



University College Dublin



University College Dublin

Equality, Diversity and Inclusion

Annual Report 2022 - 2023



Front cover images

(L-R) All speakers and moderators pictured at the UCD EDI Menopause Conference: Vivienne Horkan, Loretta Dignam, Dr Ratnesvary Alahakone, Maureen Montague, Mary Connaughton, Lorraine Keane, Prof Aoife Ahern, Dr Catherine Mooney, Karen Arthur, Anna Radley, Professor Karen McCloskey, Marcellina Fogarty

Students talking to one another.

Poster graphics from the D&R awareness campaign

Inside cover photo

Students with bicycles on campus

Back cover images

Students jogging on campus



University College Dublin
Report of the University Management Team
Equality, Diversity and Inclusion Group
September 2022 - August 2023
Published March 2024

For further information visit
www.ucd.ie/equality

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Foreword, Professor Aoife Ahern, Vice-President for EDI



Colleagues,

I am pleased to introduce the EDI Annual Report for the academic year 2022/23. This report sets out the progress we have made against the strategic objectives in the EDI Strategic Action plan 2021 – 2024. At UCD we have an ambitious programme of EDI work to deliver on sector leading activities. We have much to be proud of such as achieving gender balance across all three senior University Committees (University Management Team, Governing Authority and Academic Council), publication of our first Gender Pay Gap Report and Dignity and Respect Annual Report, the development of policy and supports in relation to the Menopause, the achievement of UCD's first silver Athena SWAN award at School level and the establishment of an EDI Anti-Racism sub-group and EDI Working Group on Engaging Men in EDI amongst others.

There are a number of priorities we will continue to focus on throughout 2023/24 such as the achievement of UCD's first institutional Athena SWAN silver award and the development of an Anti-Racism action plan, both of which are priorities at national level through the HEA Gender Equality Review Report and HEA Anti-Racism Principles. We will continue with activities to raise awareness of policies and supports for Parents and Carers, enhance further our EDI training programme, further the research related work around neurodiversity and continue celebratory events across campus.

The engagement from all members of the UCD community, at institutional and local level, is essential to the University's journey towards an inclusive and respectful culture and enables us to deliver on the University's strategic EDI commitments under the Equality, Diversity and Inclusion Strategy 2021 – 2024.

I would like to express my thanks to the previous Vice-President for EDI, Professor Colin Scott, who led out on the introduction of wide-ranging measures in UCD, engaging our whole community to address the challenges of reducing inequalities, embracing diversity and growing a sense of belonging and inclusion for all at UCD. I am excited to continue this important work and build on these foundations as I commence my tenure as Vice-President for EDI.

Best Wishes,

Professor Aoife Ahern,
Vice-President for EDI

Executive Summary

The EDI Annual Report 2022/23 aims to capture the ongoing work in the University and to report on achievements under the EDI Strategic Action Plan 2021 – 2024. Key highlights are captured in this Executive Summary.

UCD Equality Diversity & Inclusion Vision

UCD's vision for EDI is to be a leader and role model in equality and diversity in the higher education sector nationally and internationally, and for EDI to be at the heart of all we do.

UCD Equality Diversity & Inclusion Mission

UCD believes in equality, diversity and inclusion and embeds these fairness principles into all aspects of University life. UCD's motto, "Ad Astra" and "Cothrom na Féinne" reflecting both excellence and fairness, remind our community that fair play is integral to our mission and informs our policy development, behaviours and decision-making so that the UCD community embraces equality, diversity and inclusion.

Gender Equality and Athena SWAN

During this Academic Year, UCD commenced to prepare for the Athena SWAN Silver application at institutional level. To achieve Silver, we as an institution need to demonstrate the impact of measures adopted in previous Gender Equality Action Plans. This is a key EDI initiative driven by UCD's Gender Equality Action Group with the development of the application and action plan supported by four working groups and informed by the 2023 EDI Survey. In 2023, UCD's total School Athena SWAN awards rose to twenty-four and we also achieved the University's first silver school-level award.

Another important milestone was the publication of UCD's first Gender Pay Gap Report in December 2022 following the introduction of the Gender Pay Gap Information Act 2021 and Regulations. This report contains UCD's 2022 Gender Pay Gap data, identifies reasons for gaps and sets out a range of actions to address these gaps. In the data effective up to June 2023, we see a positive downward trend from 11.96% mean in 2019 to 9.36% and 12.04% median to 7.32% during the same period for core employees.

Dignity and Respect

A lot of work continued in the area of dignity and respect to support a respectful culture at UCD, following the launch of the revised Bullying and Harassment and Sexual Misconduct Policies and the establishment of the Dignity and Respect Oversight Group and Dignity and Respect Support Service, first in the sector. Notably, phase I and II of the University-wide campus and online dignity and respect awareness campaign went live, and student and employee training were introduced and UCD's first Dignity and Respect Annual Report for 2021/22 was published.

University for All

UCD continues to implement actions and initiatives to become a University for All thanks to the work of UCD Access and Lifelong Learning and the Widening Participation Committee, which marked its tenth anniversary. These initiatives support the increase of students from underrepresented backgrounds at UCD and help to improve their academic outcomes and overall participation in the university experience. The training on Universal Design for Learning supports the provision of an inclusive education and innovative practices in the classrooms.

EDI Training

UCD EDI launched a new comprehensive EDI Training and Awareness Raising programme in October 2022 tailored for UCD employees with over 60 sessions delivered by expert facilitators on a number of EDI-related topics. This is complemented by the suite of EDI eLearning available to employees at any time. Engagement and feedback has been very positive in its first iteration and we will continue to build on the programme in the upcoming years.

Menopause

A national conference on the topic of the Menopause took place in March 2023 where we heard from specialists and colleagues from Ireland and the UK about the work in this area and frameworks to support employees experiencing the menopause. The new UCD Policy on the Menopause was launched at this event along with a suite of supports and guidance documentation for managers and employees.

Mainstreaming EDI

The EDI Group and Subgroups continue to promote and embed EDI across all aspects of the University, with highlights outlined throughout the report and in the Appendix. A new EDI Anti-racism and Cultural Awareness Subgroup was established to develop an action plan to challenge racism and discrimination in the institution.

At local level, UCD Colleges and Schools continuously support the promotion of EDI as evident in the Appendix, with initiatives ranging from PRIDE coffee mornings, active consent workshops for students, local EDI awards, events and webinars on a range of EDI topics and much more. The mainstreaming of EDI would not be possible without our College Vice-Principals for EDI, EDI School Committees and Athena SWAN teams and every individual who contributes to EDI.



Strategic Objective 1: To support the University in its mission and vision to continue to be an equitable, diverse and inclusive community

Athena SWAN and Gender Equality

During 2022/23 UCD commenced its preparations for the development of the Athena SWAN Silver application at institutional level. The Silver Award requires demonstration of the impact of measures already adopted to address gender equality alongside a new plan to further address inequalities. University-wide consultation kicked off with the EDI Survey 2023 of all employees in May (see below for output highlights). Four working groups were established during the summer period with key stakeholders and academic and practitioner co-chair leads for each. The working groups cover Recruitment, Promotions and Career Development, Leaves/Flexible Working/Wellbeing, and Students. Under the new Athena SWAN charter, there is a greater emphasis on students and professional, managerial and support staff and it has also expanded to incorporate the wider equality context in institutions.

In 2023, four school-level Athena SWAN awards and one college-level (six Schools) were conferred. The School of Agriculture and Food Science achieved the University's first silver level award. Three bronze awards were renewed and one first-time bronze award was achieved. Eighteen Schools and two Colleges now hold Athena Swan awards in UCD bringing this to twenty-four schools in total.

EDI Survey - Emerging Themes

In May 2023, the Equality Diversity and Inclusion Survey was rolled out across the University, to collect feedback from all UCD employees and to enable UCD to measure the awareness of EDI and the effectiveness of EDI initiatives, as well as to pinpoint areas for improvement. The survey plays a pivotal role in identifying gaps and proposing solutions, contributing valuable insights and aiding in the development of the next Gender Equality Action Plan 2024-2028.

The completion rate was 35%, the same as the 2021 survey, which suggests a consistent level of engagement. Noteworthy emerging themes from the survey include:

- There was a high level of awareness of EDI with 97% (up from 87% in 2021) of respondents aware of EDI initiatives and 91% (also up from 83% in 2021) aware of the gender equality action plan. Awareness increased with length of service.
- 70% of respondents felt that there was a gender balance of chairs and/or speakers at seminars and events in their areas and 73% felt that there was a gender balance in UCD publicity materials.
- In terms of work-life balance, a high number of respondents indicated they regularly or occasionally have to work weekends or evenings to complete work (64%, down from 88% in the 2021 survey). However, most respondents (83%) reported that meetings were regularly or occasionally scheduled between core meeting hours.
- Women were more likely than men to avail of all types of flexible leave, except research leave. The leave options that had the highest proportion of female respondents availing of it were job-sharing, shorter working year and part-time working. The most availed of options for male respondents were sabbatical, research leave and working from home.
- In terms of family specific leave, women availed of parental leave to a much greater extent than male staff, 77% compared to 22%.

97%

of respondents aware of EDI initiatives



70%

felt that there was a gender balance of chairs and / or speakers at seminars



parental leave

77% of female staff availing

22% of male staff availing

work life balance



83% reported that meetings were regularly or occasionally scheduled between core meeting hours



Athena SWAN School Award Recipients L-R Dr Nuria Garcia Ordiales (School of Mathematics and Statistics), Prof. Colin Scott, Co-Chair EDI Gender Equality Action Group, Eimear O'Reilly, UCD EDI, Associate Professor Deirdre Healy (School of Law), Associate Professor Elva Johnston (School of History), Associate Professor Brian Vohnsen (School of Physics), Prof. Colm McLaughlin, Beth Gormley (School of Business), Prof. John McCafferty (School of History), Prof. Emma Sokell, Co-Chair EDI Gender Equality Action Group, Associate Professor Catherine Mooney (School of Computer Science)

Employee Progression

Recruitment:

- A high proportion of employees including technical agreed that they knew where to find relevant opportunities but faculty and research staff less so. 52% across all categories agreed that relevant opportunities for securing a new post were clearly communicated.

Career Progression:

- Work on high profile projects featured in the top three contributors to career progression for faculty and professional staff, support from line managers was important for professional and technical staff and family support was important for all three categories. Heavy workload, lack of encouragement and insufficient supports were themes arising as to why employees did not apply for promotion.

Highlights Specific to Equity Grounds

Disability:

- 70% of respondents with a disability were aware that UCD has a reasonable accommodation process with 36% saying they used the process.
- 65% of respondents with a disability were aware of UCD's policy on Supporting Employees with Disabilities.

Gender Identity:

- There was a reasonable level of awareness of UCD's Gender Identity & Expression Policy (60%, up from 53% in 2021) with 88% aware of the gender-neutral bathrooms.

- A high number of survey respondents indicated that they felt UCD creates an environment where they can be open about their gender identity, with 66% of respondents indicating this to be true. 30% indicated that they were comfortable with some but not all people, and 4% said they did not feel comfortable being open about their gender identity at work.

Race/Ethnicity:

- Visibility of role models, increased awareness of race and ethnicity amongst hiring managers and racial and ethnic diversity on recruitment panels were the top

reasons cited for attracting more ethnically diverse employees.

- Respondents felt the support and retention of people from ethnic minorities in UCD would be enhanced by introducing mentoring programmes, representation on committees and by also further engaging with people from a minority background.

Dignity and Respect:

- 77% of respondents indicated that they felt dignity and respect was very/extremely important to the university.
- 66% of respondents in the EDI survey were aware that UCD has a Dignity and Respect Support Service with full-time Dignity and Respect Support Advisers.
- 70% of those who used the service would rate it as excellent/good.



65%
of respondents with a disability were aware of UCD's policy on Supporting Employees with Disabilities

66%
felt they can be open about their gender identity



88% are aware of the gender-neutral bathrooms

77% indicated that they felt dignity and respect was very/extremely important to the university

Support & retention of people from ethnic minorities



Introducing mentoring programmes, representation on committees and further engaging with people from a minority background

Gender Pay Gap Report

UCD published its first Gender Pay Gap Report in December 2022 following the introduction of the Gender Pay Gap Information Act 2021 and Regulations. Preparation for the next Gender Pay Gap Report commenced in 2023. Effective June 2023, there continues to be a downward trend in the gender pay gap from 11.92% mean in 2019 to 9.36% and 12.02% median to 7.32% during the same period for core employees (i.e. excluding hourly paid workers). The current overall gender pay gap for UCD (including hourly paid workers) is 12.45% Mean and 6.02% Median. An analysis of the data both including and excluding hourly paid workers is provided throughout the Report as the inclusion of hourly paid workers can result in data fluctuations and may present a less accurate picture of the university's overall gender pay gap. The University is committed to continuing to implement and monitor actions to reduce the gap between the pay of men and women. By scrutinizing the data and identifying trends, the University aims to gain deeper insights into the progress the university made and areas that require further attention. UCD is committed to fostering an environment where everyone, regardless of gender, has equal opportunities and is compensated fairly for their contributions and whilst UCD has made progress over recent years, there is still much to do in order to achieve gender equality and close the gender pay gap.

