



UCD School of Medicine
Scoil an Leighis UCD

Equality, Diversity and Inclusion (EDI)

ANNUAL REPORT 2024/25





Welcome

Dear colleagues,

We are pleased to introduce the UCD School of Medicine Equality, Diversity and Inclusion Annual Report for the Academic Year 2024/2025. The report outlines the ongoing EDI work within the UCD School of Medicine, our structures, key initiatives and priorities, and results from our annual staff EDI survey.

The objective of the **Athena Swan Ireland 2021 charter framework** is to support higher education institutions, academic departments, and professional units in impactful and sustainable gender equality work and to build capacity for evidence-based equality work across the equality grounds enshrined in Irish legislation. There is a broader objective to create more inclusive and vibrant teaching and working environments for all students and staff.

The UCD School of Medicine commits to the principles of the Athena Swan Ireland Charter as outlined in this letter: **Commitment to the Athena Swan Ireland Charter Principles**. In 2023, the School officially received its **Athena Swan Bronze renewal award**. Bronze Department awards recognise that in addition to institution-wide policies, the Department is working to promote equality and to identify and address challenges particular to the Department and discipline. A **four-year action plan** was put in place to address the challenges that exist to promote gender equality in the School of Medicine.

We greatly value the participation of the UCD School of Medicine Community, which is essential towards our journey to advance our EDI goals and objectives.

Dr Marie-Louise Ryan

Associate Dean for Equality, Diversity and Inclusion

Dr Eoin Brennan






Associate Dean for Equality, Diversity and Inclusion

Who we are

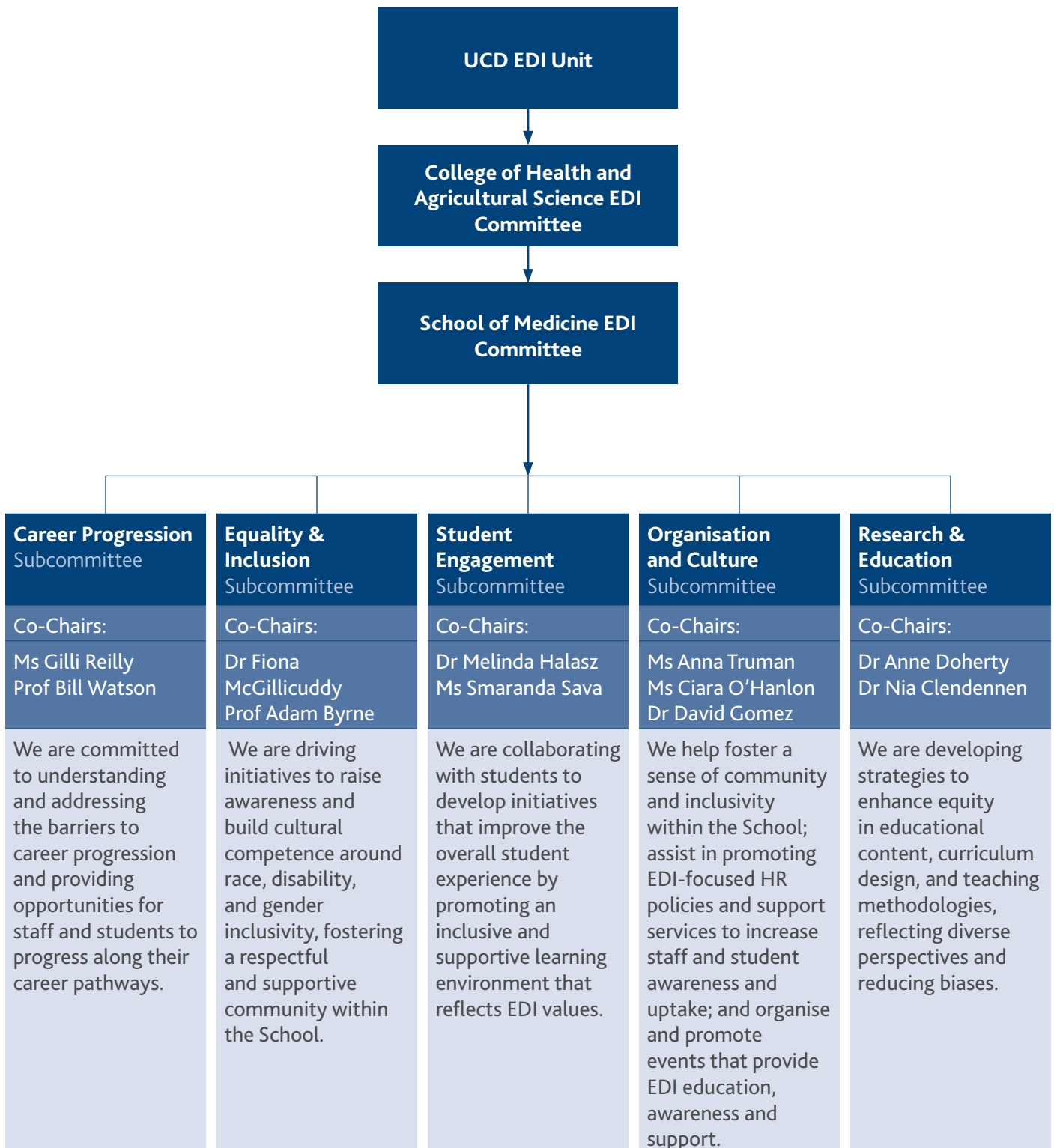
The School of Medicine EDI Committee aims to promote a positive and inclusive working and learning environment for both staff and students.

