University College Dublin

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Equality, Diversity and Inclusion

Annual Report 2016 - 2017

University College Dublin
Report of the University Management Team Equality, Diversity and Inclusion Group
September 2016 – August 2017
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For further information visit www.ucd.ie/equality

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1. Foreword

As a University we recognise both the challenges and opportunities associated with equality, diversity and inclusion (EDI). Our challenges include the need to remove barriers to equality which exist for members of our community of employees and students. Even where organisations are able to eliminate direct and deliberate discrimination linked to characteristics which are irrelevant to the ability to study or to do the job effectively, the culture and practices of large organisations may, nevertheless, create barriers to equality of treatment and opportunity. Our growing diversity is a huge asset to a university which is committed to advancing knowledge, to fostering learning and to engaging its capacities as fully as possible with society in its host city, Dublin, nationally and internationally. The promotion of equality and the celebration of diversity requires the University constantly to review and renew its commitments to creating an inclusive campus environment in which all can flourish and meet their potential.

During the course of the past year UCD has taken many steps towards mainstreaming the sense of inclusion on our campus. These measures include the full implementation of Equality Impact Assessments which requires that all central policies coming to the University Management Team (UMT) have been evaluated to ensure that as far as possible none of the ten protected classes under the University equality grounds are disadvantaged by new policies. Progressively, we wish to go beyond this so as to be able to demonstrate that all new policies positively contribute towards equality, diversity and inclusion. A number of new and revised policies approved and to be launched shortly directly enhances our capacity for addressing our challenges. An enhanced Dignity and

Respect Policy and Procedures emphasises the positive steps the University is taking to ensuring that no one on campus should have to face bullying, harassment or sexual harassment. A new Gender Identity Policy and Procedure commits the University to practical measures to foster a sense of inclusion. New policies on core hours and gender representation on decision making bodies are already underpinning significant changes in practice and culture in central aspects of the University's business. In addition, we have supported many events and seminars each of which, in different ways, has supported learning and/or a sense of inclusion.

All members of our University community have responsibilities to promote the achievement of objectives and the implementation of actions to promote equality, to celebrate diversity and to foster a sense of inclusion. The University Management Team Equality Diversity and Inclusion Group and its sub-groups take a lead across a number of key areas including communications and events; data; disability; ethnic diversity; gender equality; LGBTI; and widening participation of under-represented students. The attainment of the Athena SWAN Bronze Award by UCD in March 2017 provided recognition of the University's understanding of, and plans for, gender equality. It is also testament to the commitment and engagement of what is now the Gender Equality Action Group led by Vice-President for Research, Impact and Innovation, Professor Orla Feely. The pursuit of our EDI agenda across the University is underpinned by the skill and commitment of the University Equality, Diversity and Inclusion Manager, Marcellina Fogarty, whose unit is part of Culture and Engagement, UCD Human Resources, led by Rory Carey, both of whom have contributed immensely to the drive and delivery of our objectives. In addition many others participate on the EDI Group or its working groups and I express my sincere thanks for their dedication and contributions.

It is very rewarding to have the opportunity to chair the UMT Equality Diversity and Inclusion Group. I was very happy for this role to be designated as Vice-President for Equality, Diversity and Inclusion in February 2017, as this step raises the profile and expectations of EDI activities on the campus and the capacity for external engagement with government and public agencies, with industry and NGOs and internationally to ensure that equality, diversity and inclusion has the highest priority. It also reflects the fullest possible support from the President, the University Management Team, and more widely in the University, which is so essential to developing and achieving our University goals.

The following report provides a flavour of the developments that have taken place over the past year and the exciting and ambitious plan for EDI in the year ahead. I look forward to working with all at UCD to deliver on our objectives.

Professor Colin Scott,
Vice-President for Equality, Diversity and Inclusion

2. Equality, Diversity and Inclusion by numbers - Overview

As Ireland's global university, our community consists of a diverse group of employees and students. UCD recognises the value that diversity brings to the University in terms of the broad pool of employees and students, the richness of discussions that take place and the solutions proposed, and better quality decision-making at senior levels, due to this diverse membership. It is important that a culture exists to support the vision of a Global University and to achieve our strategic objective of "attracting and retaining an excellent and diverse cohort of students, faculty and staff".

The following statistics provide a snapshot of the diverse make-up of the University community and those that are attracted to roles in our University.

Average Employee Age

43.13 Years

2.1 Employee Population (2016/2017)

Employee Gender Breakdown

Faculty: 57% Male, 43% Female
Research: 51% Male, 49% Female
Staff: 34% Male, 66% Female
All Employees: 45% Male, 55% Female

Legend: Male / Female
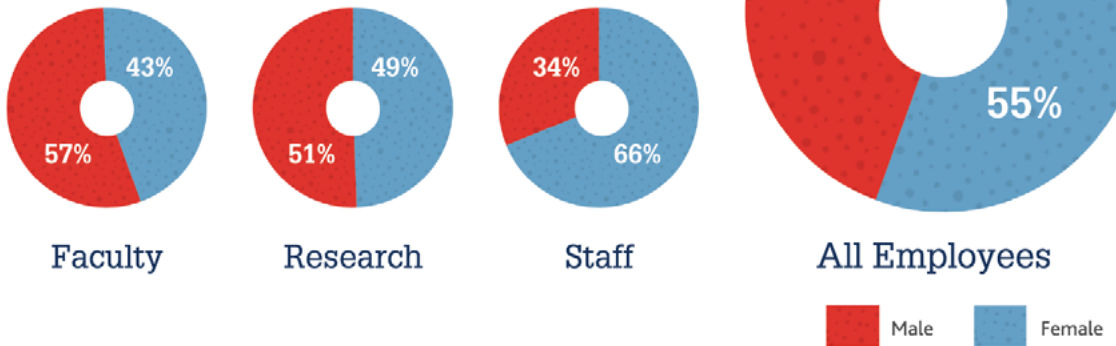
Top 10 Employee Nationalities (Excluding Irish)

Bar chart showing: BRITISH (~215), GERMAN (~70), AMERICAN (~67), ITALIAN (~63), SPANISH (~58), POLISH (~45), CHINESE (~40), FRENCH (~36), INDIAN (~31), CANADIAN (~26)
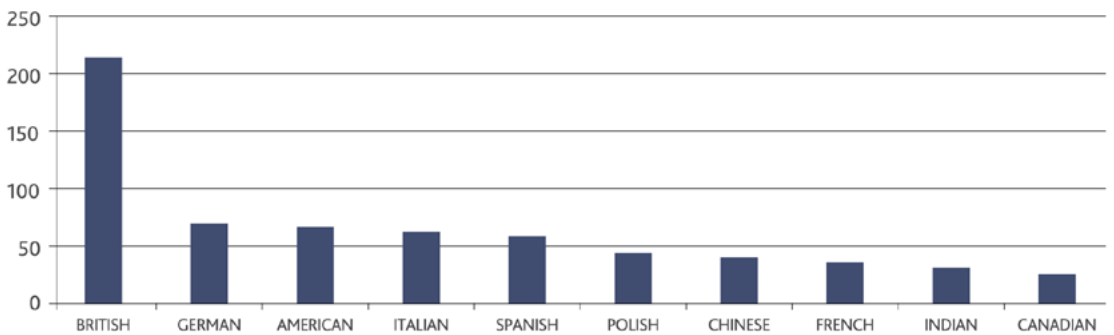
Employee Breakdown by Irish, EU/EEA & Non EU/EEA

Legend: Irish / EU / EEA / Non EU / EEA

All Employees: 74% Irish, 17% EU/EEA, 9% Non EU/EEA
Faculty: 71% Irish, 20% EU/EEA, 9% Non EU/EEA
Research: 54% Irish, 28% EU/EEA, 18% Non EU/EEA
Staff: 86% Irish, 9% EU/EEA, 5% Non EU/EEA
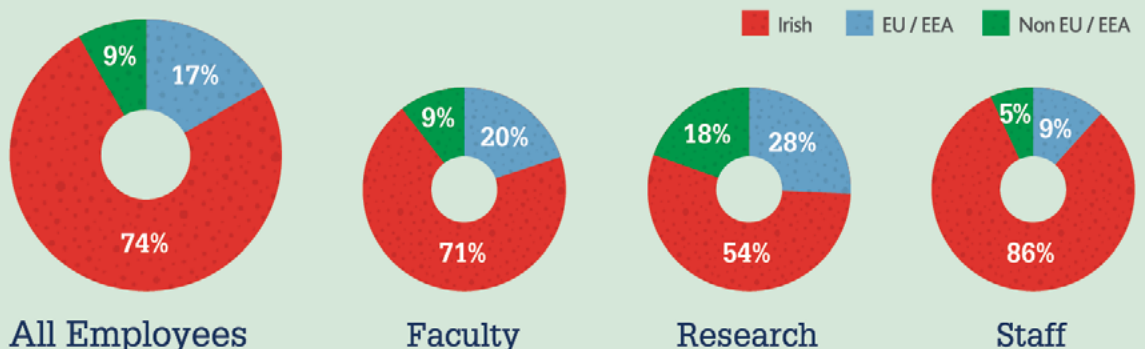
Applicant Profile

APPLICANTS BY GENDER	2013	2014	2015	2016
Female	4,420	3,794	4,499	3,963
Male	3,192	2,785	3,801	3,477
Prefer not to say	243	533	830	609
Total	7,855	7,112	9,130	8,049
Completion Rate of UCD Diversity Monitoring Tool	67%	55%	58%	59%