Mean & Median Trend Graph

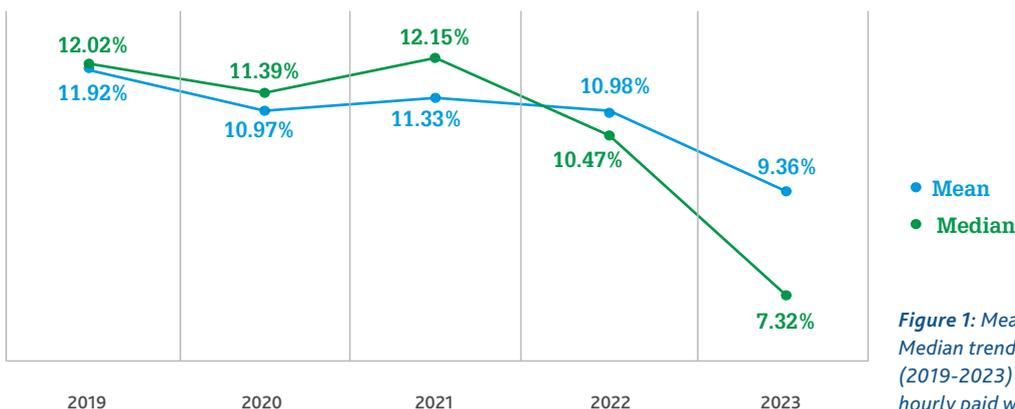


Figure 1: Mean & Median trend graph (2019-2023) excluding hourly paid workers.

Senior Committee Membership

Governing Body Membership

POSITION HELD	FEMALE	MALE
Chair	1	0
Chief Officer (President)	0	1
County Councils	4	4
Full Professors and Professors	3	3
Lord Mayor	1	0
Minister's nominees	2	1
Non-Academic Staff	2	1
NUI	1	1
Organisations	2	1
Other Academic Staff	2	3
Postgraduate Student Representative	0	1
Senior Officers	1	0
Student Representatives	3	0
UCD Graduates	1	1
Total	23	17
% Split	58%	42%

Table 1: Governing Body Membership by Gender

Academic Council Membership

POSITION HELD	FEMALE	MALE
Faculty	53	59
Acting President	0	1
Dean of Students	0	1
Dean of Undergraduate Studies	1	0
Deputy Registrar and Dean of Graduate Studies	0	1
Acting Registrar and Deputy President	1	0
Student Representative	5	5
SU Education Officer	1	0
SU President	1	0
SU Welfare Officer	1	0
SU Graduate Officer	0	1
Total	63	68
% Split	48%	52%

Table 2: Academic Council Membership by Gender

University Management Team (UMT)

POSITION HELD	FEMALE	MALE
Acting President (Chair)	0	1
Acting Registrar and Deputy President (Deputy Chair)	1	0
Bursar/Chief Financial Officer	0	1
Vice President Research, Innovation and Impact	1	0
Vice President Global Engagement	1	0
Principal, UCD College of Arts and Humanities	1	0
Principal, UCD College of Business	0	1
Principal, UCD College of Engineering and Architecture	1	0
Principal, UCD College of Health and Agricultural Sciences	1	0
Principal, UCD College of Science	0	1
Principal, UCD College of Social Science and Law	0	1
Chief People Officer and Director of SIRC and Legal Services, UCD Human Resources	0	1
Director, UCD Communications	1	0
Total	7	6
% Split	54%	46%

Table 3: University Management Team (UMT) by Gender

Strategic Objective 2: To enhance the student and employee experience at UCD to attract and support those from all backgrounds to excel at study and work, and to become the University of choice for all including those from under-represented groups

UCD Incoming Undergraduate Student Data

HEA UNDER-REPRESENTED SURVEY RESULTS: ETHNIC / CULTURAL BACKGROUND													
Ethnic / Cultural Background	2010 /2011	2011 /2012	2012 /2013	2013 /2014	2014 /2015	2015 /2016	2016 /2017	2017 /2018	2018 /2019	2019 /2020	2020 /2021	2021 /2022	2022 /2023
Irish	3,444	3,401	3,431	3,430	3,469	3,397	3,506	3,416	2,113	3,037	3,530	3,327	3,153
Irish Traveller	5	5	5	3	9	4	6	7	1	11	6	5	9
Any other White background	199	165	215	231	252	258	307	287	286	398	439	537	573
African	19	31	32	36	37	42	50	89	65	113	201	194	149
Any other Black background	3	4	4	6	2	3	5	8	5	12	12	10	12
Chinese	20	16	23	35	29	76	69	130	153	541	132	130	159
Any other Asian background	40	52	44	65	65	83	93	106	132	190	125	104	121
Other	38	51	55	52	79	69	84	97	109	167	50	38	33
Total Responding	3,768	3,725	3,809	3,858	3,942	3,932	4,120	4,140	2,864	4,469	4,495	4,345	4,209

Table 4: HEA Under-Represented Survey Results: Ethnic / Cultural Background

Widening Participation

Incoming Undergraduate Degree Students

	2017/18	2018/19	2019/20	2020/21	2021/22
Under-represented entrants	744	887	985	1,118	1,098
Mature entrants	248	242	254	258	259
Mature Years HEA Support only	92	87	85	86	242
Mature Years HEA Support and Concession	156	155	169	172	1,098
DARE entrants	262	335	380	423	448
DARE HEA Support only	165	178	184	205	67
DARE below Support and Concession	97	157	196	218	192
HEAR entrants	252	219	231	269	256
HEAR HEA Support Only	148	90	90	122	171
HEAR below Support and Concession	104	129	141	147	277
Other progression routes	104	185	229	263	259
Other Progression (incl open learning)	104	185	229	263	12
Total UCD	4,564	4,408	4,600	4,957	5,014

HEA Support Only = Above cut-off DARE HEA
 Support and Concession = Below cut-off

Table 5: New Entrants to Undergraduate degrees (2017-2022)

Student Data

Student Headcount: by Gender

● Male ● Female ● Prefer not to say ● Non-Binary

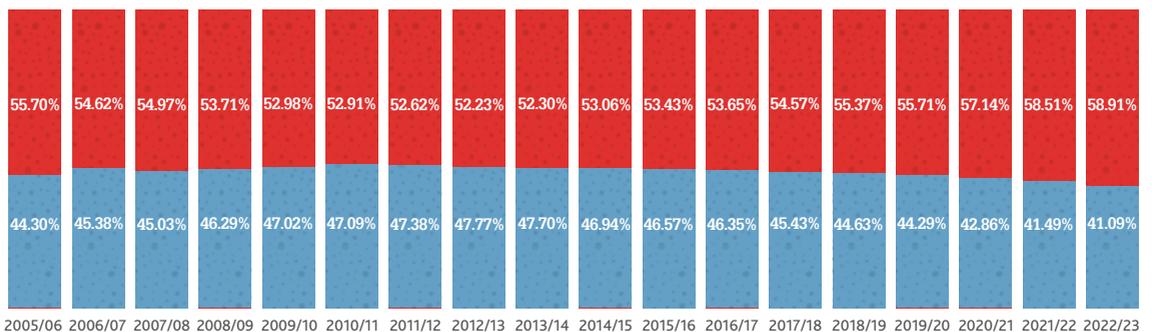


Figure 2: Student Headcount by Gender 2005 - 2023

Student Headcount: by Age

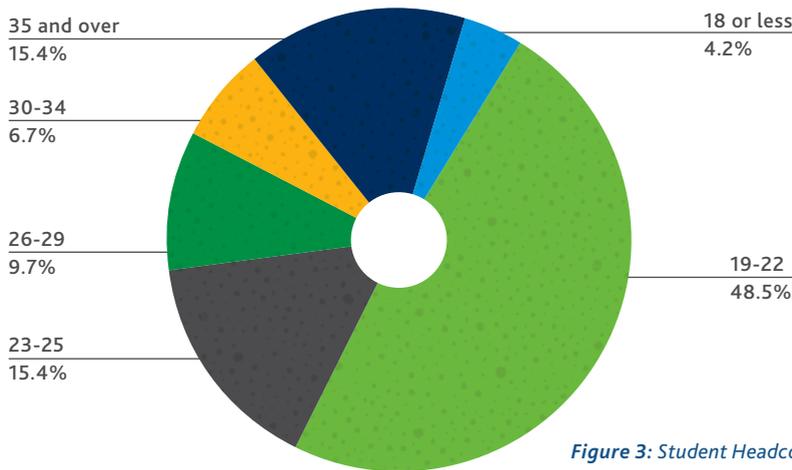


Figure 3: Student Headcount by Age 2022 / 2023

Student Engagement

The work of UCD Access & Lifelong Learning is both shaped and supported by UCD students. Access Leaders are student champions who guide, mentor and encourage students from their communities to engage with UCD. Sixty new Access Leaders were trained in March 2023. Access Leaders' first-hand understanding of UCD's diverse entry pathways, and of the journey students have taken to attend higher education, means they are uniquely placed to support incoming students to adjust to their new environment. Their presence, voice, and own experiences help reassure newer students that their goals are achievable. They support a range of events including outreach, workshops, focus groups, student panels, and most importantly the Access & Lifelong Learning Welcome each September for incoming UCD Access students.

For the first time UCD Access & Lifelong Learning hosted two Social Science students on an academic internship in Spring 2023. The purpose of this internship is to incorporate the student voice into the work of Access & Lifelong Learning. The interns led on a social media campaign and the University for All Roadshow in February 2023 which saw excellent student engagement. They also supported the University for All Symposium in May 2023. Having interns was impactful and a learning experience for both the Unit and the students. These students were the pioneers as this is just the start of a regular academic internship programme that Access & Lifelong Learning will run each Spring and Autumn Trimester.

Recruitment for a new University for All Student Partnership Programme begun in Summer 2023. The programme is one of three partnerships; one for faculty, one for professional Staff and now, one for students to be launched in September 2023 with the appointment of six student partners. This programme will directly involve students



Access Leaders pictured on campus

in the work of breaking down barriers to inclusion in UCD through Universal Design. Recognising “Nothing About us, Without us”, the programme seeks to foster genuine and meaningful partnership with students, empowering them to advocate for a more inclusive university experience for all. It is supported by the HEA’s PATH 4 Phase 1 Universal Design Fund.

Active Consent Workshops

The Active* Consent programme supports young people in building their knowledge of consent as a key component of positive sexual health and well-being. Throughout 2022/23, the University continued to roll out Active* Consent training to students at the start of lectures.

Making Inclusive Education a Reality

In May 2023, “Making Inclusive Higher Education a Reality: Creating a University for ALL” was published. This [Routledge publication](#) is based on research, evidence and practice in the field of access and inclusion in higher education. Revealing higher education inclusive practice in action, this key title showcases a range of international case studies from a number of universities in order to highlight approaches to developing a culture of access and inclusion. It provides detailed information on how to transform institutional commitment to access and diversity into systemic change and the creation of a University for All.

Neurodiversity

The Neurodiversity Friendly Campus Research Programme which was awarded seed funding was rolled out across the university by the EDI Neurodiversity Working Group as part of the consultation with staff and students. This involved a unique interdisciplinary research network across the university together with a number of allied stakeholder voluntary groups: ADHD Ireland, Dyspraxia Ireland, Dyslexia Ireland and Aspire. The research work packages which involved a scoping review, gap analysis, survey of staff, student and individual interviews to explore experiences of Neurodiversity across the UCD community and audit of the built and virtual environment have been completed and the report is in final draft.

Teaching & Learning

In 2022/23, UCD Teaching & Learning, supported a series of activities, and related research, to support staff in creating more inclusive learning environments for the growing diversity of students in UCD, such as:

- The delivery of both a series of webinars/workshops and the development of a new web resource on Inclusive Assessment. These related activities supported staff in the design of inclusive assessment, i.e. the use of choice of assessment; diversifying the assessment; enhancing assessment transparency; designing authentic assessment tasks; and ensuring that assessment is manageable for students.
- Invited two international speakers to support further debate on this topic and its impact on UCD students at the UCD Teaching & Learning Annual Symposium 2023 on ‘Inclusive Assessment: Theory to Practice’
- Delivered an accredited module on ‘Teaching across Cultures’ and ran an ‘Intercultural Learning’ lunchtime series to continue the debate on how UCD staff can develop their intercultural competence.
- Establishment of Intercultural Learning Community of Practice (CoP). The CoP brings together UCD faculty from across the University who share a common interest in teaching and learning across cultures.
- Co-edited, with UCD ALL unit, the Universal Design for Learning Faculty Partner case studies publication: ‘Learning from UDL Leaders: UCD University for All Faculty Partner Case Studies’
- Disseminated peer-reviewed research on approaches that support student engagement and empowerment in their curriculum such as:
 - ‘Student choice of assessment methods: How can this approach become more mainstream and equitable?’;
 - ‘Relevant, practical and connected to the real world: what higher education students say engages them in the curriculum’.

New EDI Groups

A new UCD Public Sector Duty EDI Subgroup was established in 2023 tasked with progressing the implementation of the Public Sector Duty in UCD. The group will develop an action plan and user-friendly toolkit, and will review the three assessment templates developed for Equality and Human Rights Values Statement, Assessment of Equality and Human Rights Issues and Implementation Plan.

A new Anti-Racism and Cultural Awareness EDI Subgroup was established in April 2023 consisting of members from different ethnic backgrounds from across the University with both student and employee representation.

The group is preparing an action plan for students and employees to support the achievement of race and ethnicity equality in UCD based on the recommendations in the UCD Race and Ethnicity Equality report published in 2022. The work of the group will be aligned with the HEA Anti-Racism Principles for Irish Higher Education Institutions (HEIs) launched on 20 March 2023, the HEA Race Equality Implementation Plan for HEIs and other national publications and international good practice. The group will carry out consultation on the draft action plan in the 2023/24 Academic Year and hold events to raise awareness around anti-racism.



Dipti Pandya and Dr Desire Mpanje, Co-Chairs, EDI Anti-Racism and Cultural Awareness Subgroup

EDI Networks

Multicultural Employee Network of UCD (MENU)

With 283 members from 50 different countries, the Multicultural Employee Network of UCD (MENU) continues to thrive and is rapidly approaching its 5th anniversary. In October 2022 MENU proudly unveiled the MENU Café cookbook, a compilation of authentic recipes from 23 countries, prepared by our talented members at an event on campus with food tasting and music from UCD Gamelan Orchestra. Over the past year, MENU organised regular coffee mornings with engaging presentations, discussions, and interactive workshops.