The EDI Committee is chaired by the Associate Dean for EDI. Our Athena Swan Action Plan includes 5 key EDI focus areas: Career Progression, Culture & Belonging, Family Friendly Policies, Embedding EDI Culture, and Research & Education. There are 42 individual actions within the Athena Swan Action Plan that our EDI committee is working towards. You can learn more about these actions in our four-year action plan.

The EDI committee governance structure comprises five subcommittees detailed below. Each subcommittee is chaired by designated lead persons. In total, we have 50 staff members and 51 EDI student ambassadors. We have 28% male and 72% female representation within the EDI Committee. We have representatives from academic, professional and technical staff. Our EDI student ambassadors represent undergraduate medicine, graduate entry medicine, radiography, biomedical health & life sciences, and MSc programmes.

1 	Career Progression	<ul style="list-style-type: none">• Establish school mentoring programme• Hold promotions workshops for academic/professional staff• Support for research grant applications• Support postdocs in career development• Career guidance events for students
2 	Culture & Belonging	<ul style="list-style-type: none">• Community events for staff/students• Resources for local inductions• Develop EDI website, materials, social media presence• Develop group of EDI champions
3 	Family Friendly Policies	<ul style="list-style-type: none">• Monitor UCD hybrid working policies• Supports for staff returning after maternity leave• Monitor core meeting hours• Improve awareness of parental and paternity leave
4 	Embedding EDI Culture	<ul style="list-style-type: none">• Recruit staff/students to EDI committee• Monitor key gender indicators annually• Highlight reporting mechanisms for bullying/harassment• Develop EDI surveys and publish EDI reports
5 	Research & Education	<ul style="list-style-type: none">• Establish an EDI education & research group• Introduce EDI training into the curriculum

UCD School of Medicine Equality, Diversity and Inclusion Committee Governance Structure



