directly recognise the strong focus on education and equality of leaders of the 1916 Rising. As such, in her address, the Minister of State for Higher Education, Mary Mitchell O'Connor, T.D., said: "These 1916 bursaries are a fitting tribute to the educational vision of those who fought for Irish independence. It is apt that they are being launched here in the GPO. The leaders of the Rising were also learners with a range of qualifications: nurses, teachers, accountants, soldiers and sculptors. Their education contributed to their involvement in the Rising and their vision of a new Ireland of equal rights and opportunities. A century on, we are still striving to make this vision a reality, and these bursaries show the commitment of our colleges to greater equity in education."



Pictured left to right: Ari Shiels (Auditor of LGBTI Society), Prof Colin Scott, VP for EDI, Toni Walsh (Founder of the Irish Queer Archive), Catherine Zappone, Minister for Children and Youth Affairs, Paula McGarry (UCD), President Andrew Deeks, Dr Lydia Foy at the 'Making History - Celebrating UCD's LGBTQ+ Community' event on 22<sup>nd</sup> February 2018 where Tonie Walsh was awarded the UCD LGBTQ+ Foy-Zappone Award and Minister Catherine Zappone launched the new UCD Gender Identity and Expression Policy

From the Bench to Centre Field: Marking 30 Years of Services to Students with Disabilities in UCD - The UCD Access Symposium was held on Thursday 31st May, 2018. This year's Symposium celebrated the 30th anniversary of the establishment of the University's supports for students with disabilities. It provided an opportunity to bring together all those working, researching, or simply interested in the area of Disability in UCD. It was also a chance to stimulate some productive and compelling conversations which may spark future collaborations. The Symposium was officially opened by the Minister for Higher Education, Mary Mitchell O'Connor, TD. Our inspirational guest speakers were Dr Vianne Timmons, President and Vice-Chancellor of the University of Regina, Saskatchewan, Canada and UCD alumnus Dr Caroline Casey, founder of the Ability Awards and Binc.

Mainstreaming of Widening Participation Scholarships - Scholarships available specifically for students from under-represented cohorts were, for the first time during this Academic Year, termed Cothrom na Feinne Scholarships, and presented to recipients (with their Secondary School Principals as guests) at the University Awards Ceremonies. This initiative serves to highlight UCD's strategic commitment to equality, diversity and inclusion, as well as furthering the objective of mainstreaming the work of the WP

and UCD ALL. Thanks are due to the Donors and to UCD Foundation, without whom these scholarships would not be available.

Inter-institutional Collaboration - as part of the Leinster Pillar 1 Consortium (The Leinster Pillar 1 Consortium includes UCD, TCD, NCAD, IADT and MIE), UCD led successful proposals to the DES PATH funding calls. The PATH 1 stream aims to increase diversity of students entering the teaching profession. Under the PATH 2 stream, the consortium was awarded funding for 40 "Leaders and Learners" bursaries worth €5000 per annum for the duration of an undergraduate programme, and targeted at under-represented cohorts including lone parents and part-time students. The initial cohort of recipients were presented with their bursaries by Minister for Higher Education Mary Mitchell O'Connor at the GPO Witness History museum, on 17<sup>th</sup> April 2018. PATH 2 funding provides for a range of initiatives on widening participation across the Leinster Pillar 1 institutions, including:

- A Creative Arts Summer School
- Cross-Institutional Open Learning Pathways
- Inter-institutional and Cross-Community Approaches to Mentoring
- A Learning City approach to Community Engagement

## Integration of International Students and Employees

A number of events were organised to support the integration of international students into the University, introducing them to the Irish culture and embracing other cultures from around the world. Examples of events include:

- Diwali
- Thanksgiving
- St. Patrick's Party
- Chinese New Year Celebrations (UCD Chinese Students and Scholars Association collaborated with the Global Lounge on this event which took place in Astra Hall)
- Language Cafes
- My First Gaeilge
- Table Quiz
- International Orientation including International Student Fair
- UCD Volunteers Overseas Workshops
- Talks by UCD Career Development Centre
- Society events including activities with the International Students' Society and the Erasmus Student Network
- Talks to promote student mobility



*Pictured at the Access Symposium (l to r) Prof. Grace Mulcahy, Chair Widening Participation Committee; Prof. Mark Rogers, Registrar and Deputy President; Mary Mitchell O'Connor TD, Minister of State for Higher Education; Dr Anna Kelly, Director of Access and Lifelong Learning; and Prof. Andrew Deeks, UCD President*

The EDI Multicultural group was established in March 2018 to promote the University as a multi-cultural, inclusive campus through appropriate activities, policies, supports and frameworks in line with UCD's Strategy as a Global University. One of its priorities is to review onboarding and induction for international employees and make recommendations in line with good practice. An online onboarding page was developed for employees and line managers in 2018 and a Work at UCD webpage was launched which is a valuable source of information

to people who may be considering working in UCD or are joining UCD. These resources are now being reviewed to ensure that they are meeting the needs of potential and new international employees. Another immediate priority is to establish an International Employee Network to support the integration of all employees and provide a support network for international members of our community. The group will also engage and share learning with external institutions and look at other areas such as languages and faith and religions.



*Access Leaders who worked at the Access Symposium. UCD Access and Lifelong Learning (ALL) Access Leader programme is an initiative which recruits students to help support the work of ALL. Students are drawn from the Pathways programmes including HEAR students, Mature students and students registered with the Access Centre for Disability Support. Access leaders receive training in leadership, team work, communications, child protection and campus tours. To date over 250 students have come through the Access Leader training programme.*