Over the course of 2022/23 MENU's efforts have centred around four key areas of focus:

- Exploring different cultures
- Promoting sustainability
- Visibility
- Collaboration (highlights include Purl Jam, UCD Employee Wellbeing Day and the UCD Festival)

Members delved deeper into diverse cultures through events such as traditional Malaysian weddings, a showcase of Nepali culinary excellence featuring momo, and Taiwan's tea tradition by savouring a variety of tea flavours. Members also learned about Croatia's crown jewels and Sri Lanka's pearl of the Indian Ocean and continued a global exploration with events on World Music Experience and Cross-Cultural Engagement through Virtual Reality.



MENU Chair Dr Arun Kumar and the UCD Gamelan Orchestra at the MENU Café cookbook launch event.



LGBTQI+ Staff Network

The LGBTQI+ Staff Network have hosted social gatherings for the 60 network members to meet each other and held events to mark Transgender Day of remembrance, International Day Against Homophobia Biphobia Transphobia and Intersexism (IDAHOBIT), UCD Pride. The network also co-hosted a lecture with Professor Tonda Hughes from Columbia University. The Network Co-Chairs have collaborated on panel discussions with the student union and represented EDI Networks by speaking on the EDI RISE leadership and management programme module "Leading Inclusively."

The EDI Networks also participate in new employee Orientation four times a year to meet new employees at the Orientation networking coffee mornings.

2023 Diversity Calendar

A new 2023 Diversity Calendar was published to highlight culturally significant days for various nations and cultures and religious dates and festivals. The calendar was made available as a slideshow and downloadable PDF on the EDI website and printed copies were also distributed to all Heads of Schools and Heads of Units as well as EDI group members across the University. Its purpose is to celebrate diversity, raise awareness of diverse religious and cultural days in our global University and as a reference to be mindful of when setting deadlines or organising events.

Image of the 2023 EDI Diversity Calendar



Widening Participation Committee

The Widening Participation Committee is the key formal mechanism used by the University to work towards our goal of achieving a diverse and inclusive scholarly community. The primary work of the committee is to ensure that the project of widening participation is the responsibility of every member of the University community, including all students, and all academic and professional staff. The committee is informed and inspired by the work done by UCD Access and Lifelong Learning, and oversees and promotes that work. The committee consists of widening participation leaders from every academic programme and every student-facing support unit in the University, from finance and estates, to admissions and communications.

The past year marked the tenth anniversary of the founding of the University Widening Participation Committee with a symposium and the launch of the volume "A Decade of Action shaping a University for All". Over the past decade, many initiatives were implemented to support students from underrepresented backgrounds. These include targeted outreach programmes, academic support and advice, peer mentoring, financial assistance, student engagement activities, and at the heart of it all, a dedicated central space for the Access and Lifelong Learning Centre. These initiatives have helped to increase the number of students from underrepresented backgrounds at UCD, as well as improve their academic outcomes and their participation in the university experience.



*Prof. John Brannigan,
Chair, Widening
Participation Committee*

Gender Profile of Employees (Academic Year)

ACADEMIC YEAR 2022-23	FEMALE	MALE	UNKNOWN	TOTAL
Academic (Including Teaching)	730	866	9	1605
Research (Researchers only)	461	435	23	919
Support	1221	600	8	1829
TOTAL	2412	1901	40	4353

Table 6: 2022-23 Gender profiles of employees incl. Faculty, Staff, Researcher, Total

Trends in Gender Profiles of Employees

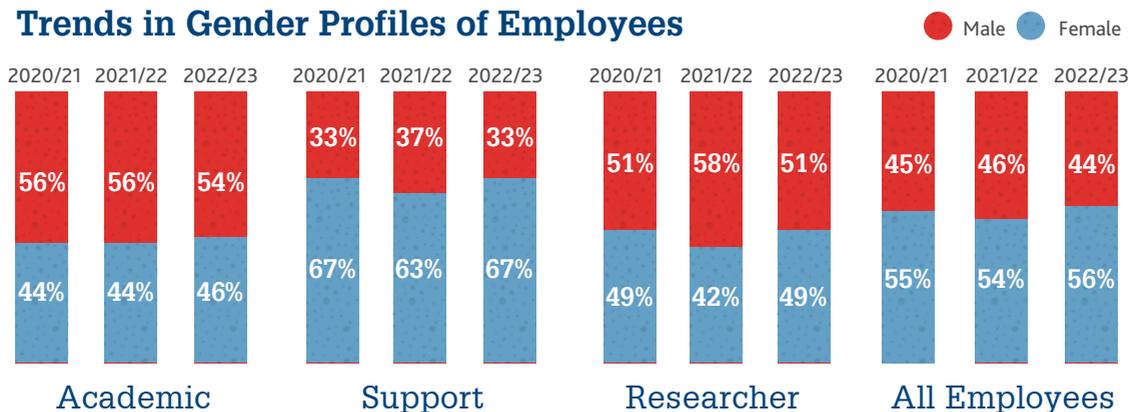


Figure 4: The Gender Profile of Employees (2020-2022)

Gender Profile of Employees by Grade (Academic Year 22/23)

Academic

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Full Professor	57	138	0	195	29%	71%
Professor	56	69	0	125	45%	55%
Associate Professor	127	189	0	316	40%	60%
Lecturer / Assistant Prof. Above the bar	347	350	2	699	50%	50%
Lecturer / Assistant Prof. Below the bar	15	14	0	29	52%	48%
Other Academic & Teaching	128	106	7	241	53%	44%
Total	730	866	9	1605	45%	54%

Table 7: Gender profile Academic Employees (full and part-time) by grade

Administrative

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Executive Assistant	61	18	1	79	77%	23%
Senior Executive Assistant	213	51	3	267	81%	19%
Administrative Officer II	130	38	1	169	77%	23%
Administrative Officer I	130	38	1	168	77%	23%
Administrative Officer 1A	134	56	0	190	71%	29%
Senior Administrative Officer IV	106	52	0	158	67%	33%
Senior Administrative Officer III	26	23	0	49	53%	47%
Senior Administrative Officer II	10	14	0	24	42%	58%
Senior Administrative Officer I	2	8	0	10	20%	80%
Total	812	298	6	1114	73%	27%

Table 8: Gender profile of Administrative Employees (full and part-time) by grade

Technical

GRADE	FEMALE	MALE	UNKNOWN	TOTAL	% F	% M
Technical Officer	52	42	0	94	55%	45%
Senior Technical Officer	41	44	0	85	48%	52%
Chief Technical Officer	18	6	0	24	75%	25%
Biochemist	6	7	0	13	46%	54%
Senior Biochemist	8	2	0	10	80%	20%
Principal Biochemist	3	1	0	4	75%	25%
Senior Lab Attendant	2	2	0	4	50%	50%
Clinical Scientist	1	1	0	2	50%	50%
Senior Clinical Scientist	1	3	0	4	25%	75%
Total	132	108	0	240	55%	45%

Table 9: Gender Profile of Technical Employees by Grade

Library

GRADE	FEMALE	MALE	TOTAL	% F	% M
Library Assistant	21	6	27	78%	22%
Senior Library Assistant	8	4	12	67%	33%
Assistant Librarian II	6	1	7	86%	14%
Assistant Librarian I	9	8	17	53%	47%
Sub Librarian	5	2	7	71%	29%
Librarian	1	0	1	100%	0%
Archivist II	2	1	3	67%	33%
Archivist I	1	0	1	100%	0%
Total	53	22	75	71%	29%

Table 10: Gender profile of Library Employees (full-time and part-time) by grade

Promotion Pathway 4-year Overview

YEAR	PROMOTION TO	ACTUAL APPLICATIONS				SUCCESSFUL APPLICATIONS				*TARGETS
		F	M	TOTAL	%F	F	M	TOTAL	%F	
2019 /20	Associate Professor	10	23	33	44%	9	15	24	38%	49.7%
	Professor	14	6	20	88%	12	3	15	80%	41%
	Full Professor	5	5	10	33%	2	3	5	40%	30%
	Total 2019/20	29	34	63	46%	23	21	44	52%	
2020 /21	Associate Professor	21	17	38	55%	19	11	30	63%	51%
	Professor	9	11	20	45%	7	8	15	47%	39%
	Full Professor	4	8	12	33%	3	3	6	50%	36.50%
	Total 2020/21	34	36	70	49%	29	22	51	57%	
2021 /22	Associate Professor	18	20	38	47%	13	12	25	52%	48.85%
	Professor	12	7	19	63%	12	4	16	75%	40.46%
	Full Professor	4	4	8	50%	3	2	5	60%	38.46%
	Total 2021/22	34	31	65	53%	28	18	46	61%	
2022 /23	Associate Professor	15	23	38	39%	12	16	28	43%	49.03%
	Professor	11	11	22	50%	7	8	15	47%	38.89%
	Full Professor	2	6	8	25%	2	3	5	40%	43.90%
	Total 2022/23	28	40	68	41%	21	27	48	44%	

Table 11: Promotion pathway 4-year Overview 2019 - 2023 incl. Faculty grades, applications, successful and gender breakdown

*In alignment with the Cascade Model, targets for women are based on the number of women at the grade below. Targets have been achieved for 3 out of 4 years.

Success Rate by Gender 2018/19 - 2022/23

	SUCCESSFUL APPLICATIONS LECTURER/ ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (OVER 5 YEARS)		SUCCESSFUL APPLICATIONS ASSOCIATE PROFESSOR TO PROFESSOR (OVER 5 YEARS)		SUCCESSFUL APPLICATIONS FROM PROF TO FULL PROFESSOR (OVER 5 YEARS)		TOTAL SUCCESSES (OVER 5 YEARS)		TOTALS (OVER 5 YEARS)
	Female	Male	Female	Male	Female	Male	Female	Male	
Successful Applications	66	68	42	24	11	16	119	108	227
% Success Rate	81%	66%	78%	69%	58%	52%	77%	64%	70%

Table 12: Success Rate by Gender 2018-2023



Strategic Objective 3: To promote a culture of dignity, respect and wellbeing for all, and eliminate all forms of discrimination

Raising Awareness

Dignity and Respect Annual Report

The first annual report dedicated to Dignity and Respect at UCD 2021/22 was published at the end of 2022, marking an important milestone in the work the University is undertaking to build an inclusive and respectful culture at UCD. It provides a holistic overview of dignity and respect in UCD where all details in relation to bullying, harassment and sexual misconduct are incorporated into a single report for the first time. The report includes an update on the implementation of recommendations following the review of the Dignity and Respect policies as well as data in relation to formal complaints, disclosures to the Dignity and Respect Support Service and an analysis of the data from UCD's anonymous reporting tool.

#NotInOurUCD Campaign

Phase two of the communications strategy developed over Spring/Summer 2022 to support the culture change journey by raising awareness and changing behaviours was rolled out for the new academic year. This rollout included high-profile banners running the length of the Belfield Campus spine, from the UCD Sports Centre to the UCD Restaurant. The #NotInOurUCD banners highlighted unacceptable behaviours and encouraged community members to take the bespoke dignity and respect training. Thematic social media posts were also issued directly and through partners (e.g. The Students' Union and other UCD Units) to reinforce the messages on the banners and the call to action. The campaign was extended to the Blackrock campus with the installation of a series of wall decals in prominent positions within the buildings in the second trimester. The campaign in high-footfall areas across both campuses was augmented with a series of three posters encouraging those experiencing harassment, bullying and sexual misconduct to seek support from the Dignity and Respect Support Service. 450 posters were distributed through the Dignity and Respect Oversight Group and EDI Group and subgroups to be displayed in public spaces within their buildings.



Posters from the Dignity and Respect Campaign.

Dignity and Respect Employee Training

Two versions of Dignity and Respect employee training were launched in 2022/23: a full-day face-to-face session for managers and an online version for all employees called Building a Respectful Culture at UCD. As of August 2023, 313 people managers (46% of the population) attended the disclosure training and 629 employees (15% of the population) completed the online training. Feedback on the manager training has been positive with over 90% of people managers surveyed agreeing that the training is effective (see below). As for the employee eLearning, after completing it over 80% of employees report that they feel more comfortable in coming forward and would report bullying, harassment or sexual misconduct. The training is promoted on an ongoing basis via the online and on-campus communication campaign, by the College Vice-Principals for EDI, by the D&R Support Service Advisers, HR Partners and at Orientation and Head of School induction events. Efforts were made to increase engagement and attendance, and actions to increase completion rates are being planned for 2023/24.

"Excellent course. Nuanced approach to a complex area. Sent out a strong message that culture change in this area is a priority."

"I found the course to be very informative and I've learned so much about behaviours which are not acceptable and how to navigate those situations and provide support to colleagues."

"From being a little overwhelmed to becoming a role model and providing a safe environment for people to work."

"Excellent course, well delivered, good pace, plenty of time for discussion. Great scenarios presented - relevance to UCD appreciated."

Student Active Bystander Training

Building on the success of the previous 'Active Bystander Programme: UCD Says No to Sexual Misconduct' module, a new iteration of the module was developed. Following extensive consultation with students, internal subject matter experts and key stakeholders, the module was redesigned taking an instructional design approach with quizzes and ad-hoc scenarios. The new version also incorporated bullying and harassment as well as sexual misconduct which was already present, and additional focus was put on elements like inappropriate behaviours, how to be an active bystander and how to access support services internally and externally. The new training 'Active Bystanders Challenging Bullying, Harassment and Sexual Misconduct #NotInOurUCD' was rolled out as part of orientation in September 2022 to undergraduate and postgraduate taught students. As outlined above, a hugely visible online and campus campaign was launched in September to complement and promote a culture free from bullying, harassment and sexual misconduct (including sexual harassment and sexual violence) "Not in our UCD." The campaign material has QR codes which link directly to information on the training.