Extracts from Data Monitoring Reports (September 2017)

APPLICANTS BY FAMILY STATUS	NUMBER				%			
	2013	2014	2015	2016	2013	2014	2015	2016
Carer	56	37	36	51	0.8%	0.6%	0.5%	0.8%
Guardian	17	24	23	39	0.2%	0.4%	0.3%	0.6%
Other	856	715	799	713	12.3%	11.8%	10.4%	10.7%
Parent	1,762	1,659	2,136	1,899	25.4%	27.4%	27.8%	28.4%
Not applicable	4,253	3,612	4,694	3,980	61.2%	59.7%	61.1%	59.6%
Total	6,944	6,047	7,688	6,682				
Completion Rate of UCD Diversity Monitoring Tool	60%	47%	49%	49%				

2.2 Student Population

Student Profile

Age Group: 2016/17

% Student Headcount: By Gender

Male   Female   50%

Student Nationality Top 10 Countries 2016/17

- 331 Germany
- 212 Poland
- 595 Great Britain
- 288 Canada
- 347 France
- 261 Italy
- 1,816 United States
- 740 China
- 449 India
- 310 Malaysia
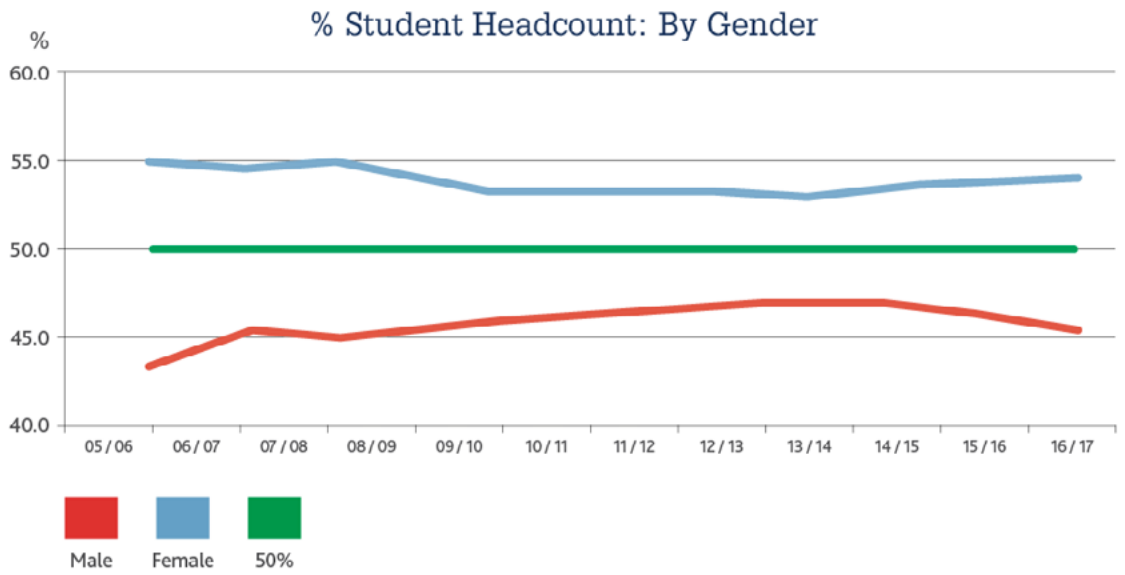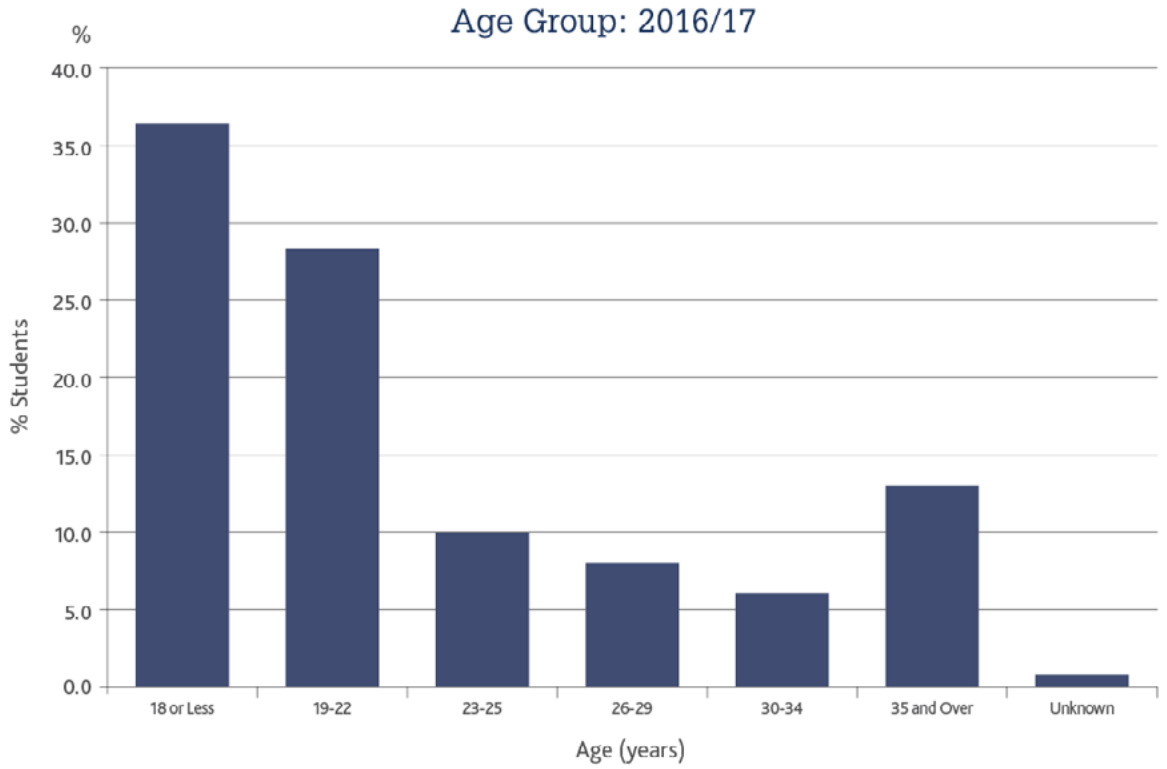
Proportion of Under-Represented Students (Undergraduates)

MARCH 1ST OF ACADEMIC YEAR	2013/14	2014/15	2015/16	2016/17
Students reporting a Disability (full-time)	1,311	1,349	1,473	1,564
Students reporting a Disability (part-time)	23	48	51	59
TOTAL UCD undergraduate students	16,301	16,310	16,687	17,054
Students reporting a Disability (%)	**8%**	**9%**	**9%**	**10%**

Notes: *Students who report a disability either through registration for supports with Access and Lifelong Learning; admission through DARE; OR indicating a disability on the Equal Access Survey*

HEA UNDER REPRESENTED SURVEY RESULTS:
Ethnic/Cultural Background (Undergraduates)

ETHNIC/CULTURAL BACKGROUND	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Irish	3,444	3,401	3,431	3,430	3,469	3,397	3,506
Irish Traveller	5	5	5	3	9	4	6
Any other White background	199	165	215	231	252	258	307
African	19	31	32	36	37	42	50
Any other Black background	3	4	4	6	2	3	5
Chinese	20	16	23	35	29	76	69
Any other Asian background	40	52	44	65	65	83	93
Other	38	51	55	52	79	69	84
Total Responding	**3,768**	**3,725**	**3,809**	**3,858**	**3,942**	**3,932**	**4,120**

Under-Represented Student Cohorts - Undergraduate Programmes

% Widening Participation Students

%

	2014	2015	2016	2017
	26.8%	27.2%	28.5%	29.1%
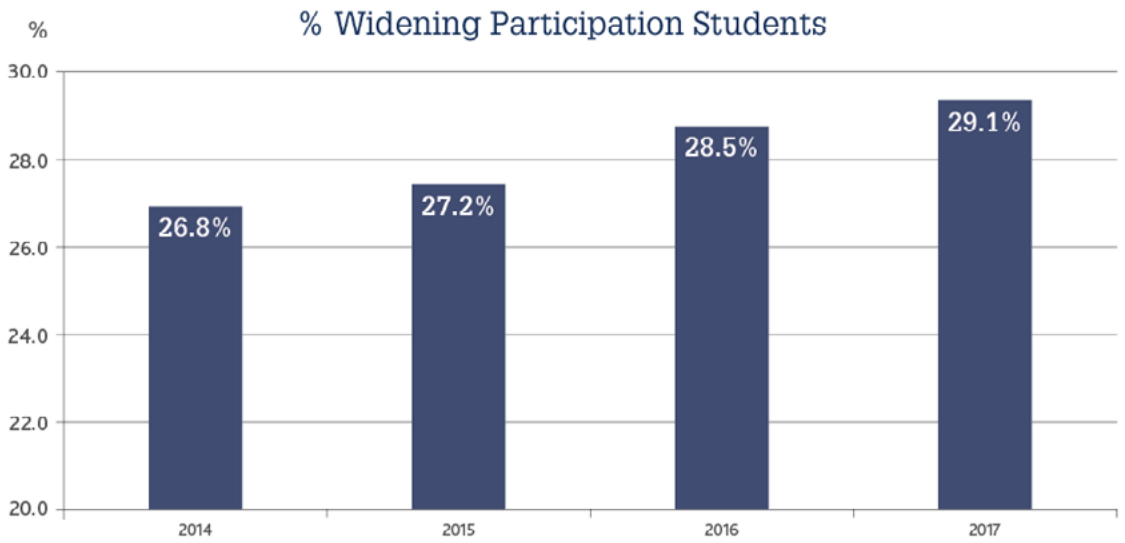
Student Profile by Socio Economic Group (SEG) - Undergraduate Programmes (2016/2017)

