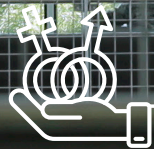




NUI Galway  
OÉ Gaillimh



# Equality, Diversity and Inclusion

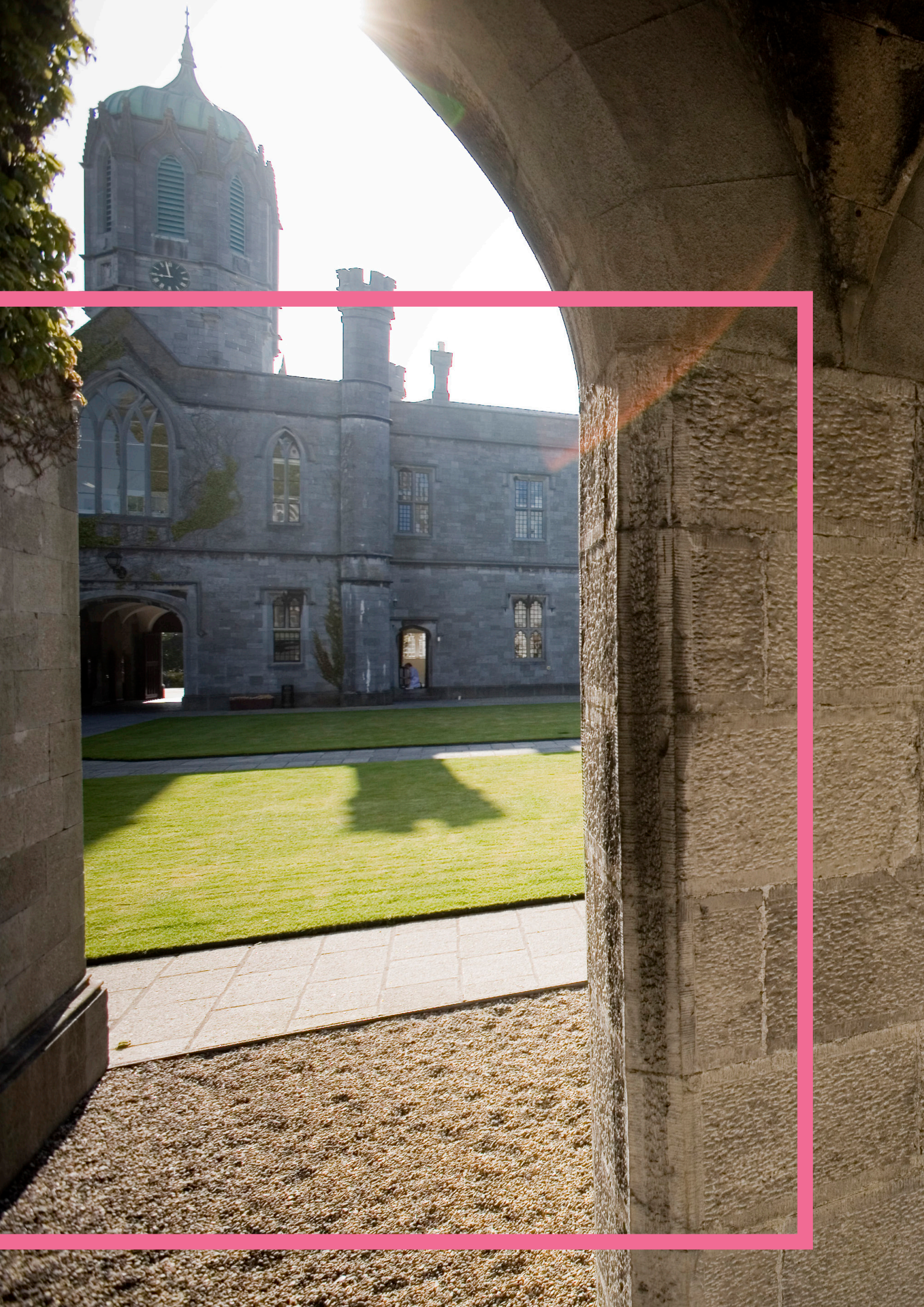