The training has been successful with the highest engagement rate for content within the Welcome to UCD Brightspace course. An anonymous survey was used to gather feedback, and students across both groups surveyed had a largely positive assessment of the module with 95% saying that they would recommend it. The high engagement and positive feedback reinforces the importance of this module within the student community.

3769 undergraduate students and 1013 postgraduate taught students completed the training as part of Orientation



4069 completed the feedback survey

Students were asked to list five words to describe the content:

'Informative' 'Powerful' 'Surprising' 'Enlightening'



Dignity and Respect Assessments

In November 2022, work commenced to test a pilot Dignity and Respect Assessment Framework for use across the Irish University sector. The project was sponsored by the HEA, led by UCD and monitored by a Project Oversight and Coordination Group composed of representatives from UCD, University College Cork (UCC) and the Irish Universities Association. The purpose of the framework was envisaged to assess the Dignity and Respect culture in an area of a university to identify good practice and where improvement opportunities existed to inform an action plan. UCD and UCC were the two universities involved in the pilot. Independent Assessors were engaged following a public procurement process to develop a pilot framework and provide feedback to the pilot areas, and make recommendations for a sectoral framework based on the learnings from the pilots. This work was completed in June 2023. Phase II of this initiative will commence in Autumn 2023 to test the pilot framework further before rolling out more broadly.

Dignity and Respect Support

Personal Support

The UCD Dignity and Respect Support Service (DRSS) continued to provide a high level of personal support, specialist information, and guidance to students, employees, and community members experiencing issues related to bullying, harassment, and sexual misconduct. The number of disclosures received by the D&R Support Advisers and the number of resulting support interactions doubled from those experienced the previous year. Feedback gathered from individuals who utilised the service between September 1, 2022, and May 31, 2023 is very positive. 98% of those who responded to a request for feedback found the service either 'very easy' or 'quite easy' to access. 60% of the respondents to the survey found the information, guidance or advice they received 'very useful' while a further 21% found it 'somewhat useful'. Encouragingly 86% of the respondents who used the service reported that they felt supported, while 88% said they would recommend the service to a friend or colleague. These positive responses underscore the effectiveness of the service and the positive contribution it is making to our university community.

 <p>General Enquiries L532, Level 5, James Joyce Library Building</p> <p> respect@ucd.ie  01 7167716</p>	 <p>Louise Walsh Dignity & Respect Support Adviser L532, Level 5, James Joyce Library Building</p> <p> louise.walsh2@ucd.ie</p>
 <p>Catherine Tormey Senior Dignity & Respect Support Adviser L532, Level 5, James Joyce Library Building</p> <p> catherine.tormey@ucd.ie</p>	 <p>Carla Gummerson Dignity & Respect Support Adviser L532, Level 5, James Joyce Library Building</p> <p> carla.gummerson1@ucd.ie</p>

Photos of the Dignity and Respect Support Service Advisers

Engagement and Culture Change

The D&R Support Advisers proactively engage in outreach efforts targeting both student and employee populations, utilising various platforms such as orientation events, workshops, training programmes, discussion cafés, information stands, and social media to promote the service and interact with the UCD community. Their presence has become a permanent fixture in UCD Orientation and they provide weekly information stands in key locations across the Belfield and Smurfit campuses. The advisers have extended their in-person outreach beyond our campuses to satellite sites including St Vincents University Hospital and UCD Lyons Research Farm.

In the academic year 2022/23, D&R Support Advisers collaborated with internal and external stakeholders to host discussion cafés, providing a platform for open discussions on D&R-related topics for both employees and students. In a collaborative effort with An Garda Síochána, the team is working to raise awareness of image-based sexual abuse among our student population. The Advisers also play a role in bringing national campaigns such as 'Unmute Consent' and 'Too In To You' to our campuses. As part of their broader initiative to foster a cultural change, D&R Support Advisers actively engage in providing D&R workshops to both students and employees. A new development is the roll out of facilitator training to equip employees across the university with the skills and resources to facilitate D&R workshops. The availability of additional facilitators will increase the number of workshops available to our students and help foster culture change as more of our employees become actively involved in promoting dignity and respect.



Dignity and Respect Support Service and An Garda Síochána stand.

Dignity and Respect Support Colleagues

The important role played by the voluntary panel of Dignity and Respect Support Colleagues remains integral to the effective implementation of the university's Bullying & Harassment and Sexual Misconduct Policies. Comprising of employees who have undergone specialised training, the panel offers a listening ear, non-directive advice, policy information, and personal assistance to colleagues affected by instances of bullying, harassment, or sexual misconduct. Beyond individual support, panel members actively contribute to campus culture change efforts, participating in activities to raise awareness about dignity and respect. The outstanding efforts of the panel were acknowledged with a UCD Values in Action Award in December 2022.

Members of the UCD Dignity & Respect Support Colleagues collecting their Values In Action awards at the University Club.



Dignity and Respect Student Ambassadors

In an effort to cultivate a more respectful and welcoming environment for UCD students, DRSS has recruited D&R Student Ambassadors for the 2023/24 academic year. These ambassadors, having undergone appropriate training, serve as student champions and role models, further supporting the outreach work of DRSS. The D&R Student Ambassadors, who are easily recognisable across campus in their bright green RESPECT hoodies, are raising awareness amongst their peers in relation to dignity and respect matters and ensuring that the message NOT IN OUR UCD will be delivered to students by students, which in many cases increases its impact.

Tweet from the Dignity & Respect Support Service training for the Dignity and Respect Students Ambassadors.



Dignity and Respect Students Ambassadors.

Equality, Diversity & Inclusion

Iva Sharma, Dignity & Respect Ambassador

Iva Sharma, Dignity and Respect Student Ambassador

Dignity and Respect Data

Data collection, monitoring and reporting enhances transparency and helps the University to measure the impact of activities intended to raise awareness and to promote the supports available. This helps foster a culture where members of our community feel safe in coming forward to report incidents. Data regarding formal complaints has been recorded for a number of years, and the University's anonymous reporting tool, UCD Report and Support, was implemented in 2020. The Dignity and Respect Support Service collates disclosures data and a system is being developed to support this. Together these data streams provide the University with a holistic picture of the prevalence and nature of incidents occurring.

Disclosures Made to the Dignity and Respect Support Service

In the period from 1 September 2022 to 31 August 2023 the D&R Support Advisers received 185 reports of misconduct of a D&R nature which led to 635 follow-up support interactions, resulting in a total of 820 support interactions.

Reports made by month (Yearly trending)

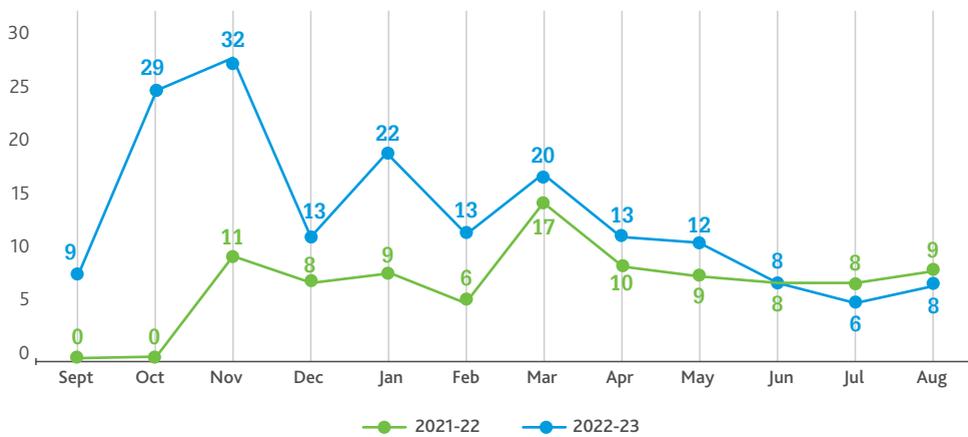


Figure 5: Reports made by month from 1 September to 31 August year on year (includes bullying (69), Harassment(37), Sexual misconduct(42), N/A ((D&R issue specifics not given) (14), Other (inappropriate not yet repeated behaviour) (23))

Anonymous Reports

The total number of anonymous reports made in 2022/23 was 60.

Reports made by month (Yearly trending)



Figure 6: The number of reports received by month during the reporting period compared with 2021/22

Formal Complaints

This data has been collected consistently since the last review of the D&R policies that took place in 2017.

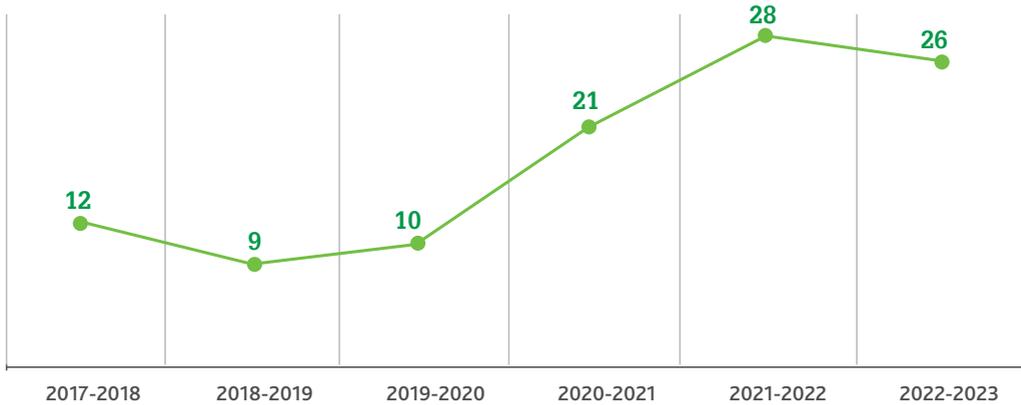


Figure 7: Formal Complaints trend over time (106 Formal Complaints in total based on the academic years September 2017 - August 2023)

Strategic Objective 4: To develop a framework to capture robust and reliable equality and diversity data for students and employees across the University’s 10 grounds in order to monitor progress in areas of under-representation

Employee Diversity Monitoring Information

The University asks applicants and employees about their personal characteristics to build a picture of its diversity profile, to evaluate how policies and processes affect different groups of applicants and employees, and to identify enhancements to best support them. This is known as 'diversity monitoring' and it has become standard practice for many Higher Education Institutions in Ireland. The completion rate for UCD’s diversity monitoring tool for 2022/23 is 78%. Below are examples of the data UCD captures.

