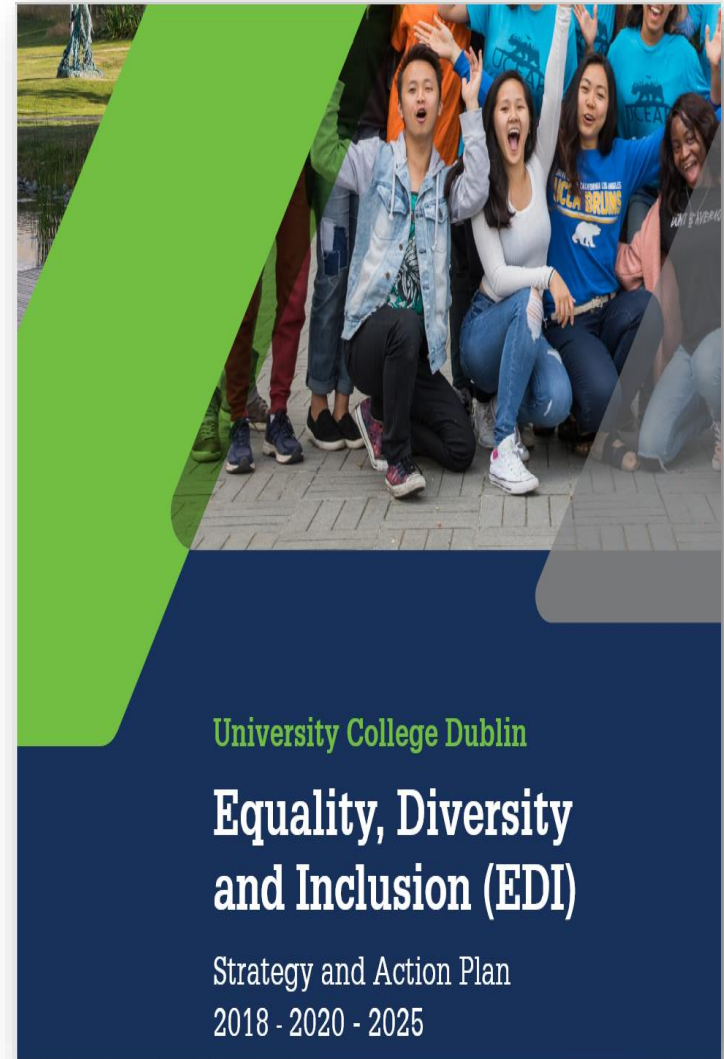


# Promoting Equality, Celebrating Diversity & Fostering Inclusion at UCD

Tom Costelloe

Equality, Diversity and Inclusion Project Officer



# Objectives of EDI

- To mainstream EDI into all aspects of University life
- To ensure that EDI is the responsibility of all
- To enhance an inclusive and respectful culture
- To celebrate diversity
- To support the University Strategy
- To align with best international practice



# Internal and External Influences



## External:

- Legislation
- Public Sector Duty
- Athena SWAN – Institutional and School level
- HEA Gender Equality Reports
- National Access Plan for Equity of Access to Higher Education



## Internal:

- EDI Policy and Strategy 2018-2020-2024
- UCD University Strategy “Rising to the Future” 2020-2024
  - Core Objective 2: “inclusive educational experience”
  - Core Objective 4: Attract, retain and develop an excellent and **diverse** cohort of students, faculty and staff



# EDI Policies/Guidance 2015 - 2020



- UCD EDI Policy 2018 and Strategy 2018 – 2020 – 2025
- Dignity and Respect Policy & Procedures (under review 2020) and Report and Support Tool
- Unconscious Bias Awareness Raising
- Support for People taking Family-related Leave Policy (2019)
- Gender Identity and Expression Policy (2017)
- Core Meeting Hours Policy (2017)
- Gender Balance on Committees Policy (2017)
- Paid Paternity Leave (2017)
- Social Levy for Maternity and Sick Leave (2016)
- EDI Annual Reports



# Dignity and Respect

- Zero Tolerance approach to bullying, harassment, sexual harassment
- Informal options (bullying and harassment) and formal complaint option
- Supports – line manager, HR, EDI, Dignity & Respect Contact Persons
- External Supports - Employee Assistance Service, DRCC
- Review – new draft policies under consultation



# Data Collection



- The collection of EDI data has become an increasing priority within the higher education sector
- The collection of EDI data helps the EDI unit identify areas of priority in terms of policy development and initiatives in areas where there is under-representation
- It also helps support data requirements such as Athena SWAN and HEA data requests which have expanded to equality grounds beyond gender
- Supports meeting requirements such as the University's duties as a public sector employer, as well as its statutory obligations under relevant legislation (E.g. Disability Act 2005, Employment Equality Act 1998-2015)



# Supports & Resources during Covid-19



## Networks (*Virtual Coffee Mornings*)

- [LGBTI Staff Network](#)
- [Multicultural Employee Network at UCD \(MENU\)](#)
- [Staff Disability Network](#)
- [Women@STEMM](#)



## Trained Peer Support Panels (*available via email and Zoom during Covid-19*)

- [Dignity & Respect Contact Persons](#)
- [Mental Health First Aid Peer Support Group](#)
- [Buddy Programme for Parents](#)



# Supports & Resources during Covid-19



## Institutional Level

- Vice-President for EDI
- [EDI Unit](#)
- [EDI sub-groups](#)

## Local Level

- [Vice-Principals for EDI](#)
- EDI School Representatives

## Other Resources

- [Minding your Mental Health & Wellbeing During Covid-19 webpage](#)
- [Carers Webpage](#)
- [Parents Webpage](#)
- [EDI Blog “Inclusion Never Stops”](#)
- [EDI Twitter](#)







# Thank You!

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