UNIVERSITY OF LIMERICK OLLSCOIL LUIMNIGH | Education and Health Sciences

Issue 2, May 2023



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Featured Focus

There was cause for celebration in the EHS Faculty in April when three Schools were notified of their success in achieving their Bronze Athena Swan (AS) awards: School of Medicine; School of Allied Health and School of Education.



All six Departments and Schools in EHS now hold Bronze Athena Swan awards. There was also good news for the University as it was awarded the first Institution Silver AS award in Ireland. The occasion will be marked with a celebration on June 23rd in UL. Congratulations to all those involved:



Bronze award School of Education EDI Committee. Chair: Petra Elftorp (left); Gerry Myers; Patricia Mannix-McNamara; Patrick Harkins; Patrick Rowsome; Patrick Johnson; Sadhbh O'Dwyer; Rachel Lenihan; Niamh Hickey; Ita Whittle; Niamh O'Meara; Adam Moore; Paul Conway; Adrian McDonagh.



Bronze renewal award School of Medicine EDI Committee. Chair: Evelyn Murphy (left); Amir Jalali; Catriona McDonnell; Aoife McDonnell; Catriona Dowling; Chris O'Connor; Clare Conway; Colum Dunne; Elaine Kolshus; Deirdre McGrath; Josephine Lynch; Maria Ryan; Miriam Khan Sheehan; Miranda Kiernan; Patrick O'Donnell; Patrick Kiely; Sarah Harney; Sarah Hyde; Sharon Nolan; Abid Alhadi Saja; Aleksandra Petrovic; Bukola Bolarinwa.



Bronze renewal award School of Allied Health EDI Committee. Chair: Judi Petrtigrew (left); Linda Flannery; Aileen Wright; Aine Kearns; Anne Griffin; Brian Condon; Duncan McIvor; Joanna Allardyce; Marie O'Donnell; Steven Byrne; Tanya McGarry.

Spotlight Publication



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Investigation on gender and area of study stereotypes among Irish third level students

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Abstract

Gender stereotypes are identified as a significant contributor to persistent inequality and in an educational arena, it has far reaching effects. As third level students select their area of study, their stereotypes can influence the degree of integration or exclusion in a particular area of study. Over the years, this has resulted to multiple research studies in the investigation of gender stereotypes with particular emphasis in the relationship between gender stereotypes and selected areas of study (Sciences and Liberal Arts) among men and women. In this study the implicit stereotypes of participants were targeted as they are indicative of their delicate mental associations. A quantitative survey was conducted to investigate the extent of gender-area of study stereotypes among Irish third level students. Results indicated that participants felt that, even though both genders devote time to their work equally, it is men that spend more time away from their families, are frequent achievers of high levels on performance and show more natural interest in Science, Technology, Engineering or Maths. Especially among female participants, males scored higher as high achievers in Mathematics and were declared to have more 'natural' interest in Science. Comparison between this study and another international big scale study was deemed reliable and comparable.

Dr. Anna Chatzi is a lecturer in the Department of Nursing and Midwifery in UL with a particular interest in gender, nursing education, organisational psychology and chronic disease management. She is a member of the EDI Committee in the Department.

The recently published paper (2022) in the Internal Journal of Educational Research Open featured here, was co-authored with Dr. Catriona Murphy from TUS Mid-West and investigates gender and area of study stereotypes among Irish third level students.

A follow-up project is planned pending ethics approval from UL. Other papers of interest authored by Anna can be viewed here

Click images /logos below for links!

EDI Resources



The 31st of March was International Transgender Day of Visibility. Below are some resources for fostering a gender-inclusive enviornment and supporting trans and gender diverse people in UL and beyond

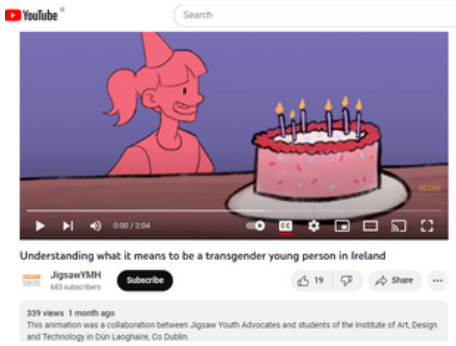
The UL Gender and Expression Policy (and accompanying guidance) was launched in January 2022 and can be accessed by clicking on the adjoining text.