UCD vs. National Profile

■ Ireland ■ UCD

%

SEG	A	B	C	D	E	F	G	H	I	J	Z
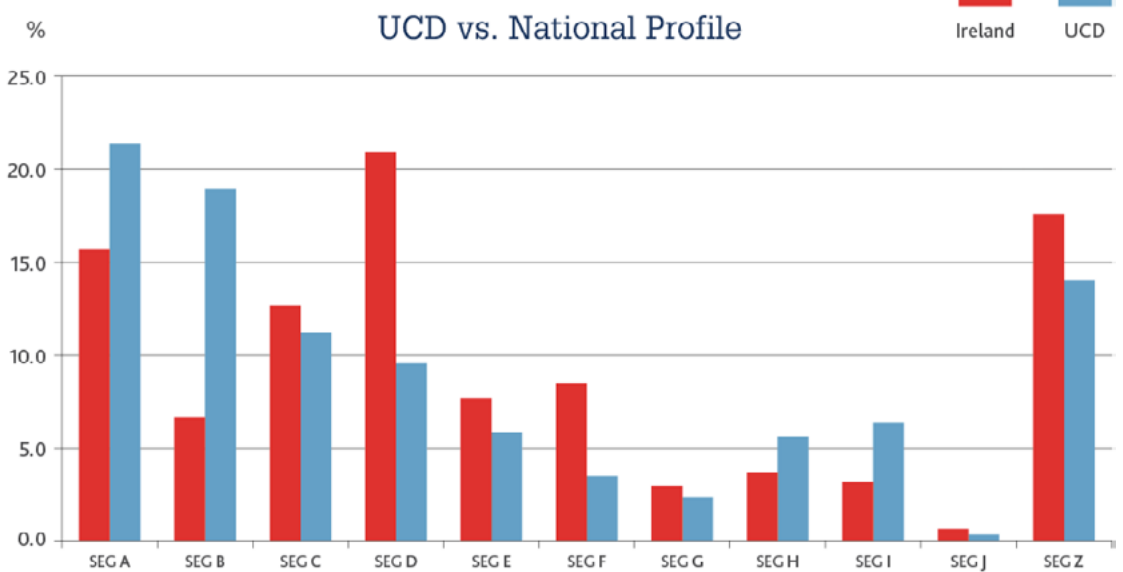
A	Employers and managers	E	Manual skilled	I	Farmers
B	Higher professional	F	Semi-skilled	J	Agricultural workers
C	Lower professional	G	Unskilled	Z	All others gainfully occupied and unknown
D	Non-manual	H	Own account workers		

3. Key Equality, Diversity and Inclusion Activities

3.1 Supporting the University in its mission and vision to be an equitable, diverse and inclusive community

Appointment of Vice-President for Equality, Diversity and Inclusion

The Vice-President for Equality, Diversity and Inclusion, Professor Colin Scott, was appointed in March 2017. This role sits on the University Management Team (UMT) and chairs the Equality, Diversity and Inclusion group. This group makes recommendations to the UMT on EDI related matters, leads on the mainstreaming of EDI throughout UCD and plays a key role in supporting the implementation of both the University and EDI strategy. The Vice-President also creates links with external bodies such as the Higher Education Authority, the Irish Universities Association and the Irish Human Rights and Equality Commission and internationally. This is a key role in championing the Equality, Diversity and Inclusion agenda.

Athena SWAN

University College Dublin was awarded the Athena SWAN Bronze Institutional Award on 15 March 2017. The award was established to promote the advancement of women's careers in higher education and research. Receiving this award is recognition of UCD's commitment to enhance gender equality in the University and is a significant milestone.

UCD Athena SWAN steering group members at the presentation of the Bronze Athena SWAN award, (front row, L to R) Dr Naonori Kodate, UCD School of Social Policy, Social Work and Social Justice; Catherine Lynch, project manager; Prof. Orla Feely, Vice-President for Research, Innovation & Impact and UCD Athena SWAN sponsor and chair, Marcellina Fogarty, Equality, Diversity & Inclusion Manager, UCD HR; Assoc. Prof. Sheila McBreen, UCD School of Physics; (back row L to R) Rory Carey, Director Culture & Engagement - UCD HR; Mark Simpson, Culture & Engagement - UCD HR; Dr Sinead Critchley, Director of University Governance; Dr Selena Daly, UCD School of Languages, Cultures & Linguistics; and Prof. Kathleen James-Chakraborty, UCD School of Art History & Cultural Policy.

An Athena SWAN Steering Group and three Working Groups were established to support the compilation of this submission. Significant consultation took place across the University in the form of a survey and a Gender Equality workshop in which over 150 members of the University community participated. The Gender Equality Action Plan that emerged from the Athena SWAN process has 39 actions to be achieved with the objective of ensuring that gender equality is integrated into all aspects of University work. Examples of actions achieved to date include the appointment of a Vice-President for EDI, the implementation of policies such as Gender Balance on Committees and Core Meeting Hours, and the expansion of the remit of the Athena SWAN Steering Group to include all gender related issues. This Steering Group, now the Gender Equality Action Group, expanded its terms of reference and also its membership inviting expressions of interest to join the group. There was an excellent response and members were chosen taking broad representation across disciplines, areas, grades and gender balance into consideration.

The new Faculty Promotions process and associated targets is another example of an action achieved under this plan. Targets were set on the cascade model approach, and these targets have been achieved for 2016/17. The promotion statistics are reflected in Table 1 below.

The University is now supporting eight schools to apply for this award in 2018. These Schools will be supported through a variety of means such as the development of gender data reporting systems that will be available to all Schools, briefing sessions, the development of templates, the provision of examples of best practice for specific disciplines, and a dedicated webpage. Members of other Institutions and the Equality Challenge Unit will be invited to share their experiences and learning with these Schools. Further Schools will be identified to proceed for the award in 2019 to ensure that there is a pipeline of Schools applying.

YEAR	PROMOTION TO	APPLIED				PROMOTED				*CASCADE MODEL TARGETS 2016/17
		F	M	TOTAL	%F	F	M	TOTAL	%F	
2016/17	Associate Professor	22	22	44	50%	18	14	32	56%	50.32%
	Professor	7	16	23	30%	7	9	16	44%	37.25%
	Full Professor	4	6	10	40%	3	6	9	33%	29.63%
	TOTAL	33	44	77	43%	28	29	57	49%	

Table 1: *Faculty Promotions Statistics September 2016 - August 2017*

Equality, Diversity and Inclusion Annual Report

The University is committed to publishing an Equality, Diversity and Inclusion report on an annual basis, which reports the progress of EDI initiatives and sets out the programme of work for the following year. The first annual report was launched in November 2016 by UCD President Professor Andrew Deeks at an event also attended by An Taoiseach, Leo Varadkar T.D. (the then Minister for Social Protection).

*Targets are set based on Cascade model i.e. percentage of eligible female candidates for promotion to each grade as at 31 August 2016

Equality, Diversity and Inclusion Policy and Strategy

Over the past year, the Equality, Diversity and Inclusion group has carried out a major review of UCD's Equal Opportunities policy leading to the development of a draft Equality, Diversity and Inclusion policy. This draft policy sets out the University's commitment to EDI, its vision to be at the forefront of higher education, integrating and harnessing a diverse and inclusive community to achieve excellence. It states how the University intends leading on defining and addressing Equality, Diversity and Inclusion challenges and identifying priorities and mechanisms. The draft strategy ensures that through specific actions, UCD delivers on its EDI objectives and meets legislative requirements across the ten university equality grounds[1].

A University-wide event is planned for December 2017 to harness the expertise and experiences of colleagues and students across UCD, and to identify the priorities and challenges in the area of EDI. The outputs of this event will ensure that every individual has an opportunity to contribute to the development of UCD's EDI Policy and Strategy.

An Taoiseach, Leo Varadkar T.D. (the then Minister for Social Protection) speaking at the launch of the EDI Annual Report 2015/16

Equality Impact Assessment Tool

The University is currently piloting an Equality Impact Assessment (EIA) tool. The purpose of this tool is to assess University policies systematically from an equality, diversity and inclusion perspective across the ten grounds identified by the University. This tool was integrated, as a mandatory requirement, into the new University Policy Management Framework to ensure EDI principles are embedded in the process of policy design and development. It not only ensures that policies are non-discriminatory but that they also promote EDI.

Workshops have been carried out to support policy developers to use this tool. Twelve EIAs have been carried out on policies since the implementation of the tool in March 2017. This tool will be reviewed by the EDI group after the pilot, and will be revised and refined based on feedback received.

3.2 Enhancing the student and employee experience at UCD, to attract and support those from all backgrounds to excel at study and work

Policy Development

A range of new and existing policies have been developed and enhanced to promote equality, diversity and inclusion across all aspects of UCD (see Table 2). Policy can be utilised to initiate cultural advancement and change within an organisation and through the EDI group they are a key driver in changing community culture, to promote an environment where core EDI principles become second nature to all members. The development of a culture where EDI is embraced as a key strength of the community is a core aspect of the University's vision.