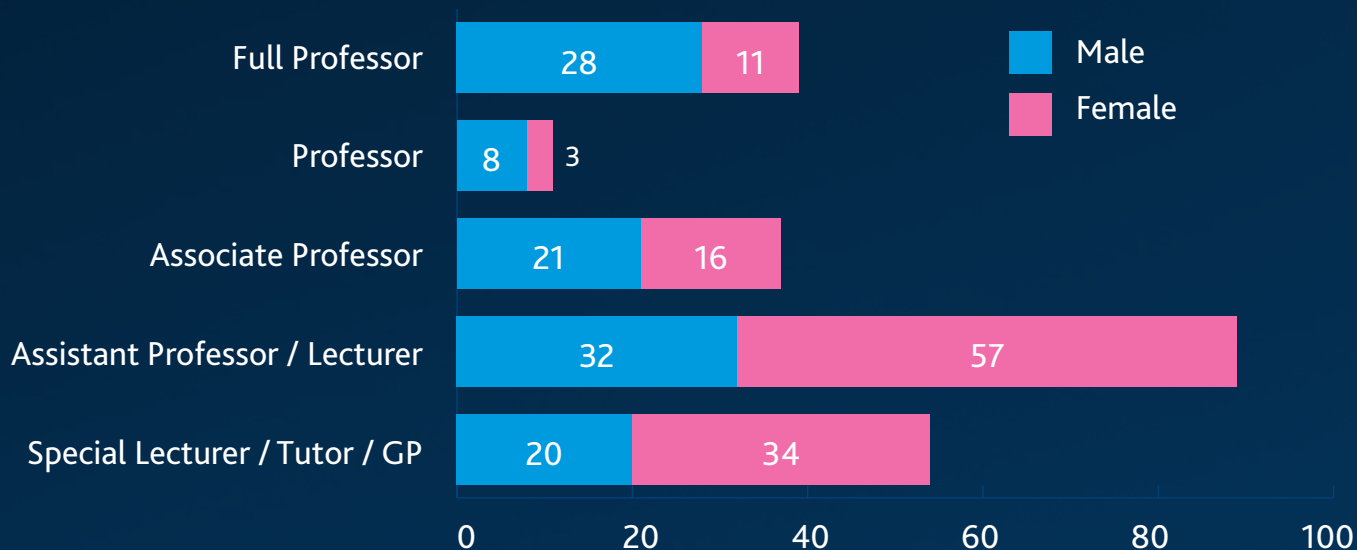
School of Medicine

at a glance

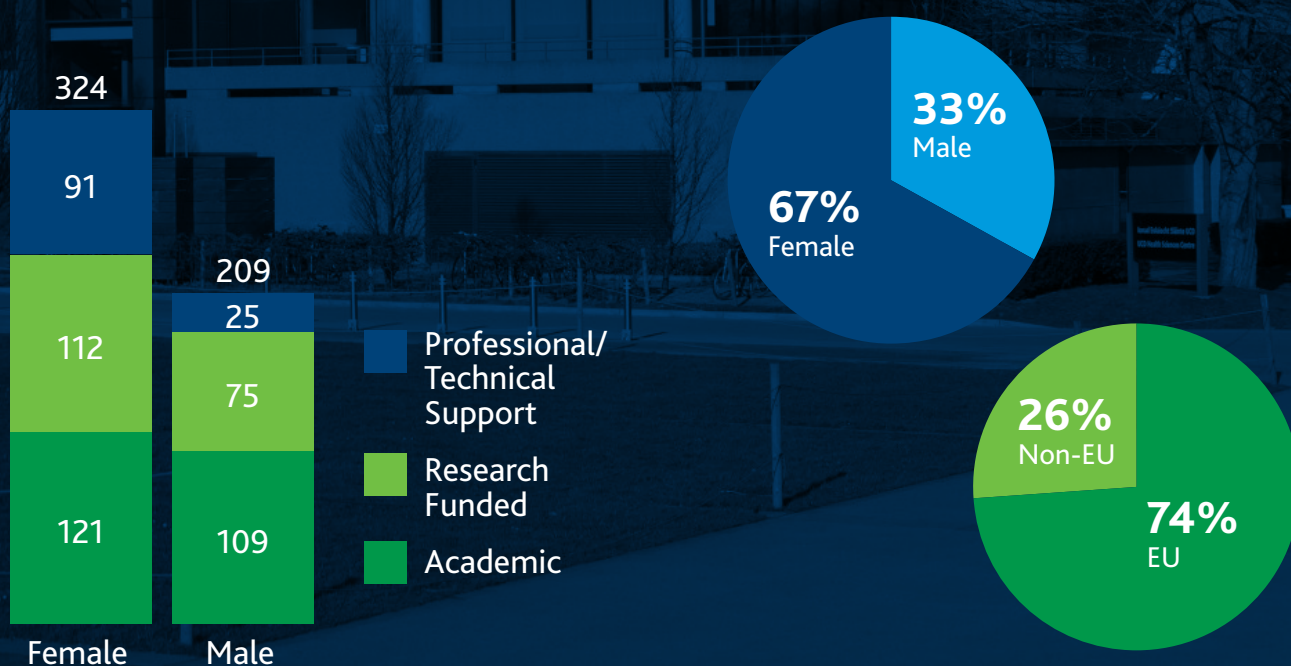
The UCD School of Medicine offers programmes at undergraduate level in Medicine, Radiography and Biomedical Health & Life Sciences (BHLS), and at graduate level, we offer over 60 programmes for healthcare professionals including hospital doctors, GPs, radiographers, forensic scientists and mental health professionals and for managers and administrators working in healthcare settings. We have 230+ academic staff and 980 adjunct faculty.