Applicant Diversity Monitoring Tool

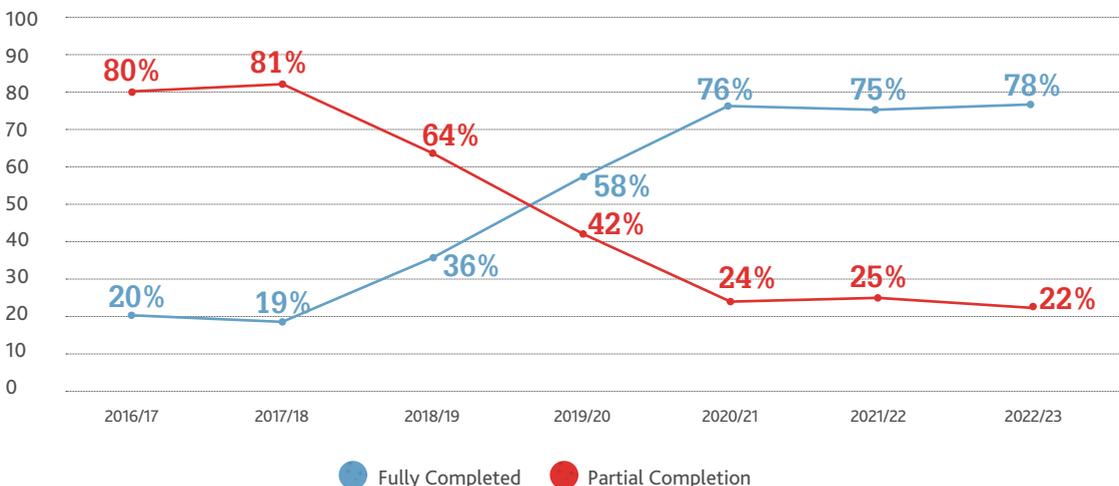


Figure 8: Full and Partial Completed rates of the Diversity Monitoring tool

Percentage of Applicants by Gender

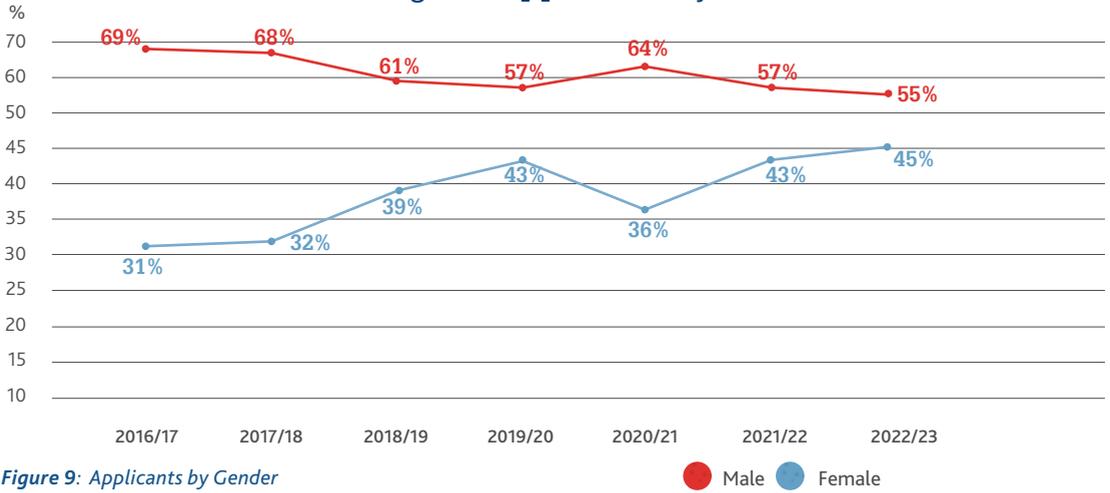


Figure 9: Applicants by Gender

Percentage of Applicants with a Disability

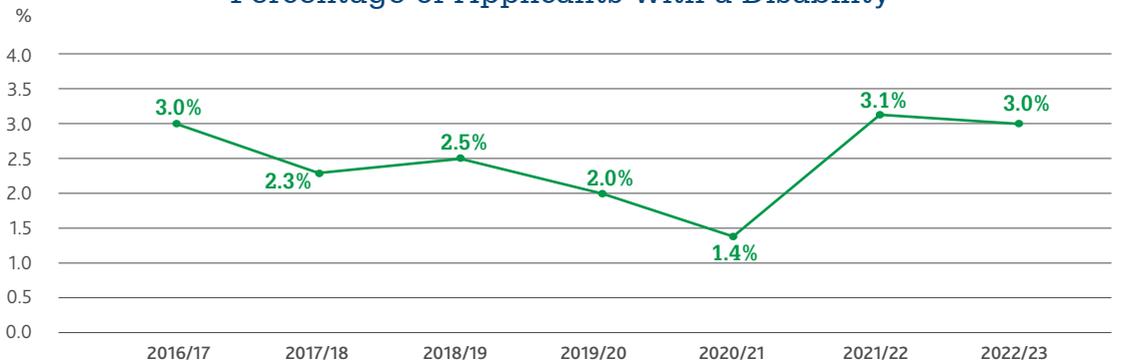


Figure 10: Applicants by Disability

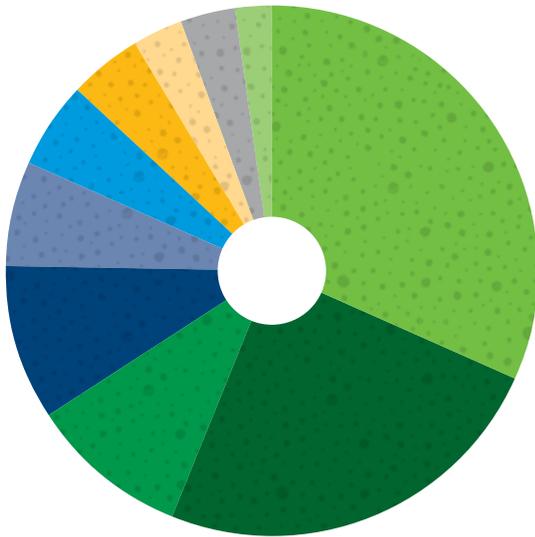
If an applicant is successful, the diversity information flows through to the employee-self service diversity screen. This system allows the University to collect data across all equality grounds for new and existing employees and will assist in getting a clearer understanding of the diversity makeup within the University community and to help achieve UCD's strategic objectives. The system was launched in 2020 and currently the full completion rate is 39%.

Employee self service screen data

*Data based on those who completed the Core ESS screen

EMPLOYEE ETHNICITY	%	EMPLOYEE ETHNICITY	%
White (Irish)	50%	Asian or Asian Irish (Chinese)	3%
White Any Other Background	30%	Asian or Asian Irish (Indian)	4%
White (Roma)	0.4%	Asian/Asian Irish Any Other Background	4%
White (Irish Traveller)	0.1%	Asian or Asian Irish (Pakistani)	1%
	81%		12%
Black/Black Irish Any Other Background	0.3%	Other (Including Mixed Background)	4%
Black/Black Irish (African)	2%	Other, including mixed group (Arabic)	1%
	2.3%		5%
Prefer Not To Say	2%		

Table 13: Employee Ethnicity



Employee Religion - top 10

- 27% Roman Catholic
- 22% No Religion
- 9% Agnostic
- 9% Atheist
- 6% Christian (Not Specified)
- 6% Prefer not to say
- 5% Hindu
- 4% Muslim (Islam)
- 2% Orthodox
- 2% Church of Ireland

Figure 11: Employee Religion % - top 10

Employee Sexual Orientation

- 82% Heterosexual
- 10% Prefer Not to Say
- 4% Bisexual
- 3% Gay Man
- 1% Gay Woman

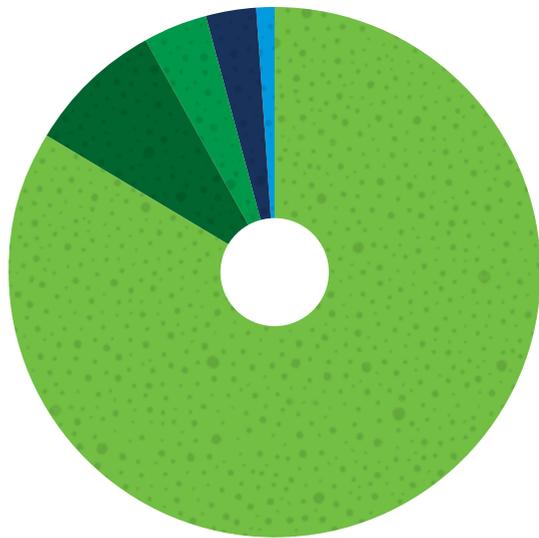


Figure 12: Employee Sexual Orientation



Over 7% of those who completed the employee self service screen say they had a disability. The main disability types reported by employees are:

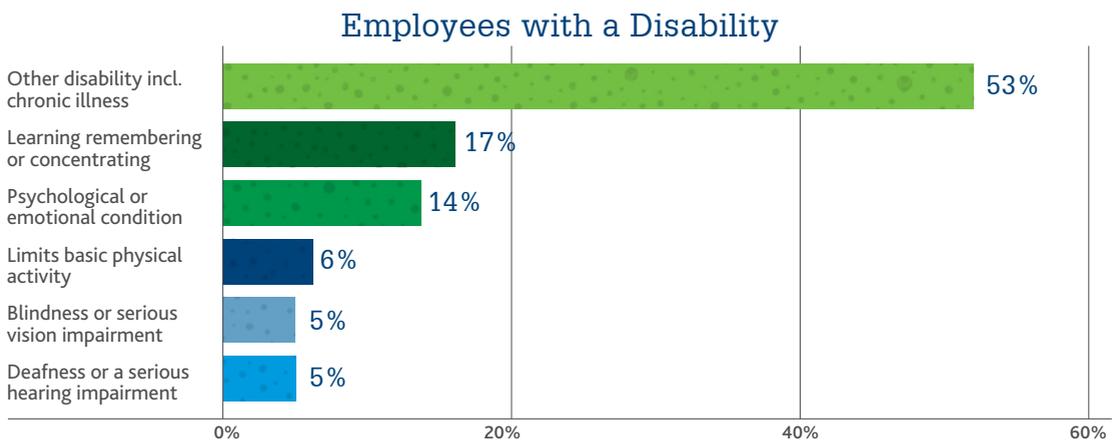


Figure 13: Employee Type of Disability

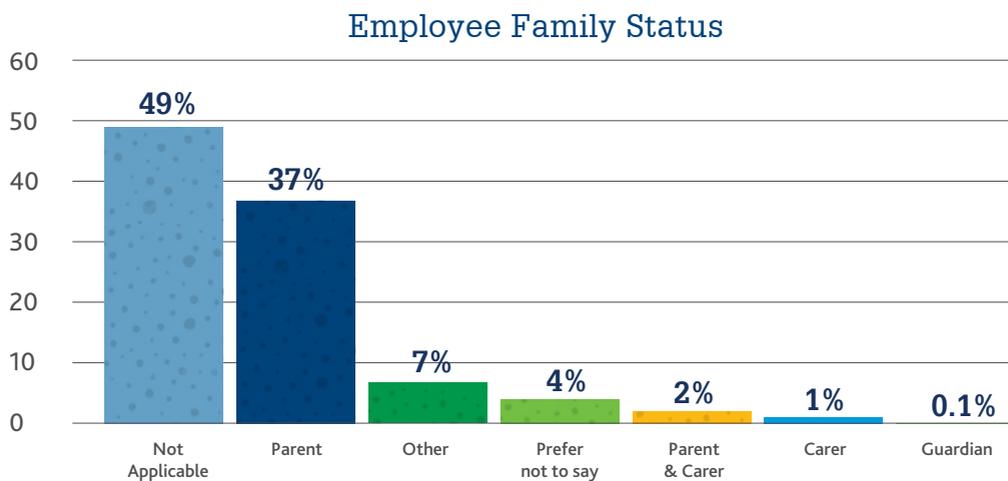


Figure 14: Employee Family Status

*All data based on those who completed the Core ESS screen

Strategic Objective 5: To raise awareness amongst the University community by promoting greater understanding and engagement with EDI issues across the University

Menopause in the Workplace

UCD committed in the UCD Gender Equality Action Plan 2020-2024 to develop guidance and support for employees and managers in relation to the menopause. In order to deliver the main objectives and create a policy and supportive documents, a dedicated Menopause Working Group was established and two focus groups sessions were organised. Both sessions, one for managers and one for employees, included workshops to raise awareness about the menopause.

On 13 March 2023, 170 registered for the UCD EDI Menopause Conference “Time for Change in the Third-Level Sector” in the Fitzgerald Chamber, UCD Student Centre. The conference was sponsored by Professor Aoife Ahern, College Principal of Engineering and Architecture, and brought together specialists and allied professionals from across Ireland and the UK. Delegates heard from organisations that have been working on policies, guidance and frameworks to support employees in the workplace experiencing the menopause and about how managers can support employees. The newly developed UCD Menopause Policy and guidance documentation was launched at the conference, along with UCD’s EDI Annual Report 2021/2022.

During the month of May, EDI in collaboration with the College of Engineering and Architecture undertook a **Menopause in the Workplace training pilot** project. Employees and managers in the College were asked to complete the eLearning course developed by The Menopause Hub. Feedback from this pilot will support the introduction of the eLearning course tailored to a UCD audience (including employees, managers and HR staff) in the new academic year, as one part of a programme of work to support people impacted by the menopause and perimenopause in the workplace.



(L-R) All speakers and moderators pictured at the UCD EDI Menopause Conference: Vivienne Horkan, Loretta Dignam, Dr Ratnesvary Alahakone, Maureen Montague, Mary Connaughton, Lorraine Keane, Prof Aoife Ahern, Dr Catherine Mooney, Karen Arthur, Anna Radley, Professor Karen McCloskey, Marcellina Fogarty



(L-R) UCD, Professor Aoife Ahern and Marcellina Fogarty, Senior EDI Manager, pictured at the Launch of the EDI Annual Report 2021/2022, March 2023



(L-R) UCD Professor Aoife Ahern and Karen Arthur pictured at the UCD EDI Menopause Conference



Delegates at the UCD EDI Menopause Conference "Time for Change in the Third Level Sector", March 2023

New EDI Training and Awareness Raising Programme for Employees

A new EDI Training and Awareness Raising Programme was launched in October 2022 with over 60 sessions specifically tailored for the UCD community based on UCD's EDI strategic commitments and feedback. The comprehensive programme encompasses a variety of EDI-related training and awareness-raising sessions, delivered virtually and/or in person. Some of the workshops are an introduction to EDI topics to raise awareness, and others are tailored for a particular audience, like managers and members of interview panels. Topics include gender identity and expression, cross-cultural communication, disability awareness, managing bias, mental wellbeing, support for parents, race awareness, dignity and respect and more. The face-to-face training is complemented by the suite of EDI eLearning courses available to all employees. Engagement with the training in 2022/23 was high, taking into consideration other training demands and opportunities for employees. This was true particularly for face-to-face training with almost 2000 bookings and just under 1000 attendees across all sessions. A new evaluation process was implemented with the launch of the programme, using a professional system. Examples of feedback from the surveys are outlined below.

"The UCD specific content was especially useful in keeping up to speed with UCD policies and documents" (Being Aware of Our Biases)

"The session was very engaging and eye opening. It was non-judgemental and encouraged open discussion" (Unconscious Bias Awareness for Members of Interview Panels)

"Thank you for this valuable, inclusive and enjoyable session. I really appreciate that EDI is providing opportunities like this to educate our staff and faculty about such important and sensitive topics." (Gender Identity and Expression)

"The session was an eye opener on the diversity of the subject" (Cross-Cultural Awareness and Communication)

"I think this is a great tool for inclusion. I find most work stress managing advice not inclusive, this is the first time I felt [it] made sense to me and took me into account" (Personality and Stress with MBTI)

Disability Awareness Training Pilot

As part of an EDI pilot initiative in collaboration with the College of Health and Agricultural Sciences, a steering group of key stakeholders and subject matter experts designed Disability Awareness and Reasonable Accommodation training for managers, HR partners and employees. Inclusive design and user testing included three training demonstrations and focus groups with stakeholders delivered by expert provider Ability Focus and UCD EDI. Following evaluation of the pilot, UCD will introduce this important training with UCD-specific supports and processes for managers and employees in the next Academic Year as part of the EDI Training and Awareness Raising Programme. Over 50 people took part, including managers from the College, members of the EDI Disability Group, Resourcing and HR Partners.