UCD GLOBAL LOUNGE EVENTS			
Monday - Friday: 9:00 - 21:00   Saturday: 14:00 - 18:00   Sunday: 16:30 - 21:00			
Wednesday 13 Sept		An Introduction to the Jobs Market in Ireland by UCD Careers	13:00 - 14:00
Sunday 17 Sept		Sunday Night Movie Club	18:00
Monday 18 Sept		Erasmus Student Network Coffee Afternoon	12:00-13:00
Monday 18 Sept		UCD Arab Society Coffee Afternoon	14:00-16:00
Monday 18 Sept		International Students Society/Cumann Gaelach Traditional Irish Céilí	18:00-20:00
Tuesday 19 Sept		UCD Writing Centre Presentation	13:00
Tuesday 19 Sept		Medical Society and Malaysian Society Film and	18:00-20:00
Tuesday 3 Oct		UCDVO -Be the Change Workshop	18:00 - 20:00
Wednesday 4 Oct		German Language Café/ German Unity Event	17:00-19:00
Sunday 8 Oct		Sunday Night Movie Club	18:00
Monday 9 Oct		Erasmus Student Network Coffee Afternoon	12:00-13:00
Monday 9 Oct		UCDVO Team Leader Information Evening	18:00-20:00
Tuesday 10 Oct		UCDVO -Be the Change Workshop	18:00 - 20:00
Wednesday 11 Oct		French Language Café	17:00-19:00
Sunday 15 Oct		Sunday Night Movie Club	18:00



International Students pictured in the Global Lounge, UCD, during a networking event organised by the International Office

- Coffee Mornings: held four mornings every week.
- Workshops: almost every week usually around the theme of that week. A key goal for this year was to emphasise the educational side of the society as the committee really felt that this was something lacking in LGBTQ+ students lives.
- Discussion Groups: every two weeks during semester one to introduce a schedule of events. For example, in Wellbeing Week a facilitated discussion group took place around the topic of attitudes towards physical and mental health within the LGBTQ+ community.
- Queer Choir involved students coming together and singing songs that are related to the week's theme.
- Coming Out Stories night is an event beloved by LGBTQ+ students. It's one of the few closed LGBTQ+ people only spaces. This event gave students the opportunity to talk about their coming out experiences.
- Film Screenings are a great way to show LGBTQ+ representation in the media and they tried to ensure the films were as intersectional as possible, and showcased all facets of the LGBTQ+ community. This ranged from Tangerine to GBF to Pride. They also had two movie events with French Soc to highlight the availability of LGBTQ+ material in other languages and cultures.
- Nights Out were held to integrate people new to Dublin to the city's nightlife and travel as a group to PrHomo.
- Involvement in the Foy-Zappone Award Ceremony / Gender Identity and Expression Policy Launch.
- Lavender Nights Ball - the Ball was named after one of the first gay anthems 'Das lila Lied' (German for the Lavender Song) and had over 70 people in attendance, 20 more than the previous year and was a great success.

**UCD Women at STEM** (Women@STEM) is a network supporting UCD women in science, technology, engineering and mathematics to reach their full potential at any stage of their career. The network offers a community that fosters discussions, promotes information and advocates for greater inclusion and visibility of women. It organises events and initiatives in support of the ambition to acknowledge the role women play in STEM disciplines.

## Employee and Student Networks

There are a number of employee support networks in the University including the Staff Disability Network, LGBTI Staff Network, and Dignity and Respect Contact Persons. These networks meet on a regular basis and act as a form of peer support as well as organising social events and seminars and engaging in consultation.

The **Staff Disability Network** organised an event "Disability and Inclusion Day: Strategies that Work" to raise awareness around disabilities in the workplace; to learn about good practice in other organisations; and to share initiatives that are taking place in UCD. External speakers included Ms Leslee O'Loughlin, Group Human Resources Manager, Republic of Ireland, Enterprise Rent-a-car and Ms Elaine Howley, Director of Policy & Advocacy, NCBI Services - Working for People with Sight Loss.

The **LGBTI Staff Network** was very much involved in the consultation process around the development of the Gender Identity and Expression policy. They also organise many social events for their members and provide peer support. They celebrated their second birthday at the event in February launching the Gender Identity and Expression policy.

From a student perspective, UCD is home to Ireland's largest and most active student **LGBTQ+ Society**, with a large number of events held each year. The following is a flavour of the activities that they have been involved in during 2017/18.



Tonie Walsh speaking at the 'Making History - Celebrating UCD's LGBTQ+ Community' event on 22nd February 2018

## 4.3 Promote a culture of Dignity and Respect and wellbeing for all, and eliminate all forms of discrimination

### Dignity and Respect Policy

The Dignity and Respect policy underwent a review in 2017 with the objective of promoting a culture of dignity and respect amongst students and employees. The main aims were to streamline the formal process, to encourage early resolution at local level and to raise awareness of the range of supports available to students

and employees. Since then this policy has been embedded in a number of ways. To launch the policy five short videos were produced in December 2017 detailing the policies and procedures for employees and separately students, and identifying the D&R Contact persons for employees and separately the Student Advisors for students, as informal points of contact and support.



Over 100 people managers received training to equip them with the skills to identify and facilitate the resolution of issues of a dignity and respect nature. The Dignity and Respect Contact Persons role was expanded to support students as well as employees experiencing dignity and respect issues and they also took on a facilitative role as an option for resolving an issue between parties. A half day workshop on dignity and respect and other complaints mechanisms was organised for Student Advisers and Student Union sabbatical officers who are first points of contact for students to ensure

that they were familiar with the routes available for resolution depending on the nature of the issue. Two Student Advisers also joined the panel of Dignity and Respect Contact Persons due to their experience of supporting students. The topic of Dignity and Respect has also been incorporated into key contact points with employees and students such as student and employee orientation, briefing of Residence Assistants and the Vice-Principals for EDI. The message of dignity and respect will continue to be spread on a regular basis across the employee and student community.

### Mediation - Alternative Dispute Resolution

University College Dublin is committed to the promotion of an environment which fosters mutual respect and understanding between individuals and across the University. Mediation is a framework for resolving conflict in an informal manner which is impartial and objective and aims to resolve conflict at the earliest opportunity. The Mediation policy was reviewed in 2018 to provide clarity around the process and to encourage all members of the University community to consider mediation as an option for resolution. The aim of mediation is to resolve an issue at the earliest opportunity in an informal and confidential manner and seeks to preserve the working/study relationship between the parties.

### Mental Health Awareness Week April 2018

This week-long calendar of activities and events was run in conjunction with Healthy UCD and the Students' Union and aimed to highlight the supports available for students and employees in the area of mental health. Activities included Healthy UCD walks; Mind, Body, Soul festival in the Student Quad; Try Chi introductory Tia Chi class for employees; Mental Health awareness session for managers; Youth Mental Health Lab panel discussion aimed at promoting conversations around mental health; and a personal resilience talk provided by UCD Employee Assistance Programme.