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[1] Race, gender, disability, socio-economic status, religion or belief, sexual orientation, family status, civil status, age or membership of the travelling community

POLICY	PURPOSE
Gender Identity and Expression	The Gender Identity and Expression Policy was developed to support all members of the University community to excel irrespective of gender identity, and to respect and recognise diverse gender identities and gender expression. A Gender Identity and Expression Working Group, consisting of stakeholders from across UCD, drafted the policy following intensive research and consultation with the employee and student populations, and with expert organisations in this area such as TENI (Transgender Equality Network Ireland). The implementation of this policy will be visible in many ways, including through signage, both inside and outside, of bathroom and changing facilities across the University, Gender Identity and Expression training and changes in documentation to ensure inclusivity for all. This policy will be launched in Autumn 2017 to celebrate its development and promote awareness.
Paternity Leave	The Paternity Leave Policy was developed following the introduction of the *Paternity Leave and Benefit Act 2016*. This legislation expanded on the current supports already in place in the University for carers, enabling employees to take time off from work around the birth or adoption of their child, or the child of their spouse or partner. This leave forms part of a suite of family friendly initiatives available in UCD, and supports a more equitable sharing of parental caring duties. As part of the commitment to equality, diversity and inclusion, state paternity benefits are topped up to full salary where eligible.
Gender Balance on Committees	The Gender Balance on Committees policy which was introduced under the Gender Equality Action Plan requires all committees to meet the target of 40% of the under-represented gender. UCD is committed to creating an environment whereby all members of the community have equal opportunity to contribute to and inform institutional decision-making. The establishment of gender balance targets ensures that decisions are informed by the broadest possible range of expertise and input.
Core Meeting Hours	The Core Meeting Hours policy was also established as part of the Athena SWAN Gender Equality Action Plan and requires meetings to be held between the hours of 9.30am and 4pm. Meetings include all University, College and School level meetings, seminars, workshops etc. which faculty and staff are either required or invited to attend. This policy forms part of a range of actions intended to support a family-friendly working environment, and through enabling participation, will enhance a sense of community and shared endeavour.
Dignity and Respect	This policy was developed to support a culture of dignity and respect and enhance the processes and supports in place to assist with an issue if it does arise (see page 16 for further information).

Table 2: Policy Development

Alternative Pathways to UCD for Students

Access and Lifelong Learning (ALL) colleagues were successful in receiving UCD SPARC funding for two projects. The first involved the production of the Pathways[2] video, detailing the alternative routes to study at UCD. Using student experiences, this video promotes all the alternative entry pathways to studying in UCD, including HEAR (Higher Education Access Route), DARE (Disability Access Route to Education), Mature year entry's, QQI-FET, University Access, Open learning and Lifelong Learning. The second SPARC project, called Traveller Welcome, included students from the Southside Traveller Action Group, who participated in two taster days, one exploring the UCD campus and the second, at the UCD School of Archaeology's project site in Glendalough.

Examination supports for students experiencing temporary impairments was integrated into UCD Access and Lifelong Learning in 2016. Such students may now apply for a range of accommodations online and receive advice on other available post-entry supports.

Thirty-seven students participated in the ALL Access Leadership training programme this year. These students join 70 previously trained Access Leaders to support the work of Access & Lifelong Learning. Students undertake a training programme in team work, communications, problem solving, leadership skills, delivering campus tours and providing information on the support available. All Access Leaders are Garda vetted and work on the ALL outreach programme, welcome programme and represent under-represented students at the UCD Widening Participation committee and at the newly established National Access Steering Group.

Widening Participation Committee

The Widening Participation (WP) committee meets on a regular basis and each of its four sub-groups reports individually to the committee:

- Recruitment, Admission and Registration sub-group
- Student Supports and Campus Facilities sub-group
- Teaching, Learning, Assessment and Curricula sub-group
- Access, Participation and Retention Data sub-group

Baseline data is collated by the WP committee from reports provided by UCD Programme Boards and additional sources. The University's enrolment planning process includes targets for specified under-represented student categories, and further integration with the budget planning process for Schools is underway, which will underscore mainstreaming and is intended to strengthen ownership at School level.

Data on under-represented student cohorts for 2014 to 2017 is shown in Table 3.

	2014	2015	2016	2017
Socio-economically disadvantaged students (full-time degree only) *(1)*	1,717	1,746	1,320*	1,406*
Students reporting a Disability (full-time) *(2)*	1,311	1,349	1,473	1,564
Students reporting a Disability (part-time)	23	48	51	59
Mature students (full-time) *(3)*	997	967	1,021	1,060
Mature students (part-time)	777	814	836	796
Part-time and Flexible Learning *(4)*	827	1,006	1,064	910
FETAC (full-time)	232	262	178	291
All UCD Widening Participation Students	**4,375**	**4,437**	**4,755**	**4,965**
TOTAL UCD undergraduate students	**16,301**	**16,310**	**16,687**	**17,054**
% Widening Participation Students	**26.8%**	**27.2%**	**28.5%**	**29.1%**

Table 3: Widening Participation - Undergraduate Programmes (Certificates, Diplomas and Degrees)

(1) Students from socio-economic groups D, F & G
   *The HEA adjusted their methodology for 2015/16 so SEG now includes group J and counts 18 - 20 year olds only.
   This data trend adjusts in 2016 to reflect this counting D, F, G and J but only presenting on 18 - 20 year olds.
(2) Students who report a disability either through registration for supports with Access and Lifelong Learning; admission through DARE; OR indicating a disability on the Equal Access Survey
(3) Students aged 23 years and over on year of entry to UCD, with no previous undergraduate degree
(4) Part-time, including Open Learning

Equality, Diversity and Inclusion

Pictured at the Access & Life Long Learning Symposium held in June 2017 are (L to R) Prof. Diane Reay, University of Cambridge, keynote speaker; Prof. Andrew Deeks, UCD President; Prof. Mark Rogers, Registrar & Deputy President; Prof. Grace Mulcahy, chair Widening Participation committee; and Dr Anna Kelly, Director Access & Lifelong Learning.

A decline in the number of mature students enrolling has been noted, and a Mature Years research project aims to understand the reasons for this phenomenon.

There are a number of on-going significant initiatives aimed at ensuring UCD's curriculum, its pedagogy, and its assessment methods are designed and implemented with the diversity of our student body and principles of universal design in mind.

UCD ALL has reshaped its outreach and engagement approach to attracting under-represented students. This new approach entails working holistically with all community members. Formal links with 18 DEIS secondary schools and 9 further education colleges have also been created. To reach potential students with disabilities, ALL is collaborating with the Irish Wheelchair Association and with visiting teachers.

Access to part-time education at UCD has been traditionally provided by Adult Education. This provision has been re-imagined as UCD Open Learning. This innovative process opens up hundreds of Horizons modules to all. Twenty-five Schools are now participating in this initiative.

A number of scholarship schemes across the University are aimed specifically at students from under-represented cohorts. For example, the Widening Participation Scholarships are awarded to students admitted through a range of access routes who demonstrate that they have overcome significant barriers and challenges in order to pursue their education. Eighty-one such awards were made in 2016/17. Recipients of these scholarships will now be recognised at the University Entrance Awards ceremonies, in the spirit of mainstreaming.

UCD seeks to be actively involved in supporting scholars and workers seeking sanctuary in Ireland to progress their education and career, fulfil their potential and make contributions to the community and society. UCD wanted to respond to the barriers that can be experienced by offering support and opportunities to widen the participation of displaced persons seeking sanctuary in Ireland and providing access to the University as students, for work experience, or as employees, as appropriate. An EDI working group was therefore established to review current processes and look at specific initiatives currently in place, and to develop guidelines for academic and support units to support those groups. UCD also made a commitment to achieve University of Sanctuary Status by the end of 2017.

Integration of International Students

A large number of events take place each year to support the integration of international students and celebrate the different cultures in the University. Examples of these events include: UCD Arab Society Coffee Afternoon; International Student Society/Cumann Gaelach Traditional Irish Ceili; Malaysian Society Film and Exhibition Evening; Chinese Language Café; a German Language Cafe/Germany Unity Event; French Language Café; Diwali Celebrations; Chinese New Year Celebrations and many more.

Employee and Student Networks

There are a number of employee support networks in the University including the Staff Disability Network, LGBTI Staff Network, Women in the Sciences (WiTS), and Dignity and Respect Contact Persons. These networks act as a confidential peer support and also contribute to policy development and initiatives.

From a student perspective, UCD is home to Ireland's largest and most active student LGBTQ+ society, with just over 190 unique on and off campus events held over 2016/2017. The LGBTQ+ society plays a key role for students and was named UCD Society of the year for 2017. Over the course of the year the LGBTQ+ society received support from three major sponsors Accenture, Arthur Cox and Enterprise Rent-A-Car. The society also hosted numerous guests including Senator David Norris, Senator Fintan Warfield, Senator Aodhán Ó Ríordáin, Colm O'Gorman and many more. The UCD LGBTQ Society has also worked with institutions and groups such as the United Nations, Department of Foreign Affairs and TENI.

