

Appendix 1

EDI Related Initiatives being undertaken by EDI Unit to support the UCD community during Covid-19

| Initiative | Description | Proposed Timeline |
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| <p>Mental Health and Wellbeing</p> <p>Mental Health and Wellbeing Policy</p> | <p>Webpage developed and launched. This webpage will continue to be updated each week with new information, relevant links to resources and supports as they become available.</p> <p>The EDI Unit is currently drafting a policy on Mental Health and Wellbeing for Employees to build further on the Mental Health and Wellbeing framework that is being developed to support employees. Supporting Mental Health and Wellbeing is a strategic objective of the EDI Strategy and is particularly relevant during this period of Covid-19. The intention is to sign up to the See Change Pledge to demonstrate the University's commitment to Mental Health and Wellbeing and a policy must be in place for this.</p> | <p>This webpage was launched in the President's bulletin and is updated on a continuous basis.</p> <p>Summer 2020</p> |
| <p>Employee Networks:</p> <ul style="list-style-type: none"> • Multicultural Employee Staff Network (MENU) • LGBTI Employee Network • Disability Employee Network • Women@STEMM | <p>Employee networks have regular coffee mornings to keep people connected. Activities have included quizzes, mindfulness sessions, food diaries.</p> | <p>All coffee mornings are in place and details are on the EDI website</p> |
| <p>Support Panels:</p> <ul style="list-style-type: none"> • Mental Health First-Aid (MHFA) Peer Support Group • Dignity and Respect Contact Persons Panel • Buddy Programme for Parents | <p>MHFA Peer Support Group, Buddy Programme for Parents and the D&R Contact Persons Panel all provide support remotely through zoom. Documentation has been updated to provide guidance around support whilst working remotely.</p> | <p>This support is now available to people to wish to make contact with any of these peer support groups.</p> |

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| <p>Dedicated Carers Webpage</p> <p>Carers Guidance and Support document</p> | <p>Carers Webpage – this webpage was developed to provide support and information around resources to those caring for children and for elderly people/ people with disabilities.</p> <p>This document is currently being developed to provide guidance and support to those who have caring responsibilities and to demonstrate UCD’s commitment to this cohort of staff</p> | <p>The webpage has now been updated to provide information around resources and supports specific to the Covid-19 situation. There are a range of resources on this webpage including coffee mornings, webinars and supporting documentation.</p> <p>September 2020</p> |
| <p>Race and Ethnic Equality Working Group</p> | <p>A terms of reference has been prepared for the establishment of this group. Membership will be drawn through a combination of an expression of interest and identification of members with expert knowledge in this area. A dedicated webpage has also been established outlining UCD’s commitment to ethnicity and race equality, current work underway and further information about the role of this group.</p> | <p>June 2020</p> |
| <p>EDI E-Learning Programme</p> | <p>UCD, in collaboration with the other Irish Universities, is in the process of developing an EDI e-learning programme which will re-enforce the responsibilities that all individuals have to promoting equality and inclusion.</p> | <p>September 2020</p> |
| <p>Unconscious Bias Awareness Raising</p> | <p>A virtual Unconscious Bias Awareness Raising session is being delivered as a pilot by a chosen provider. Unconscious biases do not disappear because many of us are remote working, and in fact, they can become more prevalent and exacerbated in some ways. It is therefore more important than ever that we practice inclusive leadership.</p> | <p>Pilot to be run in July 2020</p> |
| <p>Webinars</p> | <p>The EDI Unit is engaging with providers currently around providing webinars specifically for UCD</p> | <p>Examples of webinars included “Balancing Work and Caring Responsibilities during Covid-19” and “Leading in an Inclusive World.”</p> |

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| | employees. Advance HE also offer a range of courses which are free to members. | |
| Celebrating Diversity Days virtually | <p>Taking various days that we would normally celebrate in the workplace and celebrating them virtually by having a virtual coffee morning, sharing photographs, messages or videos, organising a webinar etc.</p> <p>Some of these initiatives could be run by the EDI sub-groups.</p> | <p>Examples include:</p> <p>World Health Day – 7 April</p> <p>See Change Green Ribbon Campaign – May</p> <p>Workplace Wellbeing Day – 1 May</p> <p>Global Accessibility Awareness Day - 3 May</p> <p>Carers Week – 15 - 19 June</p> <p>Dublin Pride – June 2020</p> |
| EDI Blog | <p>The EDI Unit has set up a blog whereby employees can share experiences through a blog or recorded pieces that outlines their challenges and the actions they are taking.</p> | <p>This blog was launched on Wednesday, 8 April in the staff e-zine and there have been new entries each week ranging from nurses to volunteers in the NVRL</p> |