### Healthy UCD

The Healthy UCD initiative first emerged as part of the broader Government-sponsored 'Healthy Ireland' project and the WHO's 'Healthy Campus' programme. *The UCD Health Promoting Strategic Plan 2016-2021* was endorsed by UMT in May 2016 under the banner Healthy UCD and the *Healthy UCD* Steering Group was established in November 2016 to deliver on these strategic objectives, supporting UCD in becoming Ireland's Global Health Promoting University.

The following are some of the key new initiatives from Healthy UCD in 2017/2018:

- Removal of high sugar sweetened beverages (SSBs) from UCD campus
  - Healthy UCD, in partnership with the contracted beverage supplier, conducted a seven-week pilot (January-March 2018) where all high SSBs that would be subject to the new national 'sugar' tax were removed from campus and replaced with sugar-free or low-sugar alternatives. After the trial, with the support of the University Management Team, UCD Students Union and UCD beverage suppliers and retail outlets, an agreement was reached to not reintroduce high SSBs back on campus.
- Vending Policy Implementation
  - The HSE healthier vending policy was launched in 2014; vending machines were to have a higher proportion of better choice snacks and drinks, with 60% healthier options. This policy has been endorsed and rolled out in UCD since 2017; between October 2017 and January 2018 there was an 11% decline in snacks and a 6% increase in healthy snack purchases from the vending machines stocked in line with policy.

- Physical Activity
  - Healthy UCD has been involved in a number of physical activity challenges over the last two years. This includes two step challenges with a combined 528 participants, a Desk to 5k challenge with 65 participants and a twelve-week staff boot camp challenge with 110 participants, all in conjunction with UCD Sport and Fitness and Culture and Engagement - UCD HR.
- First smoking cessation course held on campus
  - Healthy UCD worked with the HSE smoking cessation team based in Bray, Co. Wicklow to plan a very successful smoking cessation course in March-April 2018. Twenty smokers commenced the course, 64% set a quit date, 50% attended the final session with nine quit at that time. Of these, eight remained quit at one month with 6 still quit at the three-month follow-up. Further routine follow-up over a one-year period is continuing. Procure Pharmacy UCD provided a 30% discount on Nicotine Replacement Therapy (NRT) products during the smoking cessation course.
- Presentations to student and staff groups about the Healthy UCD initiative; including Peer Mentors, Residential Assistants, the Students Unions council, UCD Staff Orientation and Library staff.

The following shows a picture collage of some of Healthy UCD highlights from 2017/2018



## 4.4 Develop a framework to capture robust and reliable Equality and Diversity data for Students and Employees

A reporting system was developed to enable all Schools to have access to gender related data in order to prepare their Athena SWAN application. This has been a significant development and contributes greatly to equipping Schools with the tools that they need to complete an Athena SWAN application. This system will be rolled up to College level and Institutional level to support the Athena SWAN application at Institutional level to retain the bronze award.

Reporting systems are also being developed to capture data requirements in the Gender Equality Action Plan such as the gender breakdown of those shortlisted and appointed to roles, and the Gender Pay Gap.

A reporting tool to capture the gender balance of those participating on assessment panels in the University was completed in 2018. This will enable the University to measure how well it is meeting its obligations under the Gender Balance on Committees Policy.

Employee data collection systems are being enhanced to provide a facility for employees to update their diversity data through an Employee Self Service System. Preliminary work has taken place and the system should be in place by Summer 2019.

The Diversity Monitoring system has been reviewed to identify measures that can be taken to improve completion rates. Having reviewed similar systems in other institutions, the UCD system will be enhanced accordingly.

Diversity related data is collected from students through the HEA Equal Access Survey and typically has a completion rate of approximately 90%. However, there are still some equality grounds not captured through this survey, therefore discussions have taken place with UCD Registry to identify a means of collecting this additional data and measures will be taken as a result.

## 4.5 Raise awareness amongst the University Community by promoting greater Understanding and Engagement with EDI issues across the University

UCD raises awareness of EDI across the University community through a variety of ways including involvement in activities and initiatives, the provision of training, and organisation of seminars and events. The EDI Events and Communications group aims to ensure the communication, promotion and mainstreaming of equality, diversity and inclusion throughout UCD at governance, management, faculty and staff levels and to schedule events that help foster inclusion, engagement and dialogue among the UCD community in the area of equality, diversity and inclusion.

The group aims to achieve this through developing links with units across UCD to host and promote EDI focused activities and events, recommending initiatives to support Equality, Diversity and Inclusion and ensuring a strong EDI presence at other University events.

### Women in Architecture

Last year a poster campaign was run by students of Architecture at UCD to raise the profile of women in architecture, past and present, aiming to level the playing field of references that students had available to them. An exhibit was held in Richview and at the Royal Institute of Architects of Ireland. 'Women in/and Architecture' was an experiment to create a space for discussion in a student-led forum style event that instigated an exchange of ideas between the speakers, staff and students. Professor Kathleen James-Chakraborty was the faculty sponsor for the student-sponsored initiative and she provided four lectures at the event. The topic was broken down into a number of sub themes, on which speakers were invited to respond to with examples of their own work and research.

The speakers and sub themes were:

- Women and Education - Tara Kennedy, Artist and Architect at Culturstruction
- Women in Industry - Carole Pollard, President of RIAI 2016/17
- Women in the City - Mary McAuliffe, Associate Professor in Gender Studies, UCD
- Women and History - Melanie Lynch, Founder of Herstory Ireland

The event was held at UCD Architecture on 27 September 2017.



*President Andrew Deeks introducing the UCD Community Choir at the Christmas Recital performance in December 2017*

### Engage Day

Held on 7<sup>th</sup> November 2017, the inaugural UCD Engage Day gave employees the opportunity to review the full range of development opportunities, supports and benefits available to them. Community was a major theme at the event, with the EDI stand featuring a range of support networks within the University, including the disability network, LGBTI staff network and the Dignity and Respect contact persons. With over 1,000 employees attending, the event was deemed a great success and will be held again in 2018.