In addition, we have 206 research funded and 117 professional support/technical staff in the School. Across UCD, our student population is highly international, with over 150 nationalities represented within the student body. This diversity is one of the defining features of life at UCD, and one that enriches the student experience by delivering a truly international campus.





UCD School of Medicine academic staff by level (data current as of July 2025).



UCD School of Medicine staff by gender (data current as of July 2025).

School of Medicine student demographics (data current as of July 2025).

EDI Staff Survey 24/25

What did we learn?

In January 2025, the UCD School of Medicine conducted the annual EDI survey to assess perceptions, experiences, and areas for improvement across two staff cohorts: academic staff and professional/technical staff. The surveys explored staff roles, inclusion, career development, and institutional culture. The next School of Medicine EDI survey will be carried out in 2026.

A total of 112 staff (academic and professional staff) participated in the survey. Professional and Technical staff represented 37% of respondents, while academic staff made up 63%. More female employees (70%) responded to the survey than male employees (23%).

Dignity & Respect

45%

would be comfortable reporting instances where they feel they have been treated unfavourably.

64%

would be comfortable reporting bullying/harassment.

Disability Support

11%

identify as having a disability in the EDI survey.

Family Lives

44%

have caring responsibilities for children or parents.

Workload

45%

of academic staff are aware of the academic workload model.

63%

of academic staff agree that their workload is reasonable for their role.

81%

of professional/technical staff agree that their workload is reasonable for their role.

63%

of academic staff undertake work outside their normal working hours.

Career Development

66%

agree that staff have access to career development opportunities.

82%

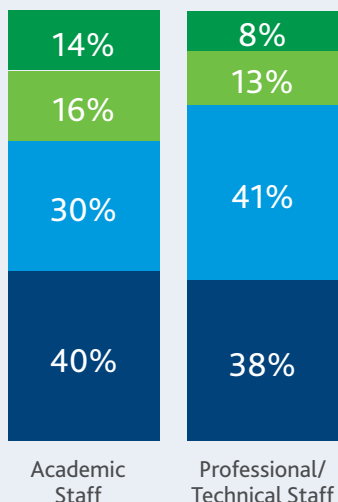
of professional/technical staff have had a career development conversation with their line manager within the last 12 months.

87%

of academic staff would like additional mentoring support.