Senator David Norris (on the left) receives the UCD LGBTQ+ Foy-Zappone Award from Philip Weldon, UCD LGBTQ+ Auditor
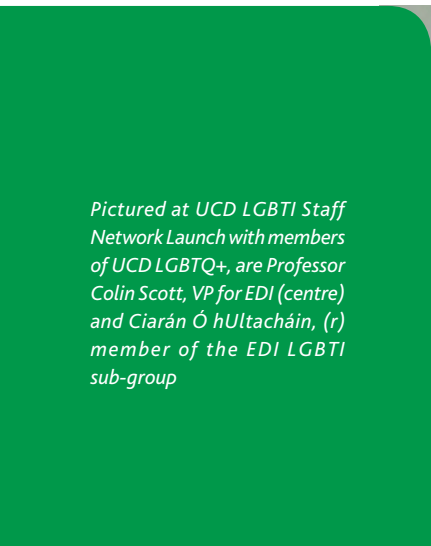
Pictured at UCD LGBTI Staff Network Launch with members of UCD LGBTQ+, are Professor Colin Scott, VP for EDI (centre) and Ciarán Ó hUltacháin, (r) member of the EDI LGBTI sub-group

3.3 Promoting a culture of Dignity & Respect and wellbeing for all, and the elimination of all forms of discrimination

Review of Dignity and Respect Policy

The University is committed to the promotion of a culture for work and study which upholds the dignity and respect of the individual and supports the individual's right to study and/or work in an environment which is free from discrimination. A major review of the Dignity and Respect policy was carried out to ensure the policy is supporting the creation of an environment where everyone is valued and respected in line with our University values. In the event that an issue arises, this policy provides clarity as to the supports that are available and the range of options that exist for an early resolution in an informal manner, if possible. Consultation formed a significant element of the review of this policy where face-to-face consultation took place with many key stakeholders groups across the University as well as the provision of an opportunity to submit online feedback.

Implementation of this policy will involve training of key support groups, including people managers, to ensure that they are equipped with the skills to support and help resolve Dignity and Respect related issues followed by an awareness raising campaign.

Healthy UCD

The Healthy UCD initiative first emerged as part of the broader Government-sponsored 'Healthy Ireland' project and the WHO's 'Healthy Campus' programme. The UCD Health Promoting Strategic Plan 2016-2021 was endorsed by UMT in May 2016 under the banner Healthy UCD and the Healthy UCD Steering Group was established in November 2016 to deliver on these strategic objectives, supporting UCD in becoming Ireland's Global Health Promoting University.

The Committee has overseen the implementation of several health promotion activities in 2016/2017 and have more planned. These aim to encourage students and employees to make healthy choices, both nutritionally and through increased physical exercise, by providing opportunities to establish lifelong healthy habits and attitudes. Examples of initiatives include a Healthy UCD Woodland Boundary Walk with 0.5km markers, lunchtime Walking Groups, Bootcamp for employees, highlighting supports available for smoking cessation, Healthy Eating Week, Re-start a Heart training and many more. Following a period of extensive consultation, the Healthy UCD website was launched in April 2017, in addition to a Facebook page, Twitter account and engagement with Instagram.

3.4 Developing a framework to capture robust and reliable Equality and Diversity data for students and employees

A project is underway to develop a data reporting system which will enable all Schools to be in a position to access the required data for compiling an Athena SWAN application. Data analysis is a significant element of the Athena SWAN application process and this reporting system will facilitate the required analysis. It will also support other work taking place such as the Juno application in the UCD School of Physics.

Employee and Student data systems will be enhanced to enable the collection of detailed EDI related data in order to be in a position to understand the diverse make-up of the University community, identify gaps and priorities for the University, and to inform policy development.

3.5 Raising awareness amongst the University community by promoting greater understanding and engagement with EDI issues

UCD raises awareness of EDI across the University community through a variety of ways including involvement in activities and initiatives, the provision of training, and organisation of seminars and events.

The first annual report was launched in November 2016 by UCD President Professor Andrew Deeks. This event was attended by Taoiseach Leo Varadkar (the then Minister for Social Protection) who provided an inspiring and thought provoking talk on Equality, Diversity and Human Rights in front of over 200 employees and students.

An Taoiseach, Leo Varadkar T.D. (the them Minister for Social Protection) (centre) with Prof. Colin Scott, Vice-President for EDI (left) and Prof. Andrew Deeks, UCD President, arriving to launch UCD Equality, Diversity & inclusion Annual Report 2015-16

Pledge for equality wall at International Women's Day

UCD joined organisations across the globe in marking International Women's Day again this year. The theme was "Be Bold for Change".

Through conversation and celebration, UCD pledged support to help forge gender equality on International Women's Day and beyond. Events took place throughout the day with a morning event "In Conversation with Dr Grainne Healy A leader in Social Justice" covered her leadership journey over the past 40 years in social activism and more recently her leadership of the Yes Equality Campaign. A lunchtime conversation took place with Professor Orla Feely, Professor Colin Scott, Dr Sinead

Critchley, Professor William Gallagher and Students' Union Welfare Officer Róisín Ni Mhara. The day concluded with a lecture "Gender Inequality in Universities: The Problem is Women?" which was part of the lecture series "Historical and Policy Perspectives on Gender". Professor Pat O'Connor (University of Limerick) and Prof Kathleen Lynch (UCD) participated at this event.

The new universally designed centre for UCD Access and Lifelong Learning opened in UCD James Joyce Library building. The opening was launched by Richard Bruton TD, Minister for Education and Skills; and Professor Andrew Deeks, UCD President in December 2016.

Brid Horan, 30% Club, speaking on the topic of gender and leadership at the launch of the UCD Aurora Leadership Development programme for 2016/17

Equality, Diversity and Inclusion

The Dublin LGBTI choir Gloria performing at the launch of the LGBTI Staff Network

UCD hosted AHEAD/DAWN Better Options College fair in November 2016. Over 350 students with Disabilities and 30 third-level exhibitors were present on the day. Information talks included "What to expect from your disability service"; "Making the most of your college experience" and "Making a successful DARE application". Strictly UCD took place on 4, March 2017 led by Equality, Diversity and Inclusion; UCD in the Community; and Culture & Engagement - UCD HR. This was developed as an inclusive event to bring the community together in a creative and inspiring way. Over 550 members of the UCD community and friends attended to watch 40 plus community members perform and in the

process raised €24,000 for UCD Volunteers Overseas and Gorta/Self Help Africa. The evening also featured group dances, a Chinese folk dance and a performance by the UCD/Experience Japan Taiko Drum group.

Staff from across UCD attended the launch of the LGBTI Staff Network on 22 February 2017. The event also featured the "Road to Equality" exhibition which celebrates the 40 years of activism that reshaped Ireland culminating in the introduction of marriage equality and legal gender recognition in 2015. The Dublin LGBTI choir GLORIA enchanted guests with beautiful vocals.

Strictly UCD MC Adrian Kennedy with UCD Strictly participants
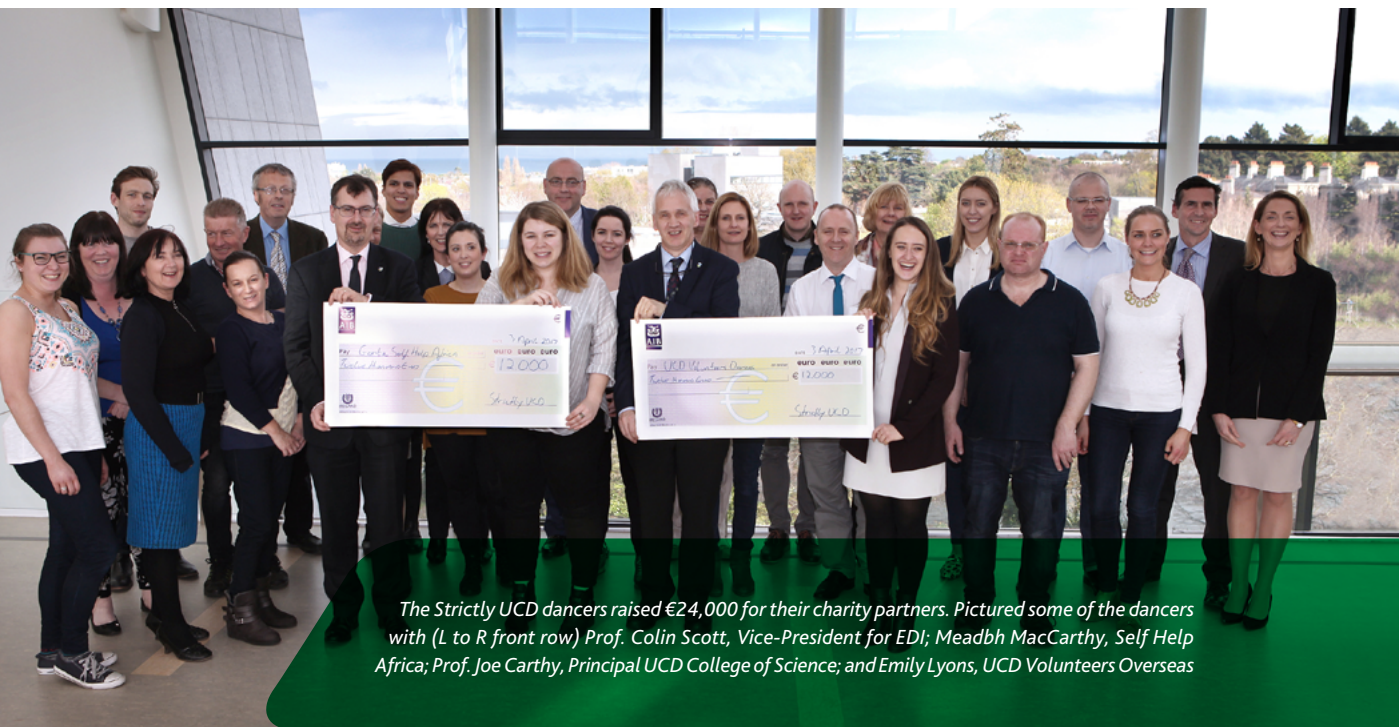
The Strictly UCD dancers raised €24,000 for their charity partners. Pictured some of the dancers with (L to R front row) Prof. Colin Scott, Vice-President for EDI; Meadbh MacCarthy, Self Help Africa; Prof. Joe Carthy, Principal UCD College of Science; and Emily Lyons, UCD Volunteers Overseas

UCD Community Choir Members performing at the UCD Festival 2017

EDI was visible at the UCD Festival 2017 through performances by the Strictly UCD Dancers and UCD Community Choir. Festival goers were also invited to place a note or picture on the UCD Belonging Tree around indicated what the feeling of belonging and inclusion meant to them.