### UCD Community Choir Recital at Christmas

The UCD Community Choir, an EDI initiative, is fast becoming a key ingredient of campus EDI events. The choir now comprises nearly 200 members and is open to employees. In December 2017 the choir held its second annual lunchtime Christmas recital attended by many colleagues from across campus. This was followed by an opportunity to meet each other over tea, coffee and mince pies.

### International Women's Day

UCD celebrated International Women's Day in March 2018 with a programme of activity across campus. In the morning, the 12 University Management Team members hosted coffee mornings across their areas of responsibility. This presented an opportunity for colleagues to meet and recognise the role of women in the University.



*Pictured left to right: Katie Hannon (Political Correspondent), Prof Orla Feely, UCD Vice-President for Research, Innovation and Impact, Dr Emmeline Hill, Associate Professor of Equine Science, UCD School of Agriculture & Food Science and Róisín Duffy (News Editor, RTÉ, Chair of Women on Air) at the 'Women in the Media' fireside chat on International Women's Day 2018 in UCD*



The 'Women in the Media' panel answer questions from the audience at International Women's Day 2018 in the Fitzgerald Chamber, UCD (From left to right: Dr Emmeline Hill, Róisín Duffy, Prof Orla Feely, Katie Hannon)



Collage of photos depicting the events and seminars held around campus to celebrate International Women's Day in UCD, 8th March 2018



Other events held on the day included:

- Women in the media was a fireside chat with a panel of national journalists and academic leaders, including Róisín Duffy, News Editor, RTÉ, Chair of Women on Air; Katie Hannon, Political Correspondent, RTÉ News and Current Affairs; and Emmeline Hill, Associate Professor of Equine Science, UCD School of Agriculture & Food Science. The event was hosted by Professor Orla Feely, UCD Vice-President for Research, Innovation and Impact.
- To complement this event, a workshop was held in the afternoon led by Women on Air to support women at UCD learn how they can best engage with the media and share their professional expertise and research.
- Performance from the UCD Community Choir.
- Things We Shouldn't Say was organised by UCD School of English, Drama & Film and showcased the work of women on its Creative Writing programme.
- Women@CompSci network was launched with a fireside chats and discussion with guest speakers from industry and academia.
- Unconquered and unconquerable - women and the vote, 1910-1937, was an exhibition by UCD Archives opened. The exhibition included accounts of Irish women standing for election, the campaign for equal suffrage in the Irish Free State and equal suffrage in the 1922 and 1937 constitutions.
- Women's Suffrage, Women's rights event was held in the Student Centre by UCD Students' Union. This featured student speakers and a poetry slam from Lit Soc.

- Engaging Men in Gender Equality workshop, hosted by Professor Colin Scott (VP for EDI) and Marcellina Fogarty (EDI Manager) involved the sharing of experiences and initiatives from Barry Temple, Director of Services Sales for Western Europe, Dell and Jonathan Rutherford, Head of Enterprise Marketing at Vodafone Ireland, both of whom attended the "Men Advocating Real Change" programme. This was followed by some thought-provoking activities and discussions in the area of gender equality and provided a great opportunity for men to engage with this topic and to help drive cultural change. The focus of this workshop was towards males but all employees were welcome to attend this event.

Many other events were held across the university in the days preceding and following International Women's Day.

### Equality Café

The Equality Café was hosted by students on the module 'Investigating Inequality' in conjunction with the University EDI Events and Communication Group. The students showcased posters based on their research on six different inequality issues. This provided an opportunity to learn some more about equality/social justice issues, engage in debate and discussion and enjoy some tasty treats.



## Global Accessibility Awareness Day

Access & Lifelong Learning and UCD Equality Diversity and Inclusion Committee hosted a Global Accessibility Awareness Day (GAAD) in May 2018. The aim of the event was to get everyone thinking and learning about digital access and the inclusion of people with different disabilities. The event included demonstrations of Microsoft One Note Tools for students; accessibility features of Brightspace, UCD's new Virtual Learning Environment; and a master class on accessible content.

## UCD Festival

The third UCD Festival was held on Saturday, 9 June 2018 and provided an opportunity for employees, students, alumni and the local community to explore UCD. Nearly 16,000 visitors of all ages visited the eight festival zones and 90 free events that took place on campus. As well

as the large number of multicultural events, specific EDI focused events included the UCD Community Choir and exhibition of photos from the "Equality and Diversity in UCD: Your Vision" photo competition.

## Women in Mathematics Day 2018

Held at the end of August, Women in Mathematics Day was a multi-faceted event that included academic and industry talks, poster sessions and panel sessions, with the aim of advancing gender equality in mathematical sciences in Ireland. A centrepiece of this year's event was the celebration and acknowledgment of Sheila Tinney's work in the mathematical sciences and marks the centenary of her birth. Sheila was the first Irish woman to receive a PhD in Mathematics, was the first female fellow of DIAS (Dublin Institute of Advanced Studies), was one of the first four women to be admitted to the Royal Irish Academy and also lectured at UCD.

'Equality and Diversity in UCD: Your Vision' Photo Competition Wall at the UCD Festival on 9th June 2018



## 4.6 Collaborate with external bodies on EDI related matters with a view to becoming the leading third level institution in Ireland to advance equality, diversity and inclusion

Engagement and collaboration with external bodies is essential in order to enable learning to be shared across organisations and for collaboration to take place. The following are examples of the types of engagement that have taken place.

### OUTstanding Membership

UCD became a member of OUTstanding in August 2018. OUTstanding works directly with LGBT and ally leaders in organisations to drive cultural change and create an environment where everyone can succeed. Membership of this organisation creates a framework for supporting LGBTI employees in UCD such as availing of their mentoring programme, networking with other public and private sector organisations, seminars and leadership development.