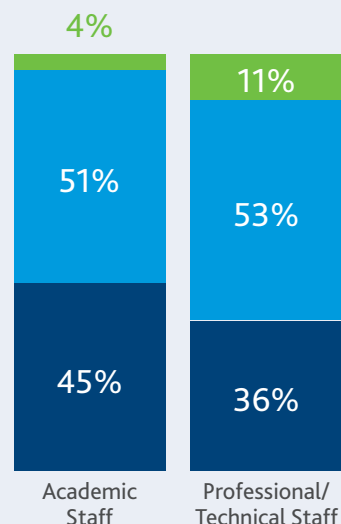
Community & Belonging

- I feel I am part of this School's community
- I feel a sense of community and belonging to my team but not to this School
- I do not feel part of this School's community or my team
- Prefer not to say



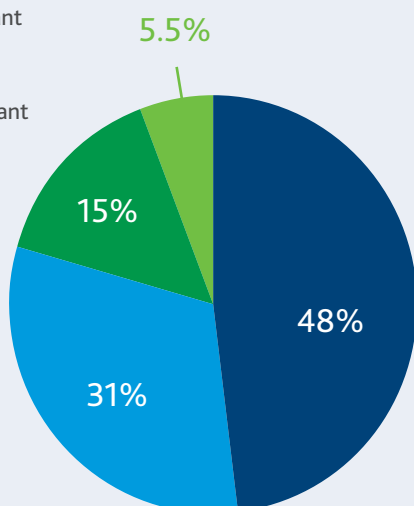
Do you understand the pathways to promotion?

- Yes
- No
- Prefer not to say



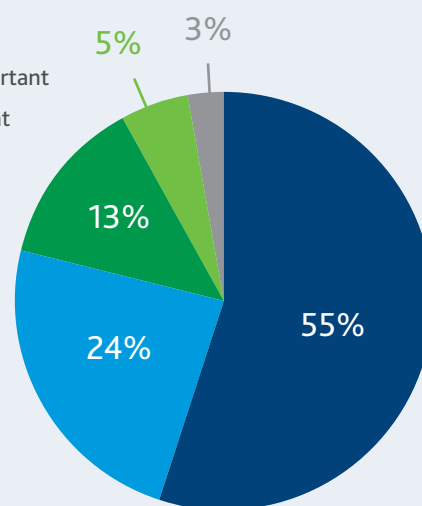
How important is flexible working for academic staff?

- Extremely important
- Very important
- Somewhat important
- Not so important



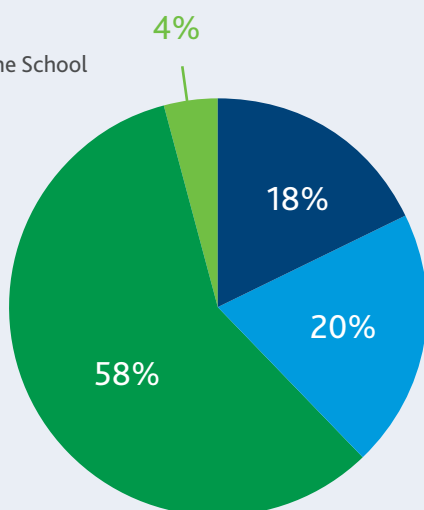
Is hybrid working important to you?

- Extremely important
- Very important
- Somewhat important
- Not so important
- Not at all important



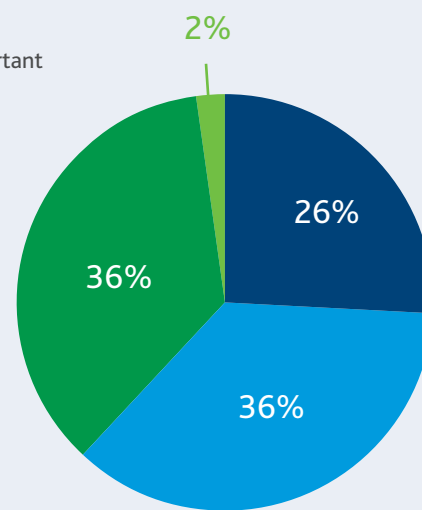
Academic staff - Do you have a mentor ?

