

## UCD VETERINARY COMMUNITY EDI NEWSLETTER

Nuachtlitir EDI do Phobal Tréidliachta UCD

April 2022



## 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 <u>#weareUCDVetSciences team</u> 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



## INTERNATIONAL DAY OF IN SCIENCE

## 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



## **International Women's Day 2022**

To mark International Women's Day on March 8th, we collected some thoughts on microaggressions within our community and how we are overcoming these challenges. Changing little things can make a big difference! #BreaktheBias



## **Dean's Inclusion Award 2021**

On February 21st, we were delighted to gather inperson at the University Club for the presentation of the Dean's Inclusion Award 2021 to Dr Niamh Nestor, Student Adviser in UCD Veterinary Sciences. The award was presented by Prof. Michael Doherty to Niamh for being a tireless and devoted advocate for our students. Niamh is also co-Chair of UCD's EDI LGBTQI+ Subgroup, co-Chair of the UCD LGBTI Staff Network, and member of our EDI/Athena SWAN committee.



# Awa

## **Excerpt from Niamh's Acceptance Speech**

"We can't talk about equality and inclusion without talking about intersectionality – the notion that all oppression is linked. In this, we have to interrogate our own privilege and ensure a diversity of voices in our leadership and decision-making structures. We are all allies in this fight, but in that fight we have to remember that inequality for one is ultimately inequality for all. In particular we remember our brothers and sisters the world over who do not enjoy the privileges we do.

I want to say a special word to the students who are here today. I'm so proud of your generation – your bravery, self-awareness and the way you stand up for what is right and just. Building on the work of those who have gone before us, my generation is hopefully continuing to pave the way for you and for future generations.



Finally, I would like to dedicate this award to my beautiful Nanny who bore the inequalities meted out to her sex with grace, compassion, and reluctant acceptance and no small amount of righteous anger and frustration. I took inspiration from her as a young girl – she was the first feminist I knew – and I truly wish she could have experienced a different kind of world where her talents, her smarts and her power could have been recognised in a way that fulfilled her."

## **Transgender day of Visibility 2022**

To mark International Transgender Day of Visibility 2022, we collected testimonies from members of our community on the importance of pronouns and assumptions about gender vs professions.



## Transgender Day of Visibility 2022 -Assumptions about gender vs profession

As a male vet nurse I would have been mistaken for a veterinary surgeon numerous times in my career. When I would state that I was a vet nurse it was usually met with - "Oh, so you'll go on and be a vet after that?". At times this made me feel like this was a job that was not suitable for males and that it was a profession I shouldn't be in, I would feel embarrassed trying to justify my choice.

Early in my studies and career I felt that I always had to try and find a way of letting people know who they were talking to and it was something that I struggled to introduce myself as - due to previous reactions, confused looks and my fumbled justification of choice. I was actually delighted when one of my bosses suggested embroidered uniforms with our names and profession on them - I must have looked very unusual walking out with my chest pushed out with my "branding" in full display in the hope that I could avoid such uncomfortable conversations again - thankfully it worked.

I decided to take pride in my abilities and how hard I worked to get where I was and I really loved my job. My name is Mark and I'm a very proud male veterinary nurse, how can I help you today!!

MR MARK McCORRY Clinical Skills Centre Tutor, UCD School of Veterinary Medicine

The moment I step onto a farm I have to overcome 4 immediate barriers: young, blonde, female and foreign. I can and will not change any of these but at this stage have my replies ready to the potential comments coming my way. Large animal is no job for a girl etc. Funnily enough more and more farmers tend to now prefer a female vet. As I say: we may not have all the strength, but we have the brains. Female vet in large animal - wouldn't choose otherwise if I could!

PROF. MARIJKE BELTMAN Associate Professor in Clinical Reproduction UCD School of Veterinary Medicine

## 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 to 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: <u>UCD EDI</u> and follow them on twitter