### Public Sector Duty Workshop

Funding was obtained from the Irish Human Rights and Equality Commission in November 2017 to undertake a project to support the implementation of the Public Sector Duty in the University Sector. A workshop was hosted by UCD in May 2018, in collaboration with the Irish Human Rights and Equality Commission, with representatives in attendance from across the University sector. The purpose of this workshop was to gain insights into the obligations placed on Universities under this Duty and to review the learning from pilots that have taken place across the Public Sector and in other jurisdictions. From this session it was clear that UCD has undertaken a broad range of initiatives and actions which have a positive impact on Human Rights, for example the revision of the Dignity and Respect policy and the range of supports put in place, the establishment of an EDI Multicultural group and its range of activities, the inclusion of socio-economic status as a University ground in the Equality, Diversity and Inclusion policy, the development of the Gender Identity and Expression policy etc. A further workshop is planned for November 2018 to identify steps that the University sector can take to meeting the requirements of the Duty covering aspects such as structures, assessment, actions and monitoring and how the implementation of the Duty fits into existing strategies and plans. The outputs of this session will feed into the development of a guidelines document for the University Sector on the implementation of the Duty. Awareness raising sessions in Human Rights for the University sector will also be explored to increase an understanding of this area.

### Vice-President for EDI Network

The Vice-President for EDI Network was established in 2017 where the VPs for EDI (or equivalent) meet on a quarterly basis to discuss EDI related opportunities and challenges. The group also created links with external bodies such as the Higher Education Authority and the Irish Universities Association.

### Athena SWAN National Committee and Network

The Deputy Chair of the Gender Equality Action Group, Professor Kathleen James-Chakraborty, represents the University on the Athena SWAN National Committee and brings the concerns of UCD around gender equality to national level at this forum.

Members of the UCD EDI Unit sit on the Athena SWAN Ireland Network whose purpose is to share experience and lessons learned within the Athena SWAN process, to provide support to institutions/ departments preparing Athena SWAN Submissions and to identify and feed into funding priorities at committee/national level and support funding opportunities more broadly.

### IBEC (Irish Business and Employers Confederation) Diversity Forum

IBEC's Diversity Forum is attended by Diversity Specialists, Operations Managers and HR Directors from a breadth of public and private sector organisations who have a particular interest in diversity and inclusion. UCD is a member of this forum where best practice is shared across a range of diversity and inclusion topics from mental health and wellbeing; LGBT issues including ally programmes and transitioning; supplier diversity; ageing and the generations in the workplace.

### International Engagement

CESAER is the united voice of universities of science and technology in Europe consisting of 50 leading universities of science and technology in 25 countries. CESAER was founded in 1990 and is a not-for-profit association under Belgian law. It is acknowledged as a main research stakeholder organisation for the European Research Area and the Open Science Policy Platform. UCD is a member of this association and contributes in many ways such as attending meetings in Europe and completing detailed annual surveys.

UCD participates in emergent international networks and events to learn and to share experience from UCD internationally. As Vice-President for EDI Professor Colin Scott represented UCD at a European Universities Association meeting on Diversity, Equity and Inclusion in Lille, November 2017 and contributed a chapter on UCD's experience to an EUA publication, published in May 2018. Professor Colin Scott also spoke at the European Universities Association Annual Conference, Zurich, April 2018, on Managing Equality, Diversity and Inclusion in Higher Education and published a related article in University World News 'Turning Talk on Diversity in Higher Education into Action'. UCD was involved in planning and organising the 10th European Conference on Gender Equality in Higher Education, hosted by Trinity College Dublin in August 2018.

## 5. Legislative and Policy Background

There are a number of legislative measures which set down the minimum standards to be achieved in the area of equality, diversity and inclusion. However, the University aims to go beyond the legislation and has done so in many respects, for example paid maternity and paternity leave and the inclusion of socio-economic status as a ground to be considered in policy development and decision-making along with the other nine equality grounds.

The main legislation governing the area of equality, diversity and inclusion include:

- *Employment Equality Acts 1988 - 2015*
- *Equal Status Acts 2000 - 2015*
- *Disability Act 2005*
- Public Sector Duty introduced under the *Irish Human Rights and Commission Act 2015*

There are also other requirements in place associated with gender specifically, and whilst they are not legally binding, they are linked to funding.

The Higher Education Authority published a Report "HEA National Review of Gender Equality in Irish Higher Education Institutions" following a review of gender equality across the higher education sector. Recommendations were made in this report, and whilst not legally binding, some are linked to funding and have implications for the Third-Level Sector.

A Gender Equality Taskforce was established by Mary Mitchell O'Connor, Minister of State with special responsibility for Higher Education in November 2017. The purpose of this Taskforce was to identify good practices in the higher education sector, including in those institutions who have been awarded Athena Swan awards, and lessons learnt from those that have not been successful with Athena Swan applications. The outputs of this Taskforce report will feed into the Gender Equality Action Plan.

## 6. University Equality, Diversity and Inclusion Structure

### 6.1 University Management Team (UMT) Equality, Diversity and Inclusion Group

The University Management Team Equality, Diversity and Inclusion Group was established in September 2015 and comprises representatives from key employee and student groups, networks, employment grades, faculty and staff, and Colleges and Units across the University (See Appendix 7.1 for terms of reference and Appendix 7.2 for membership). The EDI Group plays an important role in the mainstreaming of equality, diversity and inclusion across the community for colleagues and students as the University develops and delivers processes, makes

policy decisions and plans implementation programmes and projects. The Group leads on equality, diversity and inclusion initiatives, makes recommendations to the University Management Team, and monitors progress toward implementing commitments.

The EDI Group comprises of six sub-groups to progress the EDI programme of work as demonstrated in Appendix 7.2. Current membership of each sub-group for 2018/19 can be found on [www.ucd.ie/equality/groups/](http://www.ucd.ie/equality/groups/)

