Appendix to UCD Equality Diversity and Inclusion Survey 2021 Report: Free Text Analysis

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Carers and Supports

Question 1; What are the biggest challenges for carers as employees of UCD?

Breakdown

Question	What are the biggest challenges for carers as employees of UCD?
Number of respondents*	309
Gender	231 female 1 gender non binary 66 male 8 prefer not to say 3 blank
Staff Type	126 Faculty 25 funded research contracts 139 staff 12 technical 7 blank

Main Themes

- Lack of work life balance
  - specific to faculty, the expectation of international travel, research output
- Lack of childcare on campus
  - Lack of clarity on the process of how places are granted, multi-year waiting list
  - Staff have difficulty securing places, more space urgently required
  - High cost of childcare in general
- More flexibility and clarity required around working from home especially post COVID
  - current policy can vary depending on the line manager and department, multiple staff report using annual leave for caring responsibilities
  - Need more flexibility
- Lack of consideration for those with caring responsibilities who are *not* parents, e.g. grandparents providing childcare, people caring for elderly or disabled relatives

Question 2; Further supports you would find useful?

Breakdown

Questions	Further supports you would find useful?
Number of respondents*	96
Gender	71 Female 1 Gender non binary 23 male 1 Blank
Staff Type	30 Faculty 5 Funded research Contracts 56 Staff 3 Technical 2 Blank

Main Themes

- More training required on supporting staff with a disability for line managers, HR
    - More support for mental health and invisible disabilities required
    - More information on the supports available and how to access them
    - More flexibility on flexible working/ working from home at short notice
- Some lecture rooms/ buildings inaccessible to mobility impaired staff
    - e.g. in the Neumann building, some lecture halls are inaccessible to staff and some offices are inaccessible to students

EDI

Question 1; Can you list good practices or suggest additional actions that you think would support equality, diversity and inclusion in general, in UCD or in your college/unit?

Breakdown

Question	Can you list good practices or suggest additional actions that you think would support equality, diversity and inclusion in general, in UCD or in your college/unit?
Number of respondents*	378
Gender	248 Female 3 Gender nonbinary 105 Male 15 prefer not to say 3 self-declare 4 blank
Staff Type	147 Faculty 41 funded research contracts 159 staff 17 technical 14 blank

Main Themes

- Needs to be more racial diversity in every department at each level
    - More support for students from racial minorities, e.g. stipends, fee waivers, etc
- Disparity between faculty and professional services staff
    - Athena swan initiative aimed at faculty, needs to be more inclusive of professional staff
    - More support and respect for professional staff
- Disparity in academic employment, lack of security for junior staff and students
    - Lack of job security for junior staff means they are afraid to speak out
- More support required for minorities in senior roles
    - More diversity required at UMT level and at senior management generally
- EDI initiatives introduced at an institutional level do not filter down to smaller departments
    - More training required for line managers and HR
    - Equality audits should be completed after departmental meetings
- Transparency and enforcement of EDI policies
    - Individual departments need to be held accountable
    - Need to have a designated staff member outside of the department/ chain of command that people can speak to if they are being discriminated against/ bullied
    - Members of staff accused of sexual misconduct/ harassment not being held to account
    - Multiple staff report they feel the way EDI is handled at the university is a "box ticking exercise"

Career Progression

Question 1; What are the main factors which have inhibited your career progression?

Breakdown

Questions	What are the main factors which have inhibited your career progression?
Number of respondents*	77
Gender	66 female 1 self declare 8 male 2 prefer not to say
Staff Type	77 staff

Main Themes

- Bias against candidates who are not Irish/ European
- Lack of support
  - Lack of support for Invisible disabilities, neurodiversity
  - Lack of support from management, no training/ career guidance
- Lack of opportunities
  - Strict rules around being eligible for promotion, can be offputting
- Nepotism
  - Roles that are advertised as open are often already earmarked for someone
  - Progression seems to be closely linked to "who you know"

Question 2; Have you applied for a higher grade in UCD during COVID19?

Breakdown

Questions	Have you applied for a higher grade in UCD during COVID19?
Number of respondents*	41
Gender	32 female 7 male 2 prefer not to say
Staff Type	41 staff

Main Themes

- Current workload too much to consider promotion
- Lack of part-time/ job sharing options available
- Not eligible
  - On a short term contract
  - Recently joined the University

Orientation

Question 1; Why did you not attend an Orientation session?

Breakdown

Questions	Why did you not attend an Orientation session?
Number of respondents*	157
Gender	91 female 1 self-declare 55 male 9 prefer not to say 1 blank
Staff Type	70 Faculty 9 funded research contracts 64 staff 10 technical 4 blank

Main Themes
- Not available when the staff member joined
- Was moving to another role within the university, did not need orientation

Question 2; Why did you not attend local induction?

Breakdown

Questions	Why did you not attend local induction?
Number of respondents*	332
Gender	219 female 1 gender non binary 98 male 13 prefer not to say 1 self-declare
Staff Type	155 Faculty 41 funded research contracts 115 staff 15 technical 6 blank

Main Themes
- Not available when the staff member joined
- Was moving to another role within the university, did not need orientation

Ethnic Diversity

Question 1; Did you consider the ethnic diversity of employees in UCD before applying to work here? If yes, why was this important to you?