Introduction to Universal Design in UCD

Important progress was made in the roll-out of training opportunities for all academic and professional staff in Universal Design for Learning, which embeds not just the ethos of inclusive education across the University, but also fosters innovative and far-reaching practices in the classroom, and in every aspect of our campus and our communications. In February 2023, the 'Introduction to Universal Design in UCD' training was launched on Brightspace for all UCD colleagues to complete. This one hour self-paced course provides baseline training on the University for All initiative, Universal Design, the diversity of the student population, accessibility and inclusion, Reasonable Accommodations and relevant legislation. Crucially, it allows colleagues to reflect on their work and proactively address accessibility and inclusion in their own roles. To date, 250 UCD personnel have completed the training. UCD has the highest number of recipients of the UDL badge in any higher education institution in Ireland. The Faculty Partnership Programme was further developed, which builds leadership across the University in the principles and practices of inclusive education.

International Men's Day

For International Men's Day in November 2022 EDI organised a series of awareness-raising sessions: a Men's Health Webinar focused on how men can look after their mental wellbeing and the impact of small changes on men's quality of life; a Share & Support Session for Men was delivered by UCD's Mental Health & Wellbeing Support Colleagues and provided a safe place to talk and support one another; Breathe: Yoga for Men focused on breath work and yoga. EDI also secured places on Platform 55's Paternity Matters webinar, aimed at those who have recently returned from paternity or adoptive leave, or who have a very young family. As part of this initiative, we gathered additional feedback from male attendees on how to engage more men in EDI-related training, events and activities, and a key point was on senior engagement and visibility (senior male leaders attending and encouraging attendance - leading my example - as well as School Champions.)

Engaging Men in Gender Equality

UCD in collaboration with Munster Technological University and Dun Laoghaire Institute of Art, Design and Technology were successful in obtaining HEA funding for a sectoral project on Engaging Men in Gender Equality. The purpose of this project is to establish a tailored programme for Irish Higher Education Institutes to raise awareness amongst men that they have an important role to play in gender equality, that their involvement is required to achieve gender equality, and to understand any barriers that exist to their engagement. The project kicked off on 1st June and is currently ongoing.

The intention is also to establish a new working group on "Engaging Men in EDI" in Autumn 2023. The group will support the recommendation in the HEA National Review of Gender Equality in Irish Higher Education Institutions and feed into the national project. They will be tasked also with identifying initiatives to enhance male engagement in EDI in UCD.

UCD Breastfeeding Policy Launch

Professor Colin Scott, VP for EDI, launched UCD's new Breastfeeding Policy at the Health and Ethics Narrative Ireland Breastfeeding Symposium sponsored by UCD EDI at MoLI in November 2022. This event drew 40 attendees to hear from writers, scholars, advocates and clinicians to discuss contemporary attitudes to and issues around breastfeeding and infant nutrition in Ireland. From infant mental health to public reaction, from maternal support to balancing feeding and working, from clinical understanding to literary and visual representations including an exhibition of paintings inspired by work in the area, this interdisciplinary event explored this vital topic in medical humanities.

Tweet from EDI about launching the UCD Breastfeeding policy, MoLI Museum



International Day of Persons with Disabilities and Policy Launch



Tweet from EDI about the event held for International Day of Persons with Disabilities

For the International Day of Persons with Disabilities in December 2022 UCD sent a clear message of inclusion to its employees, students and UCD Community by marking the occasion and affirming and celebrating those with visible and invisible disabilities. UCD researchers shared short videos published on the EDI website about their research on innovative solutions and thought leadership related to a more inclusive and accessible world for people. At the webinar "Transforming Disability Inclusion in Tech & Higher Education" UCD's new policy on the Employment for Persons with Disabilities was launched and delegates heard from Microsoft's Cassandra Collins, Principal User Design Director and Sambhavi Chandrashekar, Global Accessibility Lead, D2L. The panel, chaired by Professor Colin Scott, Vice President for EDI at UCD, also consisted of Dr Deirdre O'Connor, Chair of the UCD EDI Subgroup on Disability, who launched the policy, and Dr. Blanaid Gavin from UCD School of Medicine, Chair of the EDI Neurodiversity Subgroup.

Neurodiversity Celebration Week

UCD celebrated Neurodiversity inclusion in March 2023 with an event supported by UCD EDI. We learned about the "Making UCD Neurodiversity Friendly Campus Project" led by Dr Blánaid Gavin and Dr Timmy Frawley. Nicola Beagen, Adult Dyslexia Coordinator, Dyslexia Ireland delivered a workshop with a strengths based focus, shining a light on dyslexia and inclusion in the workplace for employees and students. Dr Cliona Kelly, UCD EDI Neurodiversity Working Group Member, Assistant Professor, UCD Sutherland School of Law chaired a lively and informative panel about their experiences as artists, and the advantages of being neurodivergent in a creative environment with Anna Czarska Film Director, Producer and Writer; Dearbhla Kelly Graphic Designer, Illustrator and Colourist; Louisa Ní Éideáin Comedian and Writer. Neurodivergent panellists shared their experiences of working in film making, comic book illustration and comedy as Gaelige, and offered insights on what has supported them in their careers and barriers they have overcome.

International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT)

To mark IDAHOBIT, an Empowered Allies workshop for employees delivered by ShoutOut was held for staff. UCD Vice President for EDI released a statement against LGBTQI+ hate crimes and hate related incidents and UCD supports were promoted on the EDI LGBTI subgroup website, via the LGBTI staff network. UCD EDI and UCD Dignity and Respect posted on social media about IDAHOBIT to show solidarity and promote the services and resources.



Students' Union PRIDE March

The inaugural UCDSU Pride Parade took place on 12 April. Students and staff joined together chanting and marching through the campus from the Student Centre to gather outside the Sutherland School of Law. Speakers at the event included Eoghan Ryder, UCDSU LGBTQ+ Campaign Coordinator, Niamh Nestor, Co-Chair of EDI LGBTI subgroup, Associate Professor Aideen Quilty and Sara Phillips, former Chair of TENI.



UCD students and employees taking part in UCDSU PRIDE Parade, April 2023



LGBTQI+ History Month

In February 2023 for LGBTQI+ History Month, UCD EDI LGBTI Subgroup in collaboration with the UCD Library organised a campaign with the spotlight on queer history by curating an electronic collection of queer literature and physical displays in James Joyce Library. As part of this celebration, Professor Katherine O'Donnell read from her new novel *Slant*.



Tweet from EDI about LGBTI History Month



Members of the EDI LGBTI subgroup at the LGBTI history month stand in UCD Library.

(L-R) Dr Niamh Nestor, Dr Katherine O'Donnell, Dr Sandra Collins at the Reading from the book *Slant* in the James Joyce Library.



UCD Festival

UCD Festival 2023 was proud to create a welcoming and inclusive experience for all. This year, MENU Committee members invited visitors to make a collaborative collage with their personal drawings and to fill out giant UCD letters. In collaboration with the EDI Neurodiversity Group a programme of sensory-friendly activities was offered for the enjoyment of neurodivergent attendees, who also had priority access to the full Festival programme, with the support of Neurodiversity Ireland. Special events included a silent disco, a sensory bus, a sensory-friendly movie screening and fun sessions with an occupational therapist. In addition, there were six designated chillout zones across campus, providing relief from overwhelming environments. Festival content providers and volunteers were briefed on neuro inclusivity and recognising special-needs lanyards, and volunteers were assigned specifically to the sensory programme. UCD's commitment to creating a neurodiversity-friendly campus was highlighted by a lively panel discussion as well as prominent signage. The sensory programme was welcomed by Festival participants, volunteers and visitors, and feedback was overwhelmingly positive. One parent of an autistic child told us, 'You couldn't have done any more to be inclusive at UCD Festival', while another parent said, 'It shows you care and you're making an effort to include us all'.



MENU Committee members at the UCD Festival

Pictured at the UCD Festival Fiona O'Donnell, Teaching Fellow UCD Psychology, Ken Kilbride, CEO ADHD Ireland, Dr Blánaid Gavin, Chair of Neurodiversity Group, Kylie McCardel, UCD student, Julie Tonge, Access and Lifelong Learning

Gender Equality and EDI Accelerator Fund

UCD EDI Unit launched a Gender Equality and EDI Accelerator Fund to support UCD Schools which have successfully achieved an Athena SWAN accreditation. Funding is provided to Schools and Colleges to pilot innovative actions from their respective gender equality action plans. In addition to gender equality, an EDI dimension is now included in the new Athena SWAN Ireland Charter Framework launched in November 2021.

FUNDING RECIPIENTS 2023	PROJECT
College of Science	Culturally Responsive Mentoring for PhD students, Postdocs and Assistant Professors
School of Chemistry and School of Mathematics and Statistics	Supporting the Career Progression of the Next Generation of Academics: Rebalancing Gender in STEM
School of History	Establishing a National Women Academics in History Network.
School of Law	Raising Aspirations: Video Testimonials Project

Fertility Workshop

UCD managers and Human Resources attended a fertility workshop run by EDI in October 2022. Building on the outputs from the employee focus group on workplace fertility supports held in June 2022, this workshop explored outputs from the focus group and an anonymous online suggestion box that was also set up, to consider how to best support employees undergoing fertility treatment in UCD. These outputs are being reviewed by the UCD Fertility Policy Working Group to support the development of a fertility policy to meet the UCD Gender Equality Action Plan 2020-2024 objectives.

Strategic Objective 6: To collaborate with external bodies on EDI related matters with a view to becoming the leading third level institution in Ireland to advance equality, diversity and inclusion

UCD continues to collaborate with external bodies on EDI-related matters as outlined throughout this report, including national, sectoral and international EDI initiatives. This is achieved via events, conferences, workshops, projects and initiatives, with some examples listed below:

- 2023 IUA HR Conference hosted by UCD
- Collaboration with Trinity College Dublin HEA Gender Equality Symposium “Aiming Higher”
- Involvement in first Equitas EDI in Higher Education Conference, Waterford
- Una Europa Alliance

On 12 and 13 January 2023 UCD hosted the annual Irish Universities Association HR Conference in O’Reilly Hall. Over 150 attendees joined this conference titled The Revolution of Work, which featured a dedicated Equality Diversity and Inclusion section hosting parallel sessions on EDI Innovative Policies, EDI Data Developments and Neurodiversity, as well as a Dignity & Respect panel discussion.

In April 2023, UCD collaborated in the HEA National Gender Symposium held at Trinity College Dublin. Professor Colin Scott spoke at the conference and Professor Frank Monahan was also invited to share the learnings from UCD’s School of Agriculture and Food Science achieving UCD’s first silver School Athena SWAN award.

On 25 and 26 May delegates from UCD EDI and Culture & Engagement participated at the national EDI conference “Equitas HE (Equality, Diversity and Inclusion in Higher Education)” held at South Eastern Technological University (SETU) in Waterford. The team delivered a workshop on enhancing an inclusive and respectful culture in Higher Education Institutions covering the Dignity and Respect Project, and presented on the UCD period poverty initiative.

UCD EDI became a member of the Una Europa Network Diversity Council in April 2023. UCD’s representatives are Professor Colin Scott, VP for EDI, and Marcellina Fogarty, Senior EDI Manager. Una Europa aims to draw on our collective strengths to create a truly European inter-university environment, a University of the Future and to promote equity and social justice including all possible disadvantaged groups. This includes activities for every member of the university community.



Rory Carey, Director, UCD Culture and Engagement, presenting at the EDI conference held at South Eastern Technological University (SETU)

Marcellina Fogarty, Senior EDI Manager, presenting at the Irish Universities Association HR Conference.



Professor Colin Scott speaking at the Gender Symposium - in Trinity College Dublin

Appendices

Appendix 1 EDI Subgroups Key Initiatives



EDI Disability Subgroup

- In October 2022 Dr. Deirdre O' Connor, Chair of UCD EDI Subgroup on Disability, was an invited speaker at the conference "Shifting Sands: Disability Reasonable Accommodations in the COVID/post-COVID Environment", Trinity College Dublin.
- To mark International Day of Persons with Disabilities in December 2022, the UCD EDI Disability Sub-Group compiled a series of short videos showcasing disability-related research which is underway by staff and postgraduates at UCD.
- UCD EDI launched the UCD Disability Policy at an online event on 15 December 2022 (see main body of the report).
- March 2023: Deirdre O' Connor, Chair of the UCD EDI Sub-Committee took part in the The Dragon Disability Rights Podcast: Supporting Colleagues with Disabilities. Available from: <https://anchor.fm/joshua-downey/episodes/University-College-Dublins-Disability-Subgroup-feat--Dr--Deirdre-OConnor-e219u2e>

EDI Faith and Religion Working Group

Public facing:

- Open discussion forum on 13 September 2022 in St. Stephen's Chaplaincy.
- Open discussion forum on 22 November 2022 in St. Stephen's Chaplaincy.

Meetings:

- The group met regularly throughout the year and consulted with key stakeholders such as UCD Chaplaincy, UCD Islamic Society, and the Islamic Cultural Centre of Ireland (Clonskeagh), as well as then Principal of the College of Social Sciences and Law Professor Colin Scott.

Projects:

- Daniel Esmonde Deasy established a Structured Elective in Islamic Studies through the College of Social Sciences and Law, which includes modules that offer the chance to gain knowledge and understanding of the Arabic language (written, oral, and spoken) and the life and culture of the Arabic-speaking world; the art and architecture of the Islamic Mediterranean and the Middle East; and the political life of the Middle East, including the political history of the region and modern political developments.