GENDER IDENTITY AND GENDER EXPRESSION POLICY

The Trasgender Equality Network of Ireland produced Guidelines for Employers and Employees in 2017 to help support inclusion in the workplace



A short animated clip developed by Jigsaw Youth Advocacy and the students of IADT, Dublin that explores the experience of a transgender young person.



An e-resource and accompanying workbook housed on the UL website supports secondary school staff to learn about gender identity and gender expression and to proactively ensure that schools are inclusive of young people who are trans and gender diverse.



Each EDI bulletin will include EDI resources/guides/videos/toolkits.
If you have created a resource or if you have come across useful resources relevant to EDI in EHS, please e-mail us! aoife.neary@ul.ie or hilary.curley@ul.ie

EDI Work Showcase

Inspirational Women



Dr. Niamh Cummins
Lecturer in Public Health, UL School of Medicine, Chair of the Irish Paramedicine Education and Research Network.

The Irish Paramedicine Education and Research Network (IPERN) launched the inaugral Dara Fitzpatrick Award on International Women's Day this year.The award is to celebrate the achievements of inspirational women in the Emergency Medical Services in honour of the memory of Capt. Dara Fitzpatrick, one of Ireland's first female search and rescue pilots who lost her life in 2017 while on a rescue mission. Dr. Niamh Hickey (left), Chair of the IPERN presented the award to Frances Griffin, paramedic with the National Ambulance Service who was one of the first responders to the scene of the Creeslough explosion that claimed 10 lives last summer.

Demystifying Racism

The Department of Nursing and Midwifery received funding from the EHS EDI Event Fund, to run an event during the Anti-Racism month of March. The first part of the day featured a showcase of student posters on Health Promotion in Healthcare Practice. This was followed up with a presentation by Dr. Kathleen Markey on "Demystifying racism in healthcare practice and education:
What do we need to think about?". Click on image for a copy of the slide presentation.



Researching Gender

UL Research Week in April featured a whole host of fascinating research topics. One in particular focused on 'Researching Gender: Lessons Learned and Questions Raised'. Three presentations were made by Dr Róisín Lyons on Family Firm Succession; Dr. Aoife Neary on Trans and Gender Diverse Children; and Professor Debbie Ging on 'The Manosphere'. These inputs were followed by a panel discussion about the complexities of doing gender research.



Each EDI bulletin will feature a showcase of EDI work on-going in EHS in the areas of research, service and teaching. If you work on EDI topics please complete and update us on your work here.

EDI Funding & News

PATH
Programme for Access to Higher Education

The UL Student Affairs Division has issued an Expression of Interest call for Higher Education Authority (HEA) funding related to the Programme for Access to Higher Education (PATH). It is a five strand fund, committed to increasing participation by under-represented groups in higher education. The deadline for EOI applications related to PATH 4 strand funding is the 29th May 2023. Further info from anne.n.oconnor@ul.ie or thomas.oshaughnessy@ul.ie



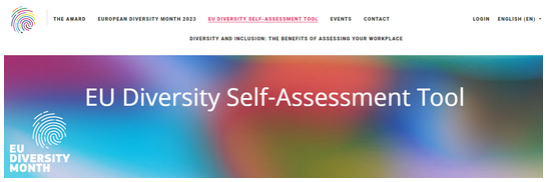
A consortium grant call has been issued looking for researchers to participate in humanities-led, collaborative, transnational research projects aimed at gaining a deeper understanding of societal challenges. While projects are humanities lead there is a strong emphasis on inter-disciplinarity and inclusivity. This is a 2-stage call and stage one submissions are in September. Further info available from Orla Power Grant (below) or click on image.



All EDI research-related funding opportunities are now available to view as part of the live Excel document here.

This has been developed by Dr. Orla Power Grant, the Faculty Research Funding Officer. Orla has also encouraged staff to inform her if there are new arising EDI-related funding opportunities available.

The EU produced a Diversity Self-Assessment Tool to coincide with EU Diversity month (May). It can be used by organisations to assess how they manage and embrace diversity. It takes approx. 20-30 minutes to go through and the results are confidential. Click on image for access.



Implementing the Public Sector Equality and Human Rights Duty

UL has embarked on a series of consultations as part of implementing the Public Sector Equality and Human Rights duty. This will also feed into the next UL Equality and Human Rights Strategy. The first consultation was an online briefing session on the Duty held on 16th May. A further discussion on the draft assessment of equality and human rights issues document (click image to access) will be held online, on May 30th.

Funding is available from EHS to support the hosting of EDI related events throughout the year. This is now a rolling call. Click on image to apply.