Breakdown

Questions	Did you consider the ethnic diversity of employees in UCD before applying to work here? If yes, why was this important to you?
Number of respondents*	52
Gender	36 Female 12 Male 3 gender nonbinary 1 Prefer not to say
Staff Type	21 Faculty 9 funded research contracts 19 staff 2 technical 1 blank

Main Themes
- Wanted to work for a diverse organisation
- Important that the university staff reflects the student body and society as a whole
- Any company that has a predominantly white male staff is unlike to be inclusive
- Didn't want to feel like an outsider as a person of colour/ coming from a multicultural family
- Was noted that the UCD staff in some departments is not racially diverse

Question 2; How do you think UCD could attract more people from ethnic minority backgrounds to roles in UCD?

Breakdown

Questions	How do you think UCD could attract more people from ethnic minority backgrounds to roles in UCD?
Number of respondents*	58
Gender	30 Female 22 Male 3 prefer not to say 1 self-declare 2 blank
Staff Type	30 Faculty 8 funded research contracts 18 staff 1 technical 1 blank

Main Themes
- Identify and remove barriers, provide training to recruiting staff

- Provide more support to students from minority ethnic backgrounds to increase the diversity in the candidate pool for vacancies

Question 3; How best can UCD support and retain people from ethnic minorities in UCD?

Breakdown

Questions	How best can UCD support and retain people from ethnic minorities in UCD?
Number of respondents*	68
Gender	29 female 33 Male 3 prefer not to say 1 self-declare 2 blank
Staff Type	31 Faculty 7 funded research contracts 26 staff 4 technical

Main Themes

- Remove institutional barriers for staff
    - Provide support for visa process
    - Provide permanent contracts and higher wages to reflect cost of living
- Promoting people from ethnic and minority backgrounds already on staff to senior management, promoting representation
- Mentoring programmes
    - Noted that if current staff are asked to partake, this must be reflected

Dignity and Respect

Question 1; Would you feel comfortable in reporting instances where you feel you personally have been treated unfavourably under one or more of the UCD equality grounds? If no, why not?

Breakdown

Questions	Would you feel comfortable in reporting instances where you feel you personally have been treated unfavourably under one or more of the UCD equality grounds? If no, why not?
Number of respondents*	161
Gender	112 female 1 gender non binary 37 male 8 prefer not to say 1 Self-declare 2 blank
Staff Type	53 Faculty 13 funded research contracts 82 staff 7 technical 6 blank

Main Themes
- Would not report due to fear of repercussions
    - Majority of staff feel that the perpetrators have seniority, and it would negatively impact their career
    - Short term contracted staff would not report due to precarious position
- Would not want to be seen as difficult
- Does not feel anything would change, not worth reporting due to negative repercussions
    - Were advised by other staff not to report
    - Tried to report and had a negative experience, discouraging future feedback
- Does not trust HR/ UCD to handle the situation
- Feels the discrimination is subtle and difficult to prove

Question 2; Would you feel comfortable in reporting instances where you have witnessed other people treated unfavourably under one or more of the UCD equality grounds? If no, why not?

Breakdown

Questions	Would you feel comfortable in reporting instances where you have witnessed other people treated unfavourably under one or more of the UCD equality grounds? If no, why not?
Number of respondents*	68
Gender	35 female 1 gender non binary 23 male 7 prefer not to say

	2 blank
Staff Type	31 Faculty 6 funded research contracts 21 staff 4 technical 6 blank

Main Themes

- Would not report due to fear of repercussions on the victim and the reporter
- Would not report on behalf of someone, it is their responsibility
- Would not know who to report to
- Would only consider it with an anonymous tool

Question 3; What do you believe are the key elements to implementing the new policies and building a culture of Dignity and Respect in UCD?

Breakdown

Questions	What do you believe are the key elements to implementing the new policies and building a culture of Dignity and Respect in UCD?
Number of respondents*	61
Gender	35 female 2 self-declare 16 male 6 prefer not to say 2 blank
Staff Type	30 Faculty 6 funded research contracts 21 staff 2 technical 2 blank

Main Themes

- Training needs to be provided for managers and HR to support staff reporting an issue
- Needs to be a shift from policy to enforcement
    - HR need to take action
    - Alternatively HR should be removed from the procedure and an external governance appointed

General Feedback

Question 1; Are there any additional comments, suggestion, questions, or concerns you would like to share with us that we have not covered?

Breakdown

Questions	Thank you for taking the time to complete this survey. Are there any additional comments, suggestion, questions, or concerns you would like to share with us that we have not covered?
Number of respondents*	234
Gender	137 female 4 gender non binary 77 male 11 prefer not to say 2 self-declare 3 blank
Staff Type	91 Faculty 23 funded research contracts 106 staff 8 technical 6 blank

Main Themes

- Good to see questions on diversity in recruitment, but also need to explore diversity in retention; why are candidates from a minority leaving?
- Survey was very/ too long, difficult to complete
    - Some options not applicable to everyone
    - Time estimate given to complete survey not accurate
    - Should be broken up into multiple small surveys?
- Some respondents felt the survey was geared towards faculty and not reflective of staff
- Respondents identified the following areas that were not included
    - Nationality. Some felt you needed to be Irish specifically to progress
    - Socio/economic status. UCD is a predominantly middle class school, lack of representation of working class, the travelling community
- Some staff felt diversity in recruitment processes should come second to merit, and did not believe this is the case currently
- Lack of transparency in promotional processes
- Less opportunities for extended leave for staff/faculty without children compared to parent peers
- Formal awareness and training should be provided regarding menopause and menstruation, specifically the additional supports that may be required

- Note that the number of respondents reported does not include answers such as "N/A", "Not applicable", etc.