

EQUALITY, DIVERSITY & INCLUSION

Faculty of Education and Health Sciences, University of Limerick

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Equality and Diversity Committee



Athena SWAN



Equality and Diversity in Action



News and Resources

Equality and Diversity Committee



The EHS Equality and Diversity Committee produced its first progress report in June outlining achievements and challenges to date at Faculty level, across the six Departments and Schools. Click [here](#) for **full report**. The Committee now has representatives on all 4 of the Working Groups of the Athena SWAN (AS) Steering Committee, set up to progress the equality, diversity and inclusion agenda across the University. The representatives are supported through the EHS Faculty action mapping process which examined all the six Department and Schools AS action plans and identified common actions and issues. This process was further developed through connecting these common actions at Faculty level with similar actions and issues in the University's Action Plan. The document summarising this Alignment Process is available [here](#).

Athena SWAN



Congratulations to the Department of Psychology who secured their first Athena SWAN bronze award after a lot of hard work on their application by their Self Assessment Team (SAT), chaired by Dr. Ronni Greenwood.

The SAT Committees in the Departments of Nursing and Midwifery (DNM) and Physical Education and Sports Sciences (PESS) are in the process of pulling together their applications for the Athena SWAN bronze award. DNM hope to submit in January 2021 and PESS in June 2021.

Consultation has begun on the future development of Athena SWAN in Ireland with a view to informing changes to the application and assessment process. Members of SAT teams and staff in all Departments and Schools are being asked to complete the online survey <https://advance-he.onlinesurveys.ac.uk/athena-swain-ireland-sector-consultation-2020>. The survey closing date is 26th November.

Equality and Diversity in Action in EHS



The six Departments and Schools in the Faculty are all working towards addressing equality, diversity and inclusion issues in their workplace and work practices. A quick snapshot of some of their work to date includes:

- * The School of Allied Health has redesigned their Induction Programme to make it more effective and inclusive.
- * The Department of Physical Education and Sports Sciences has re-energized its SAT team as part of the AS application process.
- * The Department of Nursing and Midwifery produced a short promotional multimedia clip challenging the under-representation of men in nursing <https://www.ul.ie/nm/international-nurses-day-2020>.
- * The School of Medicine has seen an increase in the % of women on their senior management team, from 33% - 50%.
- * The School of Education has established a Wellbeing Task Force.
- * The Department of Psychology after its successful award has reconfigured its SAT team and begun the action plan implementation process.

News and Resources



The UL Equality and Diversity Office have results of the recent **staff pulse survey** Click [here](#) for further information.

Training resources for Equality, Diversity and inclusion are available from the UL Equality and Diversity website or click [here](#).

The **Gender Equality Enhancement Fund** has now been launched by the HEA <https://hea.ie/policy/gender/gender-equality-enhancement-fund/>, closing date Friday 11th December.

The **UL Equality and Diversity webpage** can be accessed [here](#).

UL Student Life organised '**Black History Week**' at the end of October and put together a documentary as part of that event, exploring racism and discrimination. It can be viewed [here](#).

A **new all staff network** in UL (called APEX) is being set up by the Athena SWAN Career Development and Supports Working Group. Anyone interested in joining should contact the Equality and Diversity Office [here](#).