

# EQUALITY, DIVERSITY AND INCLUSION

Faculty of Education and Health Sciences, University of Limerick

ISSUE NO. 3  
OCTOBER, 2021

## Equality, Diversity & Inclusion Committee



The Faculty EDI Committee is now co-chaired by Dr. Aoife Neary, School of Education and Professor Rachel Msetfi, Dean EHS.

There has been some natural change in Committee membership (view [here](#)): Una McInerney has moved into a new role and Professional and Support Staff are now represented by Orla Power Grant and Emmeline Searson. Jordan Cassells is the new Student Community rep replacing Chelsea Joyce. Derbhile de Paor and Misrah Mohamed have joined the Committee as the new Co-Chairs of the School of Education SAT Committee; Leticia Scheidt joins as the new Postgraduate Research representative. Thanks to all members who have stepped down and welcome to all new members!

All relevant documents and resources are uploaded to the [EHS EDI Committee sharepoint site](#) with access for all EHS staff.

The 20/21 Annual Progress report summarising EDI progress within the Faculty and the six Schools and Departments is available to view [here](#).

## Athena SWAN



Huge congratulations to PESS and DN&M for securing their Athena SWAN bronze award, notified in September. The PESS SAT Committee, chaired by Dr. Elaine Murtagh, was successful in renewing their award. For the DN&M SAT Committee, chaired by Dr. Liz Kingston, it is their first bronze award.

Athena SWAN Ireland launched their new application charter framework at the end of October. Applications using the new framework will be optional up to November 2022 and will be a requirement following this date. Two briefing sessions will be held – the 24th November for Institutions (12.00—13.00) and December 1st for Departments and Schools (12.00—13.00). Further information is available [here](#).

## Equality and Diversity in Action in EHS



One of the key objectives in the **Department of Psychology** Athena SWAN plan is to explore issues around the low participation of men. A survey was carried out with 1st year Arts Student, who were taking psychology as one of their subjects, earlier this year. There was a 36% response rate with the following summary points of note:

- respondents talked broadly about their interest in psychology as a way of helping people and understanding the human mind. It is more common among female participants to mention a future career in clinical psychology/counselling.
- Students did not expect psychology to be so broad along with some surprise at amount of statistical analysis.
- There is a perception that it is difficult to get a job with a psychology degree with competitiveness seen as a key barrier; some respondents commented on the course being female dominated.

More detailed analysis can be found [here](#). The aim is to use this data to inform outreach school talks to demonstrate how broad the field of psychology is. This, in turn might appeal to more male students, who seem less interested in clinical psychology than their female colleagues. Further, similar surveys with secondary schools students are also being carried out.

## News and Resources



The recently published 'Race Equality—In the Higher Education Sector' by Dr. Marta Kempny and Dr. Lucy Michael is available to view [here](#).

In May of this year, the new online EDI Training in Higher Education programme was launched in UL (a successor to the LEAD Programme). It consists of 4 modules between 30—45 minutes long which can be completed either as an entire programme or a series of modules over time. Click [here](#) for more info.

An Ethnic Diversity Forum has been established in UL by the EDI office and has met twice to date. Click [here](#) for info.

A new online tool SPEAK OUT will roll out across 18 Higher Education academic institutions throughout this year. It is an online anonymous reporting platform for incidents of bullying, violence, harassment among other behaviours, for staff, students and visitors. More information is available [here](#).