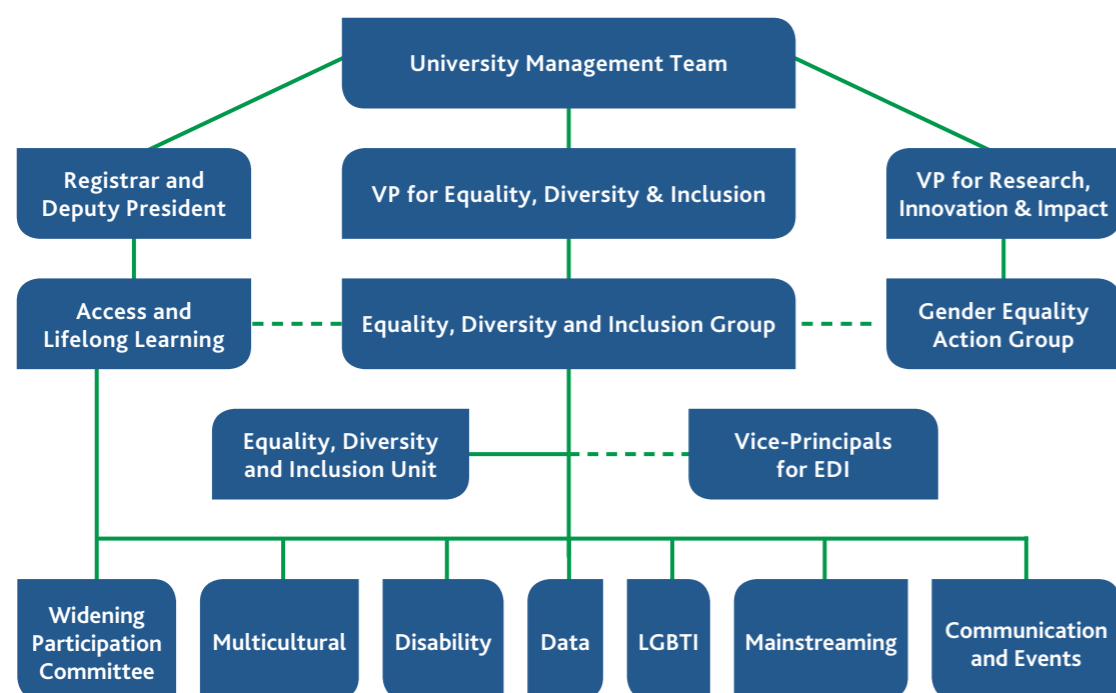


Figure 3: UMT Equality, Diversity and Inclusion Structure - September 2018

## 6.2 Gender Equality Action Group

The Gender Equality Action Group, previously known as the Athena SWAN Steering Group, expanded its remit to cover all gender related issues and promote initiatives across the University. This group is chaired by the Vice-President for Research, Innovation and Impact, Professor Orla Feely, and will continue to oversee the Athena SWAN application process, both at University and School level. (See Appendix 7.4 for Terms of Reference and 7.5 for Membership).

## 6.3 Other key Roles / Units that support EDI in the University

### Equality, Diversity & Inclusion Unit

The Equality, Diversity and Inclusion Unit supports and enables the work of the UMT EDI Group and plays a key role in ensuring the promotion and mainstreaming of equality, diversity and inclusion throughout UCD. It forms a significant part of the Culture and Engagement team in UCD HR, drives key initiatives, and works with members of the University community on the implementation of the EDI work plan. The unit champions culture change and provides support and advice in dealing with equality and diversity matters. In addition, the unit participates on appropriate University groups and develops strategies which support the identification and implementation of best practice policies and procedures across UCD. The UCD HR strategy - Growing through people also supports and drives the work of the unit, and a core objective in this strategy is its commitment to EDI priorities and the critical need to mainstream EDI as part of our culture.

### Access & Lifelong Learning

The overarching purpose of Access & Lifelong Learning (ALL) is to be the 'bridge to inclusion' offering connections, engagement and building relationships between communities that are 'distant' from higher education, and the University community. This is given expression primarily by:

- Developing and implementing a suite of responses to widen access and ensure participation by diverse student cohorts, including students with disabilities, mature students, part-time learners, and students from communities experiencing disadvantage.
- Supporting and enabling the University to integrate and embed the principle of equity of access throughout the institution.

This work is guided by a belief that an inclusive university entails all aspects, including the educational experience, student supports and facilities, as well as the built and technological environments, being designed around the needs of all students, thus ensuring that access is embedded and mainstreamed throughout the University and, as a result, is promoted, supported and the responsibility of all (Kelly, 2017). Fundamental to this approach is the understanding that equality of access incorporates both entry to UCD and access to an inclusive learning environment, designed for the full range of students, rather than a perceived notion of a typical or so-called 'traditional' student.

### Widening Participation Committee

The UCD Widening Participation (WP) Committee, originally formed six years ago, and re-established in 2016 under amended terms of reference, offers a formal university-wide mechanism to oversee, monitor and promote progress towards the achievement of UCD's objective of diversifying the student profile to reflect that of the general population. The committee is now aligned with the University's academic programme structures, and reports to the Equality, Diversity and Inclusion sub-group of the University Management Group (UMT). In addition to Programme Board nominees, membership is also extended to a representative of the Graduate School Boards, to selected policy and support services, (Admissions, Recruitment, Teaching & Learning, Communications, Library), and to Student Access Leaders. The Committee is supported and enabled by the UCD Centre for Access & Lifelong Learning (ALL). A key objective of the Committee is to promote the mainstreaming of diversifying the student population. That is to ensure that all of the University Community play their part in achieving this element of University strategy.

### Registrar and Deputy President

Registrar & Deputy President oversees the academic life of a student from undergraduate through to graduate studies. The Registrar is supported by the Dean of Graduate Studies who also acts as Deputy Registrar; the Dean of Undergraduate Studies and the Dean of Students.

### Dean of Students

Dean of Students role has responsibility for the student experience in UCD and is committed to the continued enhancement of UCD's programmes and educational environment so that every student may be fully supported in reaching their potential.



## 7. Appendices

### Appendix 7.1:

## Equality, Diversity and Inclusion Group Terms of Reference 2018 - 2021



### UMT Sub-Group - Equality, Diversity and Inclusion (EDI) Group

#### Purpose and Function

The Equality, Diversity and Inclusion Group shall be responsible for leading equality of access, equality of opportunity and equality of outcomes in UCD, for driving equality, diversity and inclusion related initiatives and for making recommendations to the University Management Team (UMT) on all matters relating to Equality, Diversity and Inclusion.

