

EQUALITY, DIVERSITY AND INCLUSION

Faculty of Education and Health Sciences, University of Limerick

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Equality, Diversity and Inclusion (EDI) Committee



- * The EHS EDI Committee welcomes two new members - Karen Fanneran, HR and Dr. Petra Elftorp, new EDI Committee co-Chair in the School of Education.
- * The HEA report on Race and Ethnicity has been discussed at Committee meetings looking at ways the recommendations can be incorporated into the work of Departments and Schools. Further information on these discussions is available [here](#).
- * Work continues to progress across all the Committees Key Performance Indicators [KPI Work Programme 2021–2024](#):
 - Career Development (KPI 4): (i) An external facilitator has been appointed to work with stakeholders in developing a new clinical academic pathway with a view to reporting in 6-9 months (ii) a Progression Panel has been established to provide support and guidance to people looking for promotion or progression from LBB to Lecturer available [here](#). Thanks to all those who offered their time and experience (iii) work on developing Induction Best Practice guidelines for Departments and Schools.
 - The feasibility of consolidating Athena Swan applications across Departments and Schools (KPI 3) is being examined by the Research Assistant and the PESS EDI Committee.
 - A scoping exercise is being carried out by the Research Assistant and the SAT/EDI Committee of SAH and DN&M to look at gender representation on committees and working groups in the Departments and Schools (KPI 5&6).
- * The Committee has contributed to the Draft EHS Strategy from an EDI perspective, available [here](#).
- * All reports and documents relating to meetings this semester are available [here](#).

Athena Swan in EHS



- * The three Schools of Allied Health, Education and Medicine continue their AS bronze renewal work aiming to submit their applications in November 2022.
- * In parallel, the Institution is working on its silver award application also aiming for submission in November 2022. The EDI office has circulated a survey to all staff for completion, in support of the application. Closing date is May 6th and it is available to access [here](#).
- * Athena Swan Ireland ran a webinar recently entitled 'Making Progress and Delivering Impact', useful for any School or Department implementing their Action Plan or renewing their application. Copy of the presentation is available [here](#).
- * Current membership of reconfigured Institution Athena Swan Working Groups is available [here](#).

EDI in Action



- * The School of Education are finalising a new Induction Handbook for new staff along with agreed School Induction processes. This piece of work will inform plans for Faculty level good practice Induction procedures and processes to support all Schools and Departments (KPI 4).
- * The EMerge peer support network is a collaborative and supportive environment for early and mid career academic (EMCA's) to realise their career objectives through mentoring and development of shared academic and research opportunities at UL. The EMerge Committee have also established Emerge PhD, a spin-off network supporting the needs of PhD students across all faculties. EMerge facilitate regular educational events, host social meetings for informal networking and building collaborations. New members always welcome. Further information [here](#).

EDI News and Resources



- * The Gender Equality Enhancement Fund 2022 is now open for applications across the areas of gender equality research, gender equality training programmes and capacity building activities for Athena Swan. Closing date is May 27th and details area available here <https://hea.ie/funding-calls/gender-equality-enhancement-fund/>
- * The Higher Education Authority (HEA) is undertaking a Second National Review of Gender Equality in Irish Higher Education Institutions (HEIs). The HEA welcomes participation in this consultation to gain insight into views on gender equality in Irish higher education (HE). The consultation will close on **Friday 29th April** and takes on average 10 minutes to complete. Click [here](#) to participate.
- * A UL APEX Network Event is taking place on 11th May from 11.30 to 1.00 p.m. with the focus on Leadership 'Reflections on Leadership Journeys' with a number of speakers and panel discussions. Further information is available [here](#).