EDI LGBTI Subgroup

- The group continued to support the recording of the Past, Present, Pride podcast. Sean Hewitt was interviewed by LGBTQI+ EDI Subgroup member, Professor Paul D'Alton. The podcast series is available here.
- The group designed an Inclusive Schools Package which will help UCD Schools to run their own LGBTQI+ events. This is planned for launch during LGBTQI+ History Month in February 2024.
- The group collaborated with UCD Library to spotlight LGBTQIA+ topics for LGBTQI+ History Month in February 2023. As part of this celebration, Professor Katherine O'Donnell read from her new novel Slant (see main body of the report).
- The group collaborated with UCD Community Choir to celebrate LGBTQI+ History Month through song with a special performance in the O'Brien Centre for Science in February 2023.
- The group supported UCDSU with their inaugural Pride March on campus in April 2023.
- The group supported the College of Health and Agricultural Sciences with their Pride Coffee Morning in April 2023.
- ShoutOut delivered a training session called 'Empowered Allies' for International Day Against Homophobia, Biphobia and Transphobia on campus in May 2023. This training was for the UCD community and was supported by UCD EDI.
- The group supported the College of Science with their Pride Coffee Morning in June 2023.
- The Progress Pride Flag was raised on campus with the support of the LGBTQI+ EDI Subgroup in June 2023.
- The group collaborated with UCD Agile and the UCD Community Gardai in August 2023 for a half-day training session ahead of the 23/24 academic year.

EDI Neurodiversity Working Group

Neurodiversity Celebration week: The EDI Neurodiversity Working Group celebrated Neurodiversity inclusion in March 2023 with an event supported by UCD EDI (see main body of report).

Neurodiversity Community Initiatives: Members of the working group have continued to deliver seminars on Neurodiversity for community organisations nationally. As part of the effort to expand understanding of

Neurodiversity, members of the group have continued to deliver Neurodiversity introductory seminars on request to staff within UCD.

UCD Festival: UCD Festival 2023 was proud to create a welcoming and inclusive experience for all (see main body of report). Informed by the success of the sensory-friendly programme and the lessons learned, the group plan to expand the programme at UCD Festival 2024, which will involve increased engagement and collaboration with both internal stakeholders and the wider neurodiverse community.

Certificate/Diploma Programme on Understanding Neurodiversity & Neurodiversity & Society: The programme has been successful in attracting HSE funding of 14 places for health care workers on the Neurodiversity. Both neurodiversity programmes continue to grow in numbers.

The group is continuing to work with the Neurodiversity HUB which is a global network for Neurodiversity together with the Institute of Neurodiversity. With these partners, UCD co-lead the international conference Neurodiversity and Mental Health. Leading international figures contributed to the 2-day event which attracted a global audience of 800 delegates from 40 countries with over 2500 watch-backs. The conference was a co-production with all aspects of content and delivery curated in collaboration with the neurodiverse community.

Together with these global partners, UCD has been running the Monthly Neurodiversity Masterclass Series since 2021. This is a free of charge virtual event open to anyone interested globally. This initiative is coordinated by Ms. Beth Kilkenny, Planning and Projects Manager, College of Health and Agricultural Science. To date the series has had 12,000+ registrations with 9,000 recorded watch backs.

EDI University of Sanctuary Subgroup

UCD is an accredited University of Sanctuary (UOS) and continues to commit to the UOS principles of “learn”, “embed” and “share”. The EDI University of Sanctuary Subgroup promotes these principles by exploring what seeking sanctuary means, embedding concepts of welcome and inclusion within the university and beyond and sharing what was learned and achieved in relation to sanctuary. Increasing access to the university to students of refugee background is a key pillar of having University of Sanctuary Status and is reflected in UCD’s Widening Participation strategy and through the work of the UCD Access and Lifelong Learning centre.

During the 2022-23 academic year there were 26 Sanctuary Scholars in total, comprising 4 open learners, 3 access students, 15 undergraduate students and 4 postgraduate students. Students are supported to transition to mainstream supports when they meet those criteria, so the population of students who have benefitted from the Sanctuary Programme is greater than the numbers counted. The EDI University of Sanctuary Subgroup has a student representative (a sanctuary student).

Beyond the Sanctuary Scholarship programme, during the 2022-23 academic year the University of Sanctuary subgroup also worked on an ‘Academics at Risk Policy’ with work on this ongoing, with the aim to support academics of a refugee background to work at UCD. Events were also held, including a webinar organised with the Scottish Irish Migration Initiative entitled ‘Building an ethical research culture: Scholars of refugee background researching refugee related issues’. This webinar addressed questions of how researchers of non-refugee backgrounds and academic institutions can work with scholars of refugee backgrounds to support and enable their involvement in conducting research. The UOS subgroup also liaised with external organisations such as UNHCR and Universities of Sanctuary Ireland to further the University of Sanctuary mission.

Appendix 2 College Vice-Principals for Equality Diversity and Inclusion - Summary of Key Initiatives

College of Arts and Humanities

Universal Design for Learning in Arts and Humanities

UDL Badge Uptake 2022/23: During the 2023 Spring Semester eleven more colleagues from across Arts and Humanities undertook the Universal Design for Learning Badge.

Arts and Humanities UDL Resources: University for All Faculty Partners, Annette Clancy, Mary Farrelly, Naomi McAreavey, and Fionnuala Walsh brought together colleagues from across the College of Arts and Humanities to create a suite of resources to support the development of UDL. These resources can be found here.

UDL Badge Reception. University Faculty Partner Fionnuala Walsh organised a reception and networking event for the College UDL Badge awardees in the University Club on May 18th 2023.

Access Programme: The School of History continues to contribute an option module, Making History, to the Access Programme in Arts, Humanities, Social Sciences and Law in Autumn and Spring trimesters. The School has also organised informal networking events for students who entered the BA during the Access route each trimester and has led several courses online on topics ranging from the Irish Famine to the history of the American presidency. The outreach courses this year included the history of the Spanish Inquisition and an exploration of the Chester Beatty collections. There were a mix of online and in-person offerings at libraries and community centres across Dublin.

International Women’s Day: In 2023 the theme was #EmbraceEquity and the College of Arts and Humanities held a variety of events throughout the week to mark the occasion:

- On Wednesday 8 March 2023 the UCD School of History are holding an event for International Women's Day titled: Writing LGBTQ histories from the mediaeval to the modern. The seminar featured presentations by Associate Professor Elva Johnson (UCD History) and Dr Mary McAuliffe (UCD Gender Studies) and discussion chaired by Dr Fionnuala Walsh.
- On Saturday, 11 March, the School of Irish, Celtic Studies and Folklore held a half-day workshop in Irish led by Youth Laureate Áine Ní Ghlinn, AerachAiteachGaelach.
- On Monday, 6 March, the School of Art History hosted invited speaker Dr Kim-Marie Spence to deliver a seminar on Diversity and K-pop.

Thinking Inclusion: EDI and WP in the College of Arts & Humanities Event

The College of Arts and Humanities EDI Committee brought together all colleagues across the College for a special day to celebrate and reflect on EDI and Widening Participation initiatives across the College. Through panels, workshops and talks, participants explored the student experience from first hearing about UCD through outreach programmes, to considering entry pathways, to arriving on campus, and engaging in student life. Participants also had opportunities to consider broader EDI and WP issues, identify what more needs to be done, and to plan for the future. The schedule for the event included:

- Opening Address from College Principal Professor Regina Uí Chollatáin and Chair of the University Widening Participation Committee, Prof John Brannigan
- Panel on Outreach Initiatives across the College
- Journeys to and through UCD: Entry Pathways to Study
- Lunch with showcase of access, outreach and inclusion projects
- A Gamelan Workshop: Experiencing Inclusivity (An interactive workshop illustrating both how to bring people into something about which they have no prior experience, but also the importance of doing so!)
- From Vision to Practice: Implementing inclusivity (Workshop led by)
- Keynote address from Dr Vivian Rath who spoke on the concept of belonging and the university

College of Business

The College of Business maintains an active calendar of events, welcoming a vibrant community to create initiatives that address issues of inequality, work to promote inclusivity and celebrate diversity. Our students and staff continued to be engaged in a range of events celebrating International Women's Day, Diwali, Pride and many more.

The 2023 Women in Data Science (WIDS) Dublin event was held at the UCD Smurfit School in June and organised by Jenny Corcoran, one of our MSc Business Analytics students. WIDS is a worldwide actionable community, incubated at Stanford University, and which seeks to elevate and empower women across all levels of data science. The event included speakers from across Dublin's tech and science industry and academia and was co-sponsored by IBM. A 'Women in Finance' panel, organised by Twisha Soni on our MSc

Finance programme, was held in March 2023 at the UCD Smurfit School. The conference explored the journey and experiences of women in leadership positions in leading investment firms.

The College of Business EDI Committee launched its Women Faculty Group this year and held two events. The first was a networking coffee morning for female faculty and researchers held in May and the second was a Mind Spa Workshop open to all staff and aimed at career development and building female leadership.

In 2021/22, the UCD Smurfit School signed a new partnership with Howard University (HU), one of the most prestigious universities in the US and one of the oldest historically black colleges and universities (HBCU's) in the country. Thirty-two students participated in the first-of-its-kind initiative which focused on doing business in international markets, UN SDGs, EDI and cross-cultural learning. In February, 12 Howard students and two Howard faculty visited UCD Smurfit School and in March, 16 Smurfit and 3 Quinn students visited Howard University in Washington D.C. The exchange culminated in a visit to the residence of the Irish Ambassador to the US. The experience formed part of a broader partnership with Howard encompassing research, teaching and learning. Vice President of the United States Kamala Harris commented on the innovative collaboration during An Taoiseach Leo Varadkar's visit to Washington D.C. over St. Patrick's Day. Two new scholarships were made available for Howard University graduates to undertake an MBA or MSc programme at UCD Smurfit School commencing in the 2023/24 academic year. The College was happy to welcome Annylah Clarke (MSc Food Business Strategy) and Angel Brummett (MSc International Business) in August.

A key focus of our EDI efforts is the implementation of our Athena Swan Gender Equality Action Plan.

The College has a monthly EDI newsletter with a spotlight on different aspects of the GEAP each month. A key focus has been increasing participation in EDI training courses and particularly male participation rates. We have also been taking a range of actions to increase our student female participation rates on programmes with low rates, including dedicated webinars addressing specific gender-based barriers to entry and gender specific scholarship. These have had a noticeable impact on some of our programmes.

For the first time, there are more women than males in the year one class of the two-year Smurfit Executive MBA programme. The total class size is 37 students and 59% are women. The full-time MBA is now at 42% women, which is above the international average. Overall, our female intake has surpassed the male intake for the first time and stands at 51% of all new MBA students. In relation to attracting more female academics into subject areas with low representation, a search committee was formed this year for the Ad Astra position to try and increase the uptake of applications from female applicants. Six offers have been made, with three to female candidates.

The College of Business introduced two EDI Awards to our annual staff award ceremony to recognise staff who make an exceptional contribution to EDI within the College. Examples of exceptional contribution might include organising College EDI events, embedding EDI in our policies and practices, innovations inside or outside the classroom that inspire and challenge students to engage with EDI, or actions aimed at increasing diversity and addressing underrepresentation in our programmes. The first two worthy winners were Ms Beth Gormley for her work on our Athena Swan application and driving

many of the College EDI activities, and Dr Paula Carroll for her work on women in STEM and women in operations research and management science.

International Day against Homophobia, Transphobia and Biphobia: Drs Fionan Donohoe and Maggie O'Brien presented their research on The Experience of LGBTQ+ Doctors in Ireland followed by discussion and Q & A session. Recording posted on School EDI website.

New SAT for Athena SWAN: Bronze award renewal application formed chaired by Dr. Marie Louise Ryan.

Free membership of WiMIN (Women in Medicine in Ireland Network) offered to all final year female medical students.

College of Engineering and Architecture

Having been awarded an Athena SWAN Bronze Award in 2019, the UCD College of Engineering and Architecture successfully applied for a Bronze renewal in 2023. A particularly welcome outcome of that process was the data showing that our gender balance is improving faster than sectoral trends, e.g. women now make up 35% of our undergraduates and 40.4% of our postgraduate research students. Our new Gender Equality Action Plan can be found here: <https://www.ucd.ie/eacollege/t4media/GEAP2327.pdf>

We have also been hiring and promoting in a more gender-inclusive way, and this was celebrated in our College International Women's Day Event, 2023. (l to r) Prof Orla Feely, then UCD Vice-President of Research, Innovation & Impact and incoming President; Dr Marion Boland, Head of Research Policy, SFI; Dr Niamh Quinn, Systems, Processes and Contracts Manager, Engineering and Major Projects, ESB; Sophie O'Kelly, International Programmes & Research Funding Manager, I-Form Research Centre for Advanced Manufacturing, UCD School of Mechanical & Materials Engineering; Dr Fionnuala Murphy, UCD Biosystems & Food Engineering, Member of UCD College of Engineering & Architecture EDI Committee; Prof Aoife Ahern, College Principal, UCD College of Engineering & Architecture; Prof Aoife Gowen, College Vice Principal for Research, Innovation and Impact, UCD College of Engineering and Architecture, UCD Biosystems & Food Engineering; Triona McCormack, Director, UCD Research.

Another very welcome initiative was launched when Dr Beatriz Martinez-Pastor created STRADA (<https://stradawomen.eu/>), a leadership development programme for emerging female leaders across manufacturing to develop knowledge and skills to become more effective in their career and their organisation. Manufacturing as a sector is keen to support better gender balance, and Beatriz has done an amazing job of whipping up support for the project. After a very successful first iteration, she is now working to commercialise it.

New breastfeeding / wellness room and gender neutral toilets have been created in the Engineering and Materials Science building.

College of Health and Agricultural Science

Postdoc Appreciation Event

UCD College of Health and Agricultural Sciences (CHAS) Postdoctoral Forum organised a day of events on the 20th of September 2022 to celebrate Postdoc Appreciation Week. The aim of the day was to celebrate Postdocs, Research Scientists and Research Fellows and their contributions to research and our community. Dr Jessamyn Fairfield, a Lecturer in the School of Natural Sciences, University of Galway, and an award-winning science

communicator gave a talk about being "Open to surprising things". The day also included a communication skills workshop, flash talk competition and photo competition.