The Working Smarter Together (WST) event took place in March 2017 and featured workshops on the Equality Impact Assessment Tool and EDI in Practice. Again the Community Choir entertained participants at the event with a lunchtime performance.

UCD hosted the European Access Network (EAN) Silver Jubilee Conference, "Retrospective for Perspective" in May 2017. This event celebrated twenty-five years advocating and promoting equality of access to higher education for under-represented groups. Over three days, fifty speakers shared their knowledge and expertise with 200 conference delegates from across Europe, the USA, Canada, Brazil, South Africa, and Australia. This conference also featured an exhibition, Access and the Looking Glass - curated by the National College of Art & Design (NCAD), and the Dun Laoghaire Institute of Art, Design & Technology (IADT).

UCD hosted an Access Symposium in June 2017 to highlight access and participation in the University and to celebrate achievements in this domain. The event, opened by UCD President, Professor Andrew Deeks, included an exciting line-up with the distinguished keynote speaker, Diane Reay, Professor of Education at Cambridge University, who shared her knowledge, expertise and thinking on education and social justice in an address entitled, Degrees of Inequality: widening access and participation in higher education. Twenty speakers from across the University contributed examples of good practice to the Inclusive Practice in UCD Showcase, and Dr Gavin Jennings, RTE Journalist, conducted a public interview with a selection of UCD access graduates.

Participants of the UCD Aurora Programme 2016/17 pictured with Prof. Joe Carthy, Aurora Champion (L) and Prof. Andrew Deeks (R), UCD President

Pictured at the EDI lunchtime seminar on the Role of the Ombudsman for Children's Office is (L to R) Assoc. Prof. Marie Clarke, Dean of Undergraduate Studies, Dr Niall Muldoon, Ombudsman for Children, Assoc. Prof. Patricia Maguire, Chair, EDI Events & Communications sub-group

The UCD Aurora Leadership Development Programme 2016/2017 was launched by President Andrew Deeks in December 2016. This was the third year that UCD participated in the Aurora programmes, an innovative leadership development training programme aimed at women up to Associate Professor and equivalent professional services level, with 21 female faculty and staff supported to attend the programme. This event included talks by former participants and mentors who gave new participants and mentors a very personal overview of their experience during and after the programme. In addition, there were some thought provoking speeches on the topic of gender and leadership from the guest speakers, Brid Horan (30% Club) and Maeve Lankford (Leadership Foundation).

As part of the EDI lunchtime seminar service Dr Muldoon Ombudsman for Children came to UCD to meet employees and students and talk about the overall role of the Ombudsman for Children's Office and their role with regard to education. His vision is to see an Ireland where all children and young people are actively heard and respected so that they experience safe, fulfilling and happy everyday lives.

In August 2017 UCD was delighted to host the Women's Rugby World Cup. The campus played host to over 700 players and team officials with the pool games being hosted in the Belfield Bowl and Billings Park before the playoffs and final were held in Belfast. Large crowds attended the games and considerable coverage of this womens sport and UCD's participation was achieved.

Ireland's women's rugby team compete against Australia at the UCD Bowl in the Women's Rugby World Cup in August 2017

3.6 Collaborating with external bodies on EDI related matters with a view to being the leading third-level institution in Ireland to advance equality, diversity and inclusion

Engagement and collaboration with external bodies is essential in order to enable learning to be shared across organisations and for collaboration to take place. The following are examples of the types of engagement that have taken place.

A Network of Vice-Presidents/Academic Leads with responsibility for equality across the seven Irish Universities has been established. This group meets on a quarterly basis to discuss strategic priorities in the area of EDI, to engage with bodies such as the Higher Education Authority and the IUA, and to make recommendations. Professor Colin Scott represents UCD on this network. The work of this network is supported by the IUA Equality Network which consists of Equality Managers across the Irish Universities. This network continues to collaborate together on EDI related projects. UCD's representative is Marcellina Fogarty, Equality, Diversity and Inclusion Manager.

UCD has consulted with a number of external bodies in the development of initiatives and policies such as the Irish Refugee Council, TENI (Transgender Equality Network Ireland), IHREC (Irish Human Rights and Equality Commission), the Leadership Foundation, the Equality Challenge Unit and more.

Seeking funding for research in the area of EDI is another important means of advancing this agenda. The purpose of the University Research Seed Funding for Equality, Diversity and Inclusion project is to enhance UCD's research in this area. There are two separate strands to this funding. Strand A funds research projects related to Equality, Diversity and Inclusion. Examples of eligible research topics include research careers of women, or research in relation to any of the nine grounds protected by legislation. Strand B funds the costs of organising meetings, seminars and events with a view to building research networks related to equality, diversity and inclusion. In 2016/17 two projects received funding:

Strand A: "Ecological executive function assessment and targeted support in young children with executive dysfunction" - Dr Michelle Downes, UCD School of Psychology

Strand B: "Women and Philosophy: Past, Present and Future" - Professor Maria Baghramian, UCD School of Philosophy

4. Legislative and Policy Background

There are a number of legislative measures which set down the minimum standards to be achieved in the area of equality, diversity and inclusion. However the University aims to go beyond the legislation and has done so in many respects. For example, paid maternity and paternity leave and the inclusion of socio-economic status as a ground to be considered in policy development and decision-making.

The main legislation governing the area of equality, diversity and inclusion include:

- *Employment Equality Acts 1988 - 2015*
- *Equal Status Acts 2000 - 2015*
- *Disability Act 2005*
- Public Sector Duty introduced under the *Irish Human Rights and Commission Act 2015*

There are also other requirements in place associated with gender specifically, and whilst they are not legally binding, they are linked to funding.

In 2016, the Higher Education Authority published a Report "HEA National Review of Gender Equality in Irish Higher Education Institutions" following a review of gender equality across the higher education sector. Recommendations were made in this report linked to funding and have implications for the Third-Level Sector.

A key recommendation of this report has been adopted by three of Ireland's research funding agencies, who have made gender equality accreditation in higher education institutions a condition of funding by the end of 2019. Higher education institutions will be required to have secured the minimum Athena SWAN gender equality accreditation by end 2019 in order to be eligible to compete for research funding allocated by any of the three agencies. By end 2023, the institutions will be required to hold the intermediate (silver) level accreditation to be eligible for competitive research funding. The combined annual budget for research for the three agencies is approximately €230m.

Horizon 2020 is an EU Research and Innovation Programme, and gender is mainstreamed in each of the different parts of their work programmes ensuring a more integrated approach to research and innovation. In order to receive the funding, grant beneficiaries must commit to promoting equal opportunities and a balanced participation of women and men at all levels in research and innovation teams and in management structures.

5. University Equality, Diversity and Inclusion Structure

5.1 University Management Team (UMT) Equality, Diversity and Inclusion Group

The UMT Equality, Diversity and Inclusion Group was established in September 2015 and comprises representatives from key employee and student groups, networks, employment grades, faculty and staff, and Colleges and Units across the University (see Appendix 6.1 for terms of reference and Appendix 6.2 for membership). The EDI group plays an important role in the mainstreaming of equality, diversity and inclusion across the community for colleagues and students as the University develops processes, makes policy decisions and plans implementation programmes and projects. The group leads on equality, diversity and inclusion initiatives, makes recommendations to the University Management Team, and monitors progress toward implementing commitments. Its programme of work for 2017/18 is located in Appendix 6.5.

There are a number of College Equality and Diversity Representatives on the group whose role is to champion initiatives in their respective Colleges and to provide feedback to the EDI group. A similar role is also being piloted at School level, and this role will act as the point of contact, promote initiatives at School level and provide feedback to the College Representative.

The EDI group now comprises of six sub-groups (see Figure 1) to progress the EDI programme of work as demonstrated in Appendix 6.6.