#### Terms of Reference

- To oversee and provide guidance and direction for the achievement of equality and diversity objectives identified in the University Strategic Plan and the EDI Strategic Action Plan, to identify and help remove barriers;
- To oversee and promote the equality, diversity and inclusion agenda in UCD, ensuring that equality and diversity is a key consideration in all planning and development undertaken at the University;
- To oversee the programme of work of the Gender Equality Action Group;
- To oversee the programme of work associated with the Public Sector Duty;
- To oversee the programme of work of the Widening Participation Committee;
- To highlight and communicate developments in national and European equality policy to the University Management Team so that they may be incorporated, as appropriate, by the University;
- To make recommendations to the University Management Team for the enhancement of Equality, Diversity and Inclusion at the University and suggest action measures to prevent any gaps/oversights/deficits in the area;
- To submit an annual report to UMT on the progress of the Group and an annual statement of risk relating to all areas within the Group's ambit. To facilitate the evaluation and validation of equality and diversity measures, policies and procedures put in place by the University;
- To define the role of Equality and Diversity Representatives in each of the Colleges;
- To review data in relation to the 10 University grounds on an annual basis. The ten grounds under the Equality Acts are: Age; Civil status; Disability; Family status; Gender; Membership of the Traveller community; Race; Religion; Sexual orientation; and Socio- Economic Status;
- To ensure the promotion, communication, and mainstreaming of equality, diversity and inclusion throughout UCD and that appropriate and effective training is provided at governance, management, faculty, staff, and student levels;
- To advise the UMT on steps necessary to ensure that the University complies fully with all legislative requirements in relation to equality matters, with particular reference to the Universities Act 1997, the Employment Equality Acts 1998 - 2008, the Equal Status Acts 2000-2004, the Disability Act 2005, Irish Human Rights and Equality Act 2014, and any other relevant legislation;
- To consider and respond to issues referred to the Group by the UMT.

#### Composition

The following shall be members of EDI Group:

- Vice President for Equality, Diversity and Inclusion
- Equality, Diversity and Inclusion Representative from each of the Colleges/Vice-Principals
- HR representative
- Dean of Students
- Engagement and Communications Representative
- Equality, Diversity and Inclusion Manager
- IT Services representative
- LGBT Staff Network representative
- Access and Lifelong Learning representative
- Widening Participation Committee representative
- Gender Equality Action Group representative
- WITS representative
- Estates Services Representative
- Student Union Representative
- Athletics Union Representative
- Student Societies Representative
- Office of the Registrar Representative
- Library Representative
- International Office Representative
- Research Representative
- Quality Office Representative
- Representative of Staff Member with Disabilities
- Director of Institutional Research
- School based Dean
- University Secretariat Representative

The Group may co-opt representatives from across the University as appropriate. The Group should aim to have gender representation of at least 40% of either gender and broad representation of all faculty/staff/student groups in UCD. The Group may establish, whether from within its own membership or otherwise, such sub-committees and advisory groups as it may think fit, to advise and report on any of the above matters.

#### Term of Office

The term of office will normally be three years.

#### Group Support

The EDI group will be supported by UCD HR.

#### Conduct of Business

- The Group shall meet at least four times a year;
- The meetings shall be convened by the Chair with a minimum of seven days' notice of a meeting;
- The members of the Group may not nominate others to attend meetings on their behalf.

#### Reporting Responsibility

The EDI Group shall report to the UMT and send minutes of each meeting to the UMT for noting. The Group will prepare an EDI Annual Report which will be published on the EDI website and also feed into the President's Annual Report. The Group will submit reports indicating items for decision by the UMT and items for communication to the UMT. Items for decision should be accompanied by the recommendation of the Group.

### Appendix 7.2:

## Equality, Diversity and Inclusion Group Membership 2017 - 2018

Membership of Equality, Diversity and Inclusion (EDI) Group 2017/18:

- Professor Colin Scott (Chair, VP for EDI)
- PJ Barron (Estate Services Representative)
- Dr Conor Buggy (LGBT Staff Network)
- John Paul Kiernan (Library)
- Rory Carey (Director of Culture & Engagement, UCD HR)
- Professor Kathleen James-Chakraborty (Gender Equality Action Group)
- Genevieve Dalton (IT Services)
- Marcellina Fogarty (Equality, Diversity & Inclusion Manager)
- Elaine Hickey (Quality Office)
- Shauna Hughes (International Office)
- Dr Bairbre Fleming (Access and Lifelong Learning)
- Tina Lowe (Disability Staff Network)
- Maura McGinn (Director of Institutional Research)
- Barry Murphy (Campaigns & Communications, Student Union)
- Professor Grace Mulcahy (Widening Participation Committee)
- Ciarán OhUltacháin (LGBT Staff Network)
- Eoghan MacDomhnaill (Welfare, Student Union)
- Mark Simpson (Engagement & Communications Group)

College EDI Representatives:

- Professor Patricia Fitzpatrick (College of Health & Agricultural Sciences)
- Dr Lyndsey Earner Byrne (College of Arts and Humanities)
- Dorota Szelewa (College of Social Sciences and Law, Co-chair of Multicultural group)
- Dr Elizabeth Shotton (College of Engineering and Architecture)
- Dr Sheila McBreen (College of Science)
- Jola Meagher (College of Business)

## Appendix 7.3: EDI Sub-Groups Programme of Work for 2018/19

For current membership  
of these group go to  
[www.ucd.ie/equality/groups](http://www.ucd.ie/equality/groups)

### Events and Communications Sub-group

#### Programme of Work

- Link with units across UCD to host and promote EDI focused activities and events
- Organise and encourage on-going Equality, Diversity and Inclusion events
- Recommend initiatives to support Equality, Diversity and Inclusion
- Ensure a strong EDI presence at the UCD Festival

### Data Sub-group

#### Programme of Work

- Analysis of existing student and staff data to present available historical trends and to identify data gaps
- Development of requirements for student and staff systems outlining rationale for collecting EDI data;
- Specification of reporting needs
- Analysis of Staff EDI data captured at job application stage
- Development of a suite of student and staff reports to support School level applications
- Review of HR Core to establish the possibility of capturing EDI data

#### New developments have been specified as follows:

- System approach to capture EDI data from students and staff
- School Level Reporting (some minor edits and new reporting)
- EDI Monitoring
- University Athena Swan Renewal Support
- Development of University level reporting

### Disability Sub-group

#### Programme of Work

##### ConnectAbility Project:

- Develop clear process map for staff with a disability seeking accommodations
- Develop supporting documents including guidelines & information pamphlet
- Develop communications plan
- Deliver training and awareness on ConnectAbility

##### WAM (Willing, Able Mentoring) Programme:

- Discuss with Chair of EDI
- Establish a working group to identify & establish a UCD WAM internship

##### Accessibility Documents Project:

- Propose a recommendation through the EDI committee to develop an Accessible Documents Policy
- Develop accessible documents guidelines & check list
- Awareness & training programme
- Website accessibility statement
- NALA proof documents

### Staff Disability Network (SDN) Project:

- Seminar on disability topic.