Neurodiversity Webinar

The college welcomed Jim Hogan, Vice President, Accessibility in Technology for Google's Disability Alliance And Principal Innovation Strategist, Google Cloud to UCD on Wednesday 21st September 2022. Jim delivered a keynote speech on his experience as a neurodiverse individual at work and in the world titled, "My time on your planet." Jim Hogan is an innovator, a human rights activist and a strong representative of what is possible for autistic individuals. Throughout his career, Jim has advocated for neuro distinct employees by helping human resources departments better understand their needs. With his powerful voice and advocacy for acceptance, he has led the way for hundreds of autistic individuals who entered the workforce behind him..

World Mental Health Connect Cafe

In October, the SNMHS Mental Health nursing team, led by Tracey McDonagh, hosted a World Mental Health Connect Cafe in recognition of World Mental Health Awareness month. The event enabled informal discussions between students and staff about important mental health topics and welcomed around sixty attendees.

International Men's Day

To celebrate International Men's Day in November the CHAS EDI committee ran a photo competition open to all CHAS students and staff. The theme for this year was Work/Life balance and the competition sought photos of UCD Men (not) at Work. Whether it be sea swimming, GAA coaching, hill walking, book reading, poetry writing, weight lifting, or baking we were looking for your best photos of UCD men - students, staff, or faculty engaging in activities that contribute to their work life balance - extra marks were awarded for originality and humour!

UCD SHPSS also ran a 'Movember' campaign to coincide with International Men's Day encouraging staff and students to 'grow a 'mo' or 'move' 60 kilometres in the month of November to raise awareness and funds for men's mental health.

LGBT+ Health Symposium

Also in November, Dr. John Gilmore, UCD SNMHS, hosted the inaugural All-Ireland LGBT+ Health Symposium in Kevin Barry Gallery, Charles Institute with around eighty attendees.

International Day of People with Disabilities

UCD SPHPSS showcased the research of Giampiero Tarentino who recently completed his PhD and published his research into the inclusion of children with special educational needs and disabilities in physical education in Educational Research Review, the leading educational journal in Europe.

Dean's Inclusion Award

The Dean's Inclusion Award is awarded annually to students, staff, faculty, clubs or teams who have made outstanding contributions to equality, diversity and inclusion in our community during the preceding college year. It was first introduced in 2019 as part of the School's Athena SWAN Action Plan, promoting the ongoing transformation of our culture and community.

International Day of Women and Girls in Science

UCD SPHPSS highlighted videos showcasing the research of some of their female researchers including Professor Patricia Fitzpatrick, Professor Akke Vellinga, Professor Eleni Theodoraki, Professor Kate Pumpa and Dr Alison Connolly.

Athena SWAN Silver Award

In March UCD SAFS achieved its Athena SWAN Silver Award, the first in UCD.

International Women's Day

To mark International Women's Day, UCD SAFS held a coffee morning in its Staff Common Room to which the whole School Community was invited. All proceeds raised were donated to the Irish Refugee Council's Women's Employment Programme. The event was attended by Charlotte Byrne, Education Officer for the Irish Refugee Council.

Also for International Women's Day 2023, a special edition of the Veterinary Nursing Podcast was released, featuring Samantha Feighery (BSc VN, 2013), one of the 20 alumni featured on the School's Alumni Wall.

The School of Medicine celebrated International Women's Day (IWD) 2023 with a Networking Lunch held in the Kevin Barry Gallery in the Charles Institute. The event, attended by staff and graduate research students, was opened by Associate Dean for EDI Associate Professor Marguerite Clyne. Dr. Clyne welcomed all attendees and outlined how important it was to celebrate IWD and introduced our newly appointed Associate Dean for Research, Innovation and Impact in the School, Professor Catherine Godson. Professor Godson spoke about the importance of EDI in the workplace and highlighted the work of women researchers in the School, including two recent SFI Frontiers for the Future grant awardees - Assistant Professor Melinda Halasz and Assistant Professor Carol Aherne. Also, Assistant Professor Fiona McGillicuddy, who was project lead in the team that won the UCD Start-up of the Year Award for Met Health, an emerging medtech start-up venture focused on transforming obesity care. Posters were on display showcasing some of the work of the EDI committee and the Athena SWAN self-assessment team who are currently working on an application for the School to renew our bronze award. Attendees were able to submit their responses to questions posed on a mood board about how the EDI committee can best support them.

International Day for the Elimination of Racial Discrimination

In April, the college, with support from the School of Nursing, Midwifery and Health Systems welcomed Professor Laura Serrant to give a special webinar to mark International Day for the Elimination of Racial Discrimination. The webinar was titled 'I...We...US: Inclusion, belonging and the importance of being heard in Healthcare.' In this presentation Professor Laura Serrant OBE shares her personal and professional reflections to highlight the importance of creating and sustaining the diversity of our workforce alongside culturally competent and compassionate leadership for truly achieving safety and quality in 21st century health care. She explores the challenges and opportunities faced at an individual and professional level as a Black academic and Nurse, looking back at some of the Global health and nursing strategic drivers of the last few years and makes a case for centralising inclusive practice and spaces to harness

the power in the voices of the silenced for the future sustainability of our professions.

SVM Annual Pride Event

On 20 April 2023, UCD SVM hosted its annual Pride event, supported by the college. The event was held earlier this year to allow students to participate before their exams.

Neurodiversity and Mental Health conference

In May, colleagues from across the college together with external partners hosted an online conference on Neurodiversity and Mental Health. The conference was run online over two days and welcomed over 400 attendees each day from 40 countries.

Neurodiversity at the UCD Festival

Colleagues from across the college were involved in activities relating to Neurodiversity at the UCD Festival in June. Beth Kilkenny, Planning and Projects Manager in the college office, organised a panel discussion on 'Making UCD a Neurodiversity Friendly Campus' which included Dr Blanaid Gavin, UCD School of Medicine, Ken Kilbride, ADHD Ireland, Julie Tonge, UCD Access, Kylie McCardel, UCD Student and Fiona O'Donnell UCD School of Psychology.

College of Science

Culturally Responsive Mentoring

UCD College of Science successfully secured funding from the UCD Gender Equality and Equality, Diversity and Inclusion Accelerator Fund to fund a Culturally Responsive Mentoring Programme for PhD students, Postdocs and Assistant Professors in the College. The programme has begun to support the progression and retention of minoritized PhD students, Postdocs and Assistant Professors throughout their early career pipeline at UCD. A series of events held within the College as part of the programme is now facilitating the development of culturally competent mentoring strategies, that take into consideration the rapidly diversifying identities of the members of our College of Science community. A dedicated website for the programme has been created that is updated with news, blog posts, events, and resources regarding culturally responsive mentoring (culturallyresponsivementoring.ucd.ie).

Athena SWAN

Six of the seven Schools in the College of Science have been awarded an Athena SWAN Bronze Award. The Schools of Computer Science and Physics both received their awards at the ceremony in November 2022 and most recently, the Schools of Mathematics and Statistics in August 2023.

These awards are the result of a lot of hard work and time given by all members of the Self Assessment Committee and are an important recognition of the work being done within the Schools to expand gender equality initiatives and to ensure our staff and students in the College of Science have a good experience regardless of their gender.

The School of Earth Sciences has been working on preparing their Athena SWAN Bronze application, for submission in Spring 2025. This has included significant community consultation with staff, postgraduate students, and undergraduate students. The Self

Assessment Team includes 15 people from across the School community and they are working on an action plan to increase equality, inclusion, and importantly coherence across the School, which is particularly important given its new location across Science West. During the preparation of the application, several action points have already started to be put in motion, including formalising the “EDI Expectations of the School” text that is supplied to all external visitors and contractors to the School and beginning to set up staff-student forums and social committees to help foster an inclusive sense of community going forwards.

The Schools of Biology and Environmental Science and Biomolecular and Biomedical Science are preparing their applications for Athena SWAN Silver Awards due for submission in the Spring and Summer of 2024, following on from their existing Bronze Awards. The consultation process has revealed significant progress has been made since the original Bronze Award, e.g. around embedding the Athena SWAN ethos and EDI values in the Schools. However, several areas that need more work have also been identified and these will be focussed on when developing the next Gender Equality Action Plan. This will continue the journey to ensure that the College of Science is a learning and working environment where everyone can thrive.

Active Consent Workshops

Throughout 2023/24, the College of Science has continued to roll out Active* Consent training to students in the college. In April, a workshop was delivered for 2nd-4th year students from throughout the College.

EDI Awareness Raising

Throughout the academic year, the College of Science EDI committee created poster campaigns to observe and celebrate various international observance days relating to EDI. These posters are distributed throughout the Schools and displayed on the screens in the main science buildings to reach as many students as possible and create a welcoming and active environment in science buildings. The posters usually tie in with wider EDI campaigns relevant to the occasion and commonly include QR codes for students to scan and find UCD-specific supports relating to the day. This includes QR codes for the UCD “Report and Support” reporting tool, which helps to raise awareness and encourages the use of this important anonymous reporting tool. Throughout the year the College of Science EDI website (<https://www.ucd.ie/science/about/equalitydiversityandinclusion/>) was updated with new pages that provide an overview of the supports and resources available at UCD for students who identify with one of the protected equality grounds. Dates that we have observed with a poster campaign include Intersex Awareness Day, Intersex Solidarity Day, Transgender Day of Remembrance, Coming Out Day, Bi Visibility Day, International Day of Sign Languages, World Day for Cultural Diversity for Dialogue and Development, International Day Against Homophobia, Biphobia and Transphobia, The Beginning of Ramadan, and International Day for the Elimination of Racial Discrimination.

2023 LGBTQ+ Pride Events

UCD College of Science got Pride Month off to an incredible start on 1st June with a well-attended Pride Celebration event. College Principal, Professor Jeremy Simpson, spoke at the event to acknowledge the key role played by LGBTQIA+ staff and students in creating

the welcoming culture of the College and the supports available to them on campus. Dr Niamh Nestor, co-chair of UCD’s LGBTQIA+ Staff Network and EDI LGBTQIA+ Subgroup, gave a rousing speech highlighting her own sense of Pride at seeing those in the College come together to create LGBTQIA+ inclusive spaces on campus. Rainbow flags, wristbands, and stickers were quickly snapped up, with other attendees creating their own Pride gear at a craft table kindly run by UCD Purl Jam. The School of Computer Science celebrated Pride with a Pizza & Donut lunch event on 23rd June.

World Day for Cultural Diversity for Dialogue and Development

Several Schools in the College held events to celebrate the World Day for Cultural Diversity for Dialogue and Development on 21st May 2023. These events recognised the essential role of intercultural dialogue in achieving peace and sustainable development. UCD School of Computer Science hosted a Cultural Dialogue event in the UCD Clubhouse that saw staff and PhD students share aspects of their culture in short presentations to each other. The presentations encouraged conversation and the broadening of understanding around the backgrounds of the people we work with each day. UCD School of Physics hosted an Intercultural Coffee Morning, where refreshments were provided and people were invited to socialise and learn about the cultures of others. UCD School of Biology & Environmental Science also hosted a Cultural Diversity Coffee Morning that not only celebrated the rich cultural heritage within the School but also supported the Immigrant Council of Ireland by hosting a bake sale.

International Women’s Day

To celebrate International Women’s Day, the Computer Science EDI Committee hosted a Coffee and Cupcakes Morning on Wednesday, 8th March, open to both staff and students. The School also held a photo session to promote Women of UCD Computer Science and those who support Women in Computer Science.

International Day of Women and Girls in Science

International Day of Women and Girls in Science is celebrated every year on 11 February to recognise the critical role women and girls play in science and technology. To mark the occasion this year, UCD community members were invited to an exhibition in the O’Brien Centre for Science that showcased the diverse range of talents, knowledge and hard work of women in Science.

The exhibition presented videos from the ‘Role Models in pSTEM’ project that was created to recognise positive role models for young women in the subjects of physics, mathematics, computer science and engineering. The videos on display in the O’Brien Centre highlighted the work of 8 role models who are making valued contributions to their schools and disciplines. The exhibition therefore provided an opportunity to promote full and equal access to and participation in science for women and girls in UCD. By showing the videos of the role models the project leads, Dr Aoibhinn Ní Shúilleabháin, UCD School of Mathematics & Statistics and Assoc. Prof. Catherine Mooney, UCD School of Computer Science, hope to encourage more young women to feel included and become aware of the many career paths and opportunities available to them in pursuing pSTEM subjects.

College of Social Sciences and Law

Intersex Awareness Day (26 October 2022)

The VP for EDI, CoSSL, Dr. Joe McGrath, hosted a celebration for Intersex Awareness Day. The event foregrounded the experiences of intersex persons and generated awareness of the challenges encountered by this community to promote belonging and allyship.

Athena SWAN - RCSI / UCD Workshop (19 January 2023)

The VP for EDI, CoSSL, Dr. Joe McGrath, hosted representatives from the schools of Physiotherapy and Nursing & Midwifery from the RCSI. These representatives discussed their successful joint Athena SWAN application, providing information to Schools within the CoSSL on the benefits and challenges associated with joint applications of this nature.

International Women's Day (8 March 2023)

To celebrate International Women's Day, Dr Joe McGrath, VP for EDI, CoSSL, hosted a conversation between Dr Lydia Foy and her lawyer, Bill Shipsey, UCD Alumni Awardee, human rights activist, and a retired Senior Counsel barrister. Dr Foy, herself a UCD Alumna, led the legal challenges to the law on gender recognition in Ireland. Her tireless campaign paved the way for further historic social change in Ireland in the decades to follow, and eventually led to the passing of the Gender Recognition Act of 2015, allowing trans people to have their gender recognised in law.





University College Dublin

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www.ucd.ie/equality