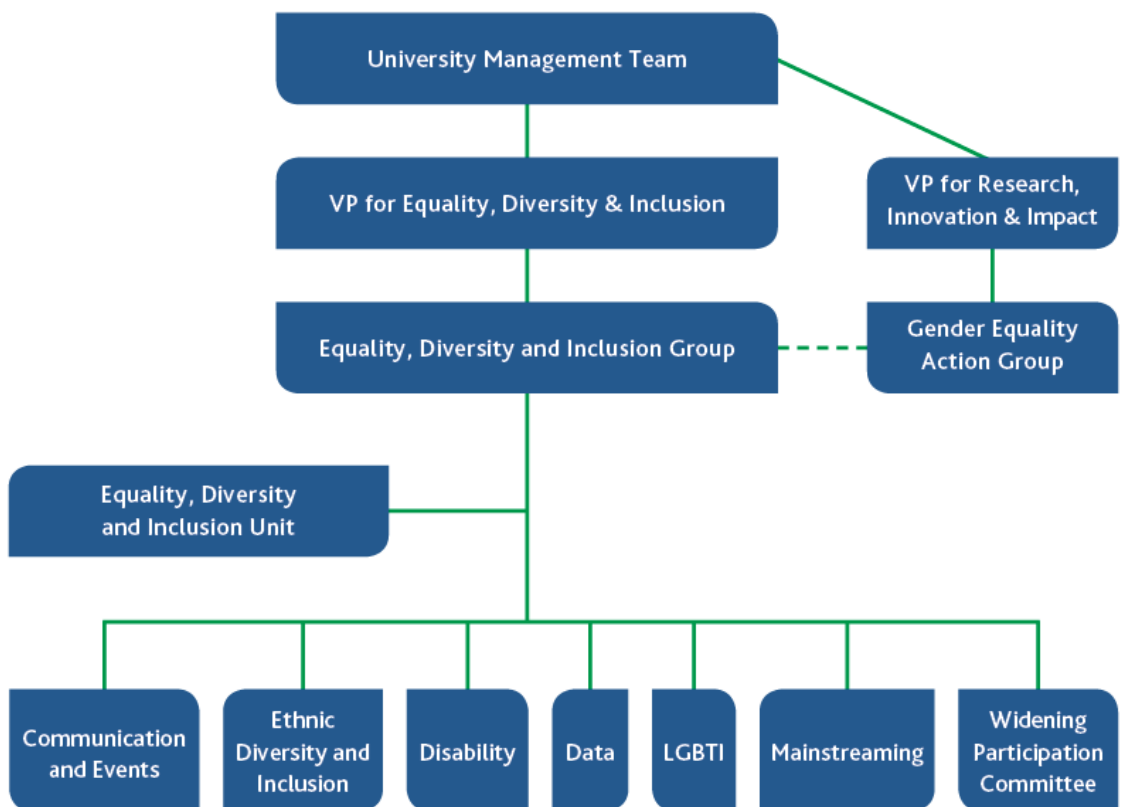Membership of each sub-group for 2017/18 can be found here.

Figure 1: UMT Equality, Diversity and Inclusion Structure - September 2017

5.2 Gender Equality Action Group

The Gender Equality Action Group, previously known as the Athena SWAN Steering Group, expanded its remit to cover all gender related issues and promote initiatives across the University. This group is chaired by the Vice-President for Research, Innovation and Impact, Professor Orla Feely, and will continue to oversee the Athena SWAN application process, both at University and School level. (see Appendix 6.3 for Terms of Reference and 6.4 for Membership).

5.3 Other key Roles/Units that support EDI in the University

Equality, Diversity & Inclusion Unit

Equality, Diversity & Inclusion Unit supports and enables the work of the UMT EDI Group and plays a key role in ensuring the promotion and mainstreaming of equality, diversity and inclusion throughout UCD. It forms a significant part of the Culture and Engagement team in UCD HR, drives key initiatives, and works with members of the University community on the implementation of the EDI work plan. The unit champions culture change and provides support and advice in dealing with equality and diversity matters. In addition, the unit participates on appropriate University groups and develops strategies which support the identification and implementation of best practice policies and procedures across UCD. The UCD HR strategy - "Growing through people" also supports and drives the work of the unit, and a core objective in this strategy is its commitment to EDI priorities and the critical need to mainstream EDI as part of our culture.

Access & Lifelong Learning

Access & Lifelong Learning (ALL) is to be the 'bridge to inclusion' offering connections, engagement and building relationships between communities that are 'distant' from higher education, and the University community. This is given expression primarily by:

- Developing and implementing a suite of responses to widen access and ensure participation by diverse student cohorts, including students with disabilities, mature students, part-time learners, and students from communities experiencing disadvantage.

- Supporting and enabling the University to integrate and embed the principle of equity of access throughout the institution.

This work is guided by a belief that an inclusive university entails all aspects, including the educational experience, student supports and facilities, as well as the built and technological environments, being designed around the needs of all students, thus ensuring that access is embedded and mainstreamed throughout the University and, as a result, is promoted, supported and the responsibility of all (Kelly, 2017). Fundamental to this approach is the understanding that equality of access incorporates both entry to UCD and access to an inclusive learning environment, designed for the full range of students, rather than a perceived notion of a typical or so-called 'traditional' student.

Widening Participation Committee

Widening Participation Committee, originally formed five years ago, and re-established in 2016 under amended terms of reference, offers a formal university-wide mechanism to oversee, monitor and promote progress towards the achievement of UCD's objective of diversifying the student profile to reflect that of the general population. The committee is now aligned with the University's academic programme structures, and reports to the Equality, Diversity and Inclusion sub-group of the University Management Group (UMT). In addition to Programme Board nominees, membership is also extended to a representative of the Graduate School Boards, to selected policy and support services, (Admissions, Recruitment, Teaching & Learning, Communications, Library), and to Student Access Leaders. The Committee is supported and enabled by the UCD Centre for Access & Lifelong Learning (ALL). A key objective of the Committee is to promote the mainstreaming of diversifying the student population. That is to ensure that all of the University community play their part in achieving this element of University strategy.

Registrar & Deputy President

Registrar & Deputy President oversees the academic life of a student from undergraduate through to graduate studies. The Registrar is supported by the Dean of Graduate Studies who also acts as Deputy Registrar; the Dean of Undergraduate Studies and the Dean of Students.

Dean of Students role has responsibility for the student experience in UCD and is committed to the continued enhancement of UCD's programmes and educational environment so that every student may be fully supported in reaching their potential.

6. Appendices

Appendix 6.1:

Equality, Diversity and Inclusion Group Terms of Reference

Purpose and Function

The Equality, Diversity and Inclusion Group shall be responsible for leading equality of access and equality of opportunity in UCD, for leading on equality, diversity and inclusion related initiatives and for making recommendations to the University Management Team on all matters relating to Equality, Diversity and Inclusion.

Terms of Reference

- To oversee and provide guidance and direction for the achievement of equality and diversity objectives identified in the University Strategic Plan, to identify and help remove barriers, and make recommendations to UMT as appropriate;

- To oversee and promote the equality agenda in UCD, ensuring that equality is a key consideration in all planning and development undertaken at the University;

- To oversee the programme of work of the Athena SWAN Steering Group;

- To oversee the programme of work of the Widening Participation Committee;

- To highlight and communicate developments in national and European equality policy to the University Management Team so that they may be incorporated, as appropriate, by the University;

- To make recommendations to the University Management Team for the enhancement of Equality, Diversity and Inclusion at the University and suggest action measures to prevent any gaps/oversights/deficits in the area of equality and diversity;

- To submit an annual report to UMT on the progress of the Group and an annual statement of risk relating to all areas within the Group's ambit. To facilitate the evaluation and validation of equality and diversity measures, policies and procedures put in place by the University;

- To define the role of Equality and Diversity Representatives in each of the Colleges;

- To review data in relation to the nine grounds on an annual basis. The nine grounds under the Equality Acts are Gender; Civil status; Family status; Sexual orientation; Religion; Age; Disability; Race and membership of the Traveller community;

- To ensure the promotion, communication, and mainstreaming of equality, diversity and inclusion throughout UCD and that appropriate and effective training is provided at governance, management, faculty, staff, and student levels;

- To advise the UMT on steps necessary to ensure that the University complies fully with all legislative requirements in relation to equality matters, with particular reference to the Universities Act 1997, the Employment Equality Acts 1998 - 2008, the Equal Status Acts 2000-2004, the Disability Act 2005 and any other relevant legislation;

- To consider and respond to issues referred to the Group by the UMT.

Composition

The following shall be members of EDI Group:

- Chair, Professor Colin Scott
- Equality and Diversity Representative from each of the Colleges
- Equality, Diversity and Inclusion Manager
- HR Representative
- IT Services Representative
- LGBT Staff Network Representative
- Access and Lifelong Learning Representative
- Widening Participation Committee Representative
- Athena SWAN Steering Group Representative
- WITS Representative
- Estates Services Representative
- Students' Union Representative (x2)
- University Relations Representative
- Office of the Registrar Representative
- Library Representative
- International Office Representative
- Research Staff Association Representative
- Quality Office Representative
- Representative of Staff Member with Disabilities
- Director of Institutional Research

The Group may co-opt representatives from across the University as appropriate. The Group should aim to have gender representation of at least 40% either Gender and broad representation of all faculty/staff groups in UCD. The Group may establish, whether from within its own membership or otherwise, such sub-committees and advisory groups as it may think fit, to advise and report on any of the above matters.

Group Support

The EDIG will be supported by UCD HR.

Conduct of Business

- The Group shall meet at least four times a year;
- The meetings shall be convened by the Chair with a minimum of seven days' notice of a meeting;
- The members of the Group may not nominate others to attend meetings on their behalf.

Reporting Responsibility

The EDIG shall report to the UMT, with reports indicating items for decision by the UMT and items for communication to the UMT. Items for decision should be accompanied by the recommendation of the Group.