- Mentor inside the School of Medicine
- Mentor outside the School of Medicine
- I do not have any mentor
- Prefer not to say



Importance of developing a mentorship programme for academic staff in the School of Medicine?

- Extremely important
- Very important
- Somewhat important
- Not important





UCD Coffee mornings and events 2024

EDI in action

2024/2025:

Building a culture of community and belonging is a key objective of the EDI Committee. To support this, we have organised staff social gatherings and the staff barbeque at UCD campus, as well as hosting events at local clinical sites (SVUH, MMUH) to engage with clinical colleagues and our undergraduate medicine students on clinical placement.

The UCD School of Medicine EDI team was also pleased to see such a great turnout at the annual EDI Staff BBQ, which took place at the UCD University Club in 2024. We will continue to host and promote these events in 2025/26.

We actively promote awareness and inclusivity through a range of events that celebrate and support diverse experiences. Notably, together with our colleagues in the UCD College of Health and Agricultural Sciences we have hosted events to recognise International Women's Day, International Men's Day and World Mental Health Day. We celebrated International Women's Day 2025 in partnership with the College of Health and Agricultural Sciences schools. We came together to hold a special event, inviting five expert speakers to the UCD Charles Institute to share their perspectives on aspects of Diversity and Inclusion in Women's Health.

We heard about the significant challenges facing many women from diverse and marginalised backgrounds and best practice approaches in trying to assist these women, as well as initiatives to support diverse and migrant healthcare professionals. We had an expert speaker deliver a thoughtful discussion on 'Diversity in Fertility: Understanding Ireland's Evolving Patient Cohort'. Finally, we heard from colleagues involved in the highly impactful initiative: Cut From the Same Cloth, a project using art to bring together patients and biomedical researchers, to engage women from minority communities in STEM. These events offer a platform for dialogue, education, and reflection, demonstrating our ongoing dedication to fostering a supportive and inclusive space for all students, staff, and faculty.



International Women's Day 2025
UCD Charles Institute

In June 2024, members of the School of Medicine EDI Committee took part in an important workshop, safeTALK, held in the Charles Institute Boardroom. SafeTALK is an interactive training workshop that prepares participants to identify persons with thoughts of suicide and connect them to suicide first-aid resources. Participants learned how to provide practical help to persons with thoughts of suicide. Following a safeTALK workshop attendees are better equipped to perform an important helping role for someone with thoughts of suicide.

The UCD School of Medicine recognises that the student perspective is essential to advancing meaningful EDI efforts. We are committed to ensuring that EDI initiatives reflect the lived experiences, insights, and voices of our diverse student body. To this end, in 2024 we recruited 51 EDI Student Ambassadors who play a vital role in shaping and supporting our EDI activities. These ambassadors represent the diverse undergraduate and postgraduate cohorts within our school, helping to foster a more inclusive and responsive learning environment by contributing to policy development, organizing events, and promoting awareness across the school community. Working together, our staff and student EDI committee members we have developed materials for module coordinators within the UCD School of Medicine, including slides highlighting EDI student support services, and a comprehensive document highlighting UCD-wide supports available for students.

UCD School of Medicine
Still an angle UCD

UCD Ireland's Global University

Student Support Services

- Did you know there are several UCD student support services available for you?

