

EQUALITY, DIVERSITY AND INCLUSION

Faculty of Education and Health Sciences, University of Limerick

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Equality and Diversity Committee



The EHS Equality and Diversity (ED) Committee signed off on its work-plan for the next two years, setting out six priorities to be progressed across the Faculty: (a) improving collection and access to data (b) promotion of Athena Swan and ED work (c) explore the consolidation of the Athena Swan application process within the Faculty (d) implement key common actions around career promotion and progression (e) address issues of workload and leave to promote better work-life balance (f) increase resources for ED work. Membership of 6 Task Groups aligned with these priorities are now being sought from across the Faculty. The work-plan is available to view [here](#).

Dr. Ciaran Mac Donnacha (PESS) stepped down as co-chair of the Committee after a three year term. The time, effort and commitment he dedicated to this role was acknowledged by the Dean and the Committee and sincere thanks expressed. We are also delighted that Dr Aoife Neary (SoE) will continue in her co-chairing role and will be continuing her excellent work! Expressions of interest are being invited from Committee members to co-chair along side Aoife.

A web page devoted to equality and diversity in the Faculty is now available on the [EHS website](#).

For anyone confused about all the various committees, working groups, and networks supporting ED work in the Faculty, click [here](#) to have a look at a diagrammatic representation which should help!

Athena SWAN



The SAT Committees in the Departments of Nursing and Midwifery (DNM) and Physical Education and Sports Sciences (PESS) are on track to submit their applications for the Athena SWAN bronze award at the end of April. Best of luck!

Athena SWAN UK has developed a new, evidence-based Good Practice Database drawing from recent successful applications. The resource is to support those working to advance gender and race equality in higher education through Athena Swan and the Race Equality Charter (REC) and is available to view [here](#).

Equality and Diversity in Action in EHS

The School of Medicine has cemented its commitment to the equality and diversity agenda by embedding the Athena SWAN process into its five-year Strategic Plan. Specific actions around implementing the action plan and encouraging diversity among students and staff are set out within this <https://www.ul.ie/medicine/strategy>.



Students from the Bachelor of Medicine and Bachelor of Surgery programmes (BMBS) have launched a new committee to support Diversity in Medical Education (DiME). The aim of the group is to provide students with a variety of educational resources to enhance their knowledge and awareness of traditionally under-represented groups in medicine. The guiding principle is that every individual, regardless of race, ability, class or gender, deserves equitable and quality healthcare.

The Self Assessment Team (SAT) in the Department of Psychology is conducting a survey with second and third level male students' to explore their attitudes to psychology as a study choice. The survey was distributed to 1st year Arts students late last month and will be extended to second level schools throughout March. The aim is to identify barriers to male interest and any general misconceptions that can be addressed in the regular 2nd level school visits.

News and Resources

Over 1600 Transition Year students from the Mid-West and surrounding counties attended the inaugural Junior Health Sciences Academy 'Early Careers' virtual event earlier this month, showcasing a career in healthcare and opportunities for study at UL. The two-day event involved staff and students from the university as well as clinical staff from the UL Hospitals Group and Mid-West Community Healthcare and guest panellists. Further info is available at <https://www.ul.ie/hsa/>



A follow up to the Staff Pulse Survey issued in June 2020 is planned for the coming months to capture data on any EDI challenges staff may be experiencing in the current lockdown and to identify supports that may be required.

UL has submitted a Consent Framework Action Plan to the HEA for approval as part of the key requirements of the Consent Framework published in 2019. An institution Framework Steering Group (FSG) has been established to drive the implementation of the action plan which includes the review of Dignity & Respect Policies.

UL was successful in securing funding under the HEA Gender Enhancement Fund. The Preparing for Academic Advancement (PAA) Programme, led by Dr. Marie Connolly, will be a modular based, blended learning programme with virtual workshops, one to one coaching and mentoring. Participants at Senior Lecturer level will be invited from HEIs in Ireland to apply for this programme, which will support them in preparing applications for promotions to Associate Professor/Professor level.