

Welcome to the first edition of the UCD Veterinary Community EDI newsletter

EDI stands for Equality, Diversity, and Inclusion. At UCD we aim create an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, or membership of the travelling community.

This applies not only to staff but also students across the university with the aim to create a welcoming environment that is supportive of difference. For information on upcoming and past events please visit - [Vet EDI & Athena Swan website](#) and follow us on twitter [@UCDVetAthSWAN](#)



Upcoming Events and Training

CHAS Research Culture World Café | May 5th 2pm - [book here](#)

Darkness into Light | May 7th - Join or donate to the [#weareUCDVetSciences team](#)

Paternity Matters: Balancing Family and Work | 10th May - [book here](#)

Maternity Matters - Return to Work | 11th May - [book here](#)

Managers Matter - Leading Modern Families | 19th May - [book here](#)

UCD Community Choir in aid of Special Olympics Ireland | 28th May - [book here](#)

Pride Month – June 2022 - events in Veterinary Sciences building TBD

Being aware of our biases: Unconscious Bias Awareness | Various dates - [book here](#)



Past events within the School

International Men's Day 2021

One of the six pillars of International Men's Day (IMD) is to improve gender relations and promote gender equality for both men and women. In this light, the theme for IMD 2021 was "Better Gender Relations". Last November, staff and students from the school were asked for examples of positive male role models and positive expressions of masculinity and how to improve better gender relations. Below are a few excerpts, for the full pieces please see - [link](#)



John Buckley - Director of the School of Veterinary Medicine Office

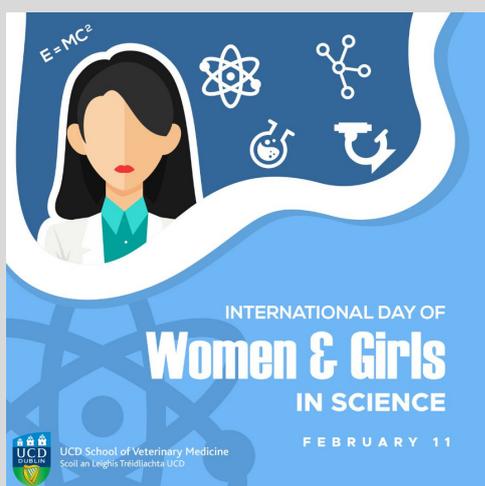
"I have been very lucky to have had some great male and female colleagues who have supported and mentored me along the way... I hope I can pass on my experiences in a future mentorship role."

Tristan O'Mahony - Radiographer

"Ultimately, building a strong culture of equality is the most effective way of ridding discrimination and attaining equal opportunity for all people."

Christopher Evans - PhD student

"I feel lucky to have had a number of male and female mentors and colleagues who have supported me both mentally and emotionally. It shouldn't be luck. Be that open, empathetic, positive force for your peers and mentees."



International Day of Women and Girls in Science 2022

To celebrate International Day of Women and Girls in Science on February 11th, PhD students Chloe and Shermin, Senior Technical Officer Amanda and Associate Professor Marijke talked about how important science is in their lives. You can see their interviews here - [#IDWGS](#)

Transgender Day of Visibility 2022 Why pronouns are important to everyone.

The use of the correct pronouns is important to whole of society, not just the transgender community. Mis-gendering can affect a person's sense of who they are; it can make them feel that they do not fit the gender they identify with.

Be it a little boy with long hair who gets told they are a 'pretty little girl'; a young girl with short hair who when swimming gets told she should 'use the boy's changing room'; the young woman who's called a 'gentleman' when approached by a mother and child looking for directions.

Individually these seem like small events, but collectively they speak to the impact of mis-gendering. Such events may make the boy cut his hair, to get into fights to act more masculine, even though that is not who he is; the girl to stop swimming as it's making her 'look like a boy'; or the young woman to suffer from social anxiety as when she goes out she feels she 'doesn't fit' what is expected of a woman.

By not assuming gender we accept the person for who they are not the gender we assume them to be. By using gender neutral pronouns we can make the world a little kinder and more accepting.

DR. BRIDGET HOGG

Senior Technical Officer, UCD School of Veterinary Medicine



UCD Values in Action Awards 2020

Congratulations to UCD MENU (Multicultural Employee Network) on receiving the UCD Values in Action award 2020. Dr Arun Kumar, Lecturer and Assistant Professor in our School and MENU co-chair, received the award on their behalf from outgoing UCD President Prof. Andrew Deeks on March 9th.

Climb With Charlie - Lyons Hill

Staff from Veterinary Sciences and across UCD participated in a "Climb with Charlie" event at UCD Lyons Farm Hill on April 2nd to support two great causes - the Irish Motor Neurone Disease Association & Pieta House. So far the event has raised over [€3,500](#).



Vet Community Vegetable Garden

At the start of November we got together to put the garden to bed for the winter. The large weeds were removed, and the rest covered with cardboard recycled from the deliveries. This allowed our "green manure" to compost down and suppressed any weed growth. Spring arrived so it was planting time! With the emphasis on being as green as possible Niamh Nestor showed us how to make plastic free pots out of recycled newspapers. The seeds to be started off indoors were planted. The veg trugs were planted with carrots, parsnips, spring onions and lettuce, and for the first time we are growing potatoes in bags! Thanks to everyone who came and helped. We couldn't have done it without you! Watch out for the next gardening session when we'll be planting out the seedlings, earthing up the potatoes and thinning out the root veg! For more information and to get involved email niamh.nestor@ucd.ie or bridget.hogg@ucd.ie

Many more EDI events have taken place across UCD

21 - 25 March 2022: Neurodiversity Celebration Week 2022

8 March 2022: International Women's Day 2022

7 March 2022: Launch of EDI Annual Report 2020/2021

25 February 2022: LGBTI History Month - Intergenerational Friendship & Conversations Among The LGBTQI+ Community

13 -19 November 2021: Transgender Awareness Week 2021

For more information on EDI within UCD please see: [UCD EDI](#) and follow them on twitter

[@UCD EDI](#)