They include:

- [Student Advisers](#)
- [Dignity and Respect](#)
- [Student Health Service](#)
- [Student Counselling](#)
- [Disability Supports](#)
- [International Day of People with Disabilities](#)
- [UCD Access and Lifelong Learning](#)
- [LGBTIQ+ Supports](#)
- ...and more

Visit:
<https://www.ucd.ie/medicine/aboutus/equalitydiversityinclusion/studentsupport/>

As part of the **I-DECIDE** programme led by Dr. Melinda Halasz (School of Medicine), Dr. Nicola Dervan (School of Public Health, Physiotherapy & Sports Science), and Dr. Antonella Puggioni (School of Veterinary Medicine), several Medicine EDI Student Ambassadors visited St. Kieran's Special School and St. Peter's Primary School in Bray, Co. Wicklow in May 2025. There, they engaged with children in small groups, sharing their experiences of university life and serving as role models. These sessions helped inspire the children to create stories or drawings envisioning themselves as university students.



safeTALK workshop,
12th June 2024, UCD Charles Institute

There are some aspects of a career in medicine that are experienced differently by women than by men. Women continue to be under-represented in certain specialities and in the higher ranks of academic and clinical medicine. In partnership with **WiMIN** (Women in Medicine in Ireland Network), we have offered all final year female medicine students, or anyone who identifies as female, paid membership of WiMIN for one year. Furthermore, the School has provided several student bursaries to attend the annual WiMIN Conference in Belfast in 2024.

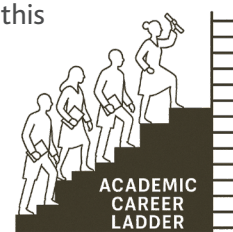
In April 2025, the UCD School of Medicine hosted a theatre-based educational intervention for undergraduate students within the school. In collaboration with **Pluto Play Productions**, we staged EDI-themed plays focused on real-world scenarios in healthcare, social interaction, and workplace environments: "Hello My Name Is" and "Voices Amplified". These events were positively received by participating students, with 89% (n=152) of students reporting greater EDI understanding, and 83% (n=148) expressing interest in further learning through performance-based methods. Working with our colleagues in other schools within the College of Health and Agricultural Science, we are keen to continue to deliver these types of teaching initiatives to our undergraduate students.

Visit the **EDI News and Events** webpage for more information.



Our School of Medicine is deeply committed to supporting the career progression of its staff, recognising that their growth is essential to the continued success of our institution. Our staff EDI survey results show that there is a need for additional career development and promotion support within the school. We will continue to promote and support the School of Medicine Grant Advisory Committee. This was established by Dr Carol Aherne and the EDI committee in 2020 following review of staff survey data and consultation with colleagues and seeks to provide information and feedback to School of Medicine colleagues who are preparing grant proposals.

In 2025 the School of Medicine EDI Committee launched a 5-month pilot Faculty Promotions Programme to support academic staff at Assistant Professor level to apply for promotion using a school-led 'ground level', supportive approach. At the end of this pilot programme, it is envisaged and expected that each candidate will be in a position to submit an application for promotion by the end of 2025. We are encouraged by the level of support and engagement that this programme has received from senior colleagues and the programme participants. We are confident that this targeted approach will lead to an increase in colleagues applying for promotion at UCD. The EDI committee intends to continue to run this programme in 2026 with a new round of invited participants.



I-DECIDE outreach 2025, School of Medicine EDI Student Ambassadors





Theatre-based education with Pluto Play Productions, School of Medicine, April 2025.

A key objective of our Athena Swan action plan is to establish additional support for professional staff within the School of Medicine, and we are pleased that this cohort has significantly engaged with our EDI surveys and EDI subcommittees. Specific initiatives that were developed and organised by Ms Gilli Reilly included running three focus groups in October, November and December 2024 on career development and progression barriers, and a School of Medicine specific CV Writing and Interview Skills Workshop which was held in December 2024. In addition, a School of Medicine Aspiring Managers Series was designed and established, with a blended learning approach and mentoring element,

which commenced in the Spring Trimester 2025. We look forward to promoting and developing support for our professional staff within the School of Medicine.