### Disability Awareness Amongst the UCD Community:

- Promote awareness linked to other projects
- Promotion of Accessible Doc
- Seminar Topic
- A students focus
- ConnectAbility
- EDI Survey

### LGBTI Sub-group

#### Programme of Work

- Roll out the Mentorship and Leadership programme with OUTstanding
- Think-Tank workshop focusing on the issues facing the LGBTI community in Irish universities
- Consider the findings of the AIMS (Action to Include Migrants Study)
- Promote UCD as an inclusive university to study
- Create LGBTI student / alumni testimonials for the International Office
- Student Union Support
- Support the role out of Gender Identity training to Student Union Officers
- Support the Student Unions initiative for Mental Health Awareness Week linked with National Coming Out Day
- Greater exposure to the LGBTI community in UCD through events
- Bring the GAZE Film Festival to UCD and have a joint staff and student event
- Promote the Student Society Foy-Zappone Award
- Facilitate discussion regarding a bursary for a staff or student award that promotes diversity

### Mainstreaming Sub-group

#### Programme of Work

- Proofing of Consultation papers and Policy Development from an equality, diversity and inclusion perspective
- Defining the role of College Representatives on the EDI group
- Development of an Equality Impact Assessment Toolkit
- Promote the advancement of equality, diversity and inclusion related training
- Mainstreaming of EDI through existing processes such as the Quality Review process and Agile
- Development of an Equality, Diversity and Inclusion policy

### Multicultural Sub-group

#### Programme of Work

- To identify priorities from the feedback from focus groups that took place with international employees such as onboarding for international employees and adjusting local induction in line with good practice
- To establish an International Employee Network
- To increase employee awareness around multiculturalism and upskill on globalisation through seminars and other means
- To investigate funding for Staff Mobility
- To progress the work carried out to date of the Refugee Working Group
- To review both culture and policies in relation to inclusiveness in respect of languages including the Irish language

- To engage and share learning with external institutions such as Queens University Belfast, World University Network, International University Association, European Network Association and others
- To make recommendations to the EDI Group around promoting multiculturalism
- To engage with the Equality Challenge Unit Race Charter (and successor instruments)
- To engage with University practice around faith and religion

For current membership please see [www.ucd.ie/equality](http://www.ucd.ie/equality)

## Appendix 7.4: Gender Equality Action Group Terms of Reference

### Chair/UMT Sponsor

The Gender Equality Action Group (*including Athena SWAN*) will be chaired by the UMT Sponsor, Professor Orla Feely, VP for Research, Innovation and Impact. The Chair may appoint a Deputy Chair, to fulfil specific tasks including representation on the UMT Equality, Diversity and Inclusion Group.

### Terms of Reference

The Gender Equality Action Group will:

- Lead on the progression of the University on gender initiatives such as membership of the Athena SWAN Charter
- Oversee the Implementation of UCD's Gender Equality Action Plan (GEAP) and support project leads
- Conduct a gap analysis to identify areas for further consideration which are not covered by the GEAP but are necessary to respond to emerging policy changes on gender equality
- Report to UMT (through the UMT Sponsor)
- Liaise with the UMT Equality, Diversity and Inclusion Group
- Support Schools to apply for Athena SWAN applications, including:
  - Agree with Schools the timing of submissions for Departmental Awards
  - Support School Self-Assessment Teams, and
  - Participate in relevant quality assurance processes (e.g. peer review)

- Specifically act as the Self-Assessment Team (SAT) for the Athena SWAN awards, and prepare a submission on behalf of the University for subsequent Athena SWAN awards
- Promote the GEAP and all gender initiatives within the university community
- Liaise with UCD representatives on relevant UCD and national committees

### Membership and Term of Office

The membership of the Group will include standing members and those appointed to the group for a 3-year term. At that point the membership and terms of reference will be reviewed. Membership of the Group will be representative of the University Community including: gender balance and diversity; disciplines and grades; faculty, staff and students; relevant committees and networks; and expertise in areas such as equality and organisational development/ cultural change.

It is anticipated that there will be approximately **4 meetings** per year.

## Appendix 7.5: Gender Equality Action Group Membership

- Professor Orla Feely (Chair)  
*Research, Innovation and Impact*
- Professor Kathleen James-Chakraborty  
*School of Art History and Cultural Policy  
- Arts & Humanities*
- Rory Carey  
*Culture & Engagement, UCd HR*
- Professor Joe Carthy  
*College of Science*
- Dr Lucy Cradden  
*Earth Sciences, College of Science*
- AP Donal Finn  
*School of Mechanical & Materials Engineering*
- Marcellina Fogarty  
*Equality, Diversity & Inclusion, UCd HR*
- Professor Catherine Godson  
*School of Medicine - Health & Agricultural  
Sciences*
- Dr Aoife Gowen  
*School of Biosystems & Food Engineering  
- Engineering & Architecture*
- AP Simon Kelly  
*School of Electrical & Electronic Engineering*
- Professor Jason Last  
*Dean of Students*
- Dr Meriel McClatchie  
*School of Archaeology - Social Sciences & Law*
- Maura McGinn  
*Director of Institutional Research*
- Dr Jennifer Mitchell  
*School of Biomolecular & Biomedical  
Science - Science*
- Dr Marie Luce Paris  
*School of Law - Social Sciences & Law*
- Melissa Plunkett  
*SU Welfare Officer*
- Professor Denis Shields  
*School of Medicine - Health & Agricultural Sciences*
- Mark Simpson  
*Culture and Engagement, UCd HR*

Image on this page  
Students at the Equality Café Event  
'Investigating Inequality' for their Module  
in School of Social Policy, Social Work and  
Social Justice pictured with their Lecturer  
Dr Karen Smith (front, centre)





University College Dublin

Belfield, Dublin 4, Ireland.

[www.ucd.ie/equality](http://www.ucd.ie/equality)