Appendix 6.2:
Equality, Diversity and Inclusion Group Membership 2016 - 2017

- Professor Colin Scott (Chair of EDI Group)
- PJ Barron (Estate Services)
- Dr Conor Buggy (LGBTI Staff Network)
- Rory Carey (Culture and Engagement)
- Genevieve Dalton (IT Services)
- Gráinne de Bhulbh (Registry)
- Dr Lindsey Earner-Byrne (EDI College Rep - *Arts and Humanities*)
- Luke Fitzpatrick (Students' Union)
- Professor Patricia Fitzpatrick (EDI College Rep - *Health and Ag Sciences*)
- Dr Bairbre Fleming (Access and Lifelong Learning)
- Marcellina Fogarty (EDI Manager)
- Professor John Geary (Widening Participation)
- Paul Gleeson (International Office)
- Elaine Hickey (Quality Office)
- John Paul Kiernan (Library)
- Dr Nao Kodata (EDI College Rep - *Social Sciences and Law*)
- Tina Lowe (Staff Disability Network)
- Dr Shane Lordan (Research Staff Association)
- Catherine Lynch (Gender Project Manager)
- Associate Professor Patricia Maguire (WiTS)
- Associate Professor Sheila McBreen (EDI College Rep - *Science*)
- Maura McGinn (Institutional Research/Data)
- Jola Meagher (EDI College Rep - *Business*)
- Róisín Ní Mhara (Students' Union)
- Professor Grace Mulcahy (Widening Participation)
- Ciarán Ó hUltacháin (LGBTI Staff Network)
- Dr Elizabeth Shotton (EDI College Rep - *Engineering and Architecture*)
- Mark Simpson (Culture and Engagement)
- Fiona Sweeney (Access and Lifelong Learning)

Appendix 6.3:
Gender Equality Action Group Terms of Reference

The Gender Equality Action Group will:

- Lead on the progression of the University on gender initiatives such as membership of the Athena SWAN Charter;

- Oversee the Implementation of UCD's Gender Equality Action Plan (GEAP) and support project leads;

- Conduct a gap analysis to identify areas for further consideration which are not covered by the GEAP but are necessary to respond to emerging policy changes on gender equality;

- Report to UMT (through the UMT Sponsor);

- Liaise with the UMT Equality, Diversity and Inclusion Group;

- Support Schools to apply for Athena SWAN applications, including:
  - Agree with Schools the timing of submissions for Departmental Awards,
  - Support School Self-Assessment Teams, and
  - Participate in relevant quality assurance processes (e.g. peer review);

- Specifically act as the Self-Assessment Team (SAT) for the Athena SWAN awards, and prepare a submission on behalf of the University for subsequent Athena SWAN awards;

- Promote the GEAP and all gender initiatives within the University community;

- Liaise with UCD representatives on relevant UCD and national committees.

Chair / UMT Sponsor

The Gender Equality Action Group (including Athena SWAN) will be chaired by the UMT Sponsor, Professor Orla Feely, VP for Research, Innovation and Impact. The Chair may appoint a Deputy Chair, to fulfil specific tasks including representation on the UMT Equality, Diversity and Inclusion Group.

Membership and Term of Office

The membership of the Group will include standing members and those appointed to the group for a 3 year term. At that point the membership and terms of reference will be reviewed. Membership of the Group will be representative of the University community including: gender balance and diversity; disciplines and grades; faculty, staff and students; relevant committees and networks; and expertise in areas such as equality and organisational development /cultural change.

It is anticipated that there will be approximately 4 meetings per year.

Appendix 6.4:
Gender Equality Action Group Membership (2017-2020)

Professor Orla Feely (Chair)	Research, Innovation and Impact
Professor Kathleen James-Chakraborty (Deputy Chair)	School of Art History and Cultural Policy - Arts & Humanities
Professor Dolores Cahill	School of Medicine - Health and Agricultural Sciences
Rory Carey	Culture and Engagement, UCD HR
Professor Joe Carthy	College of Science
Dr Lucy Cradden	Earth Sciences, College of Science
Dr Sinéad Critchley	University Secretariat
Dr Selena Daly	School of Languages, Cultures and Linguistics- Arts & Humanities
Marcellina Fogarty	Equality, Diversity and Inclusion, UCD HR
Professor Catherine Godson	School of Medicine - Health and Agricultural Sciences
Dr Aoife Gowen	School of Biosystems & Food Engineering - Engineering & Architecture
Associate Professor Simon Kelly	School of Electrical and Electronic Engineering
Professor Jason Last	Dean of Students
Eoghan MacDomhnaill	SU Welfare Officer
Dr Meriel McClatchie	School of Archaeology - Social Sciences & Law
Maura McGinn	Director of Institutional Research
Dr Jennifer Mitchell	School of Biomolecular and Biomedical Science - Science
Dr Marie Luce Paris	School of Law - Social Sciences & Law
Professor Denis Shields	School of Medicine - Health & Agricultural Sciences
Mark Simpson	Culture and Engagement, UCD HR
Dr Emma Sokell	School of Physics - Science
Dr Gavin Stewart	School of Biology & Environmental Science
Dr Saoirse Tracy	School of Agriculture & Food Sciences - Health & Agricultural Sciences
Judy Walsh	Social Policy, Social Work & Social Justice - Social Sciences & Law

Appendix 6.5:

Work Programme of Equality, Diversity and Inclusion Group 2017/18

- Development of EDI Policy

- Development of EDI Strategy and Action Plan

- Consultation Event on the draft EDI Policy and Strategy - December 17

- Implementation of EDI Policy and EDI Strategic Action Plan

- Publication of EDI Annual Report 2026/17

- Oversee and support the work of EDI Sub-Groups and Working Groups

- Apply for University of Sanctuary

- Sponsorship of programme of work of EDI Sub-Groups

- Workshop with other Institutions around the Public Sector Duty

- Sponsorship of EDI Awareness Training Programmes

- Engagement with Industry through a Workshop event

Appendix 6.6:

Work Programme of Equality, Diversity and Inclusion Sub-Groups 2017/18

1) LGBTI Sub-Group

- Promote and assist in the deployment of the following policies: EDI Policy and Strategic Objectives, Gender Identity Policy and Guidelines and the Dignity and Respect Policy.

- Assist in the development and delivery of Gender Identity training for key staff and student leaders.

- Assist with any training regarding empowerment of staff and students to confront inequality, harassment or discrimination.

- Propose an addendum for advertisements for staff recruitment promoting UCDs equality and diversity and inclusion.

- Prepare questions for the EDI survey regarding LGBTI community issues.

- Prepare a full application for Workplace Equality Index inclusive of all EDI initiatives that are in progress - July 2018.

2) Mainstreaming Sub-Group

- 'Why EDI is relevant to me and my unit' - project to promote buy-in & demonstrate business case & added value of EDI and incorporating this into University EDI initiatives.

- Review of impact of Co-Chair pilot.
- Equality Impact Assessments:
    - Review and update of EIA process;
    - Development of additional toolkit resources;
    - EDI principle statement for inclusion in University policies and procedures;
    - Project to consider EIA application to UCD processes and procedures.

- Project to further align EDI & Universal Design in UCD.
- Other projects under consideration include:
    - Project to strategically consider the full portfolio of University policies to identify a suite of policies that actively promote EDI - aim to have examples of best practice for dissemination to colleagues;
    - Project to identify existing University policies that would benefit from undergoing an EIA - aim to liaise with policy owners to propose early engagement with EDI considerations when the policies come up for review.

Feed into the EDI survey and review the results to identify opportunities for mainstreaming EDI.

3) Disability Sub-Group

- ConnectAbility - Develop a clear Process Map, Supporting Documentation, communications plan, awareness raising.

- WAM (Willing, Able, Mentoring) Programme - a working group to identify & establish a UCD WAM internship.

- Accessibility Documents Project - review existing accessible documents guidelines & check list, website accessibility statement, awareness raising.

- Joint Staff Disability Network (SDN)/EDI project seminar on Equality & Diversity in the workplace, with guest speaker Lesley McLoughlin, Enterprise Rent a Car.

- Disability Awareness amongst the UCD Community with student and employee focus.

- EDI Survey - Disability Section.

4) Data Sub-Group

- Student Data: adding further grounds to the Student Registration form.

- Staff Data: HR Core Upgrade/ESS Screen and the facility to record equality grounds against staff records.

- Develop requirement documents for student and staff systems outlining rationale for collecting data and to detail our requirements.

- Analysis of existing student and staff data to present available historical trends and to identify data gaps.

5) Events and Communications Sub-Group

- Promote policy developments such as:
  - Disability and Inclusion event (25 October 2017)
  - Consultation on EDI Policy & action plan (7/8 December 2017)
  - Launch of Dignity and Respect Policy (December 2017)
  - Launch of Gender Identity & Expression Policy (February 2018)

- Promote employee supports & networks and raise awareness on key issues, examples include:
  - Employee Engagement event - Engage@UCD (7 November 2017)
  - UCD Community Choir festive recital (19 December 2017)
  - Joint EDI LGBTI Sub-group/LGBTI Network event (February 2018)
  - International Women's Day events (8 March 2017)
  - International Day of Elimination Discrimination / Anti-Racism (21 March 2018)
  - World Autism Awareness Day (2 April 2018)
  - Mental Health Awareness Event (April 2018)
  - Global Accessibility Awareness Day (18 May 2018)
  - World Refugee Day (20 June 2018)
  - UCD Festival (June 2018)

6) Ethnic Diversity and Inclusion Sub-Group

- Redefine Terms of Reference of sub-group.

- Expand membership of sub-group to include representatives from key areas and relevant groups/networks.

- Establish a network for international employees.

- Propose the development of a "buddy" system.

- Input into the development of the on-boarding process for employees.

- Look at potential channels to mark dates in the international calendar.

Image on this page
UCD Widening Participation Scholars 2016/17

Back cover
*Meng Ti, undergraduate student from the UCD College of Business
performs a traditional Chinese folk dance at Strictly UCD
In June 2017 a team of 130 students and staff completed the
Hell and Back challenge in County Wicklow to raise funds
for Brain Tumor Ireland and UCD Volunteers Overseas*

13179
www.akgraphics.ie

University College Dublin
Belfield, Dublin 4, Ireland.

www.ucd.ie/equality