As we reflect on the progress made this academic year, it is clear that our collective efforts are helping to build a stronger, more inclusive School of Medicine. By working together—students, staff, and faculty—we continue to foster a culture of respect, belonging, and opportunity for all. We are proud of the steps taken so far, and we look forward to the continued growth and achievements that lie ahead.



EDI Coffee Mornings



EDI School of Medicine Committee 2024-2025

Dr Eoin Brennan, Associate Dean for EDI | Dr Marie-Louise Ryan, Associate Dean for EDI

Career Progression

Professor Bill Watson *

Gilli Reilly*

Colette O'Donnell

Danielle Marie

Dr Christopher Shannon

Dr Claire Robinson

Dr Darrell Andrews

Dr Jayne Carbery

Dr Laura Gorman

Dr Marion Maher

Jo Keogh

Kathryn Kane

Lisa Bruton

Saul Lugoye

Organisation, Communication & Culture

Anna Truman*

Ciara O'Hanlon*

Dr David Gómez*

Anna Matuszak

Francesca D'Apice

Gilli Reilly

Isabelle Gunn

Jo Keogh

Saul Lugoye

Associate Professor Anne Doherty

Dr Amina Jouida

Dr Sara Dakir

Ulyana O'Neill

Student Engagement

Dr Melinda Halasz*

Smaranda Sava*

Dr Aleksandar Krstic

Dr Alexandros Sykaras

Dr Amina Jouida

Dr Marion Maher

Dr Michael Strader

Dr Sheila Loughman

Eileen Bradish

Jo Keogh

Lokesh Ramiseti

Margaret Tiuchta

Maria-Luisa Mullins

Ulyana O'Neill

Research and Education

Associate Professor Anne Doherty*

Dr Nia Clendennan*

Dr Allison McGee

Dr Carol Aherne

Dr David Gómez

Dr Elizabeth Barrett

Dr Marie Galligan

Dr Marion Maher

Dr Sheila Loughman

Elaine Byrne

Jo Keogh

Equality & Inclusion

Dr Fiona McGillicuddy*

Professor Adam Byrne*

Anna Matuszak

Associate Professor Anne Doherty

Associate Professor Virginie Gautier

Caoilfhionn Duggan

Dr Allison McGee

Dr Dearbhaile Dooley

Dr Elizabeth Barrett

Dr Jayne Carberry

Dr Laura Gorman

Dr Marion Maher

Jo Keogh

Kathryn Kane

Miss Colette O'Donnell

Ritika Sureka

Rosanna Inzitari

Saul Lugoye

Smaranda Sava

Ulyana O'Neill

Student Ambassadors

Abdulkarem Obaidan

Abhirami Anilkumar

Aisling Meehan

Alla Bengizi

Anjali Dhawn

Anju Benson

Aren Mnatzakanian

Bhuvann Vinodh Ram

Bridget Caldwell

Catherine Brennan

Student Ambassadors (cont.)

Charlotte Roebuck

Cillian Fahey

David Jones

Devaharish Srikannan

Doris Braunstein

Harleen Dhaliwal

Heba Abushama

Hei Chi Sun

Javed Yacoob

Joliana Aboukasem

Jordan Pim

Josephine Omoseni

Judi Alghamdi

Kate Keaney

Katerina Georgi

Layal Balto

Lorraine Desmond

Louise Lennon Malbasha

Mani Beygi

Margaret O'Riordan-Stamato

Marko Sicic

Matson Tulloch

Mindaugas Dzenkaitis

Mohammed Obaidan

Nicholas Sanfey

Nirmal Jacob Johnson

Nora McVinnie

Olasumbo Ajisafe

Sallyza Muhammad

Shaun Loh

Simon Genet Woldeesenbet

Siringi Pravallika

Sofia Hempelmann Perez

Sophia Burton

Susie Leonard

Suyun Zheng

Umar Choudhry

Victoria Chin

Victoria Kaplan

Whitaker McManus

Yu Du

Zahra Almanasef

**Committee co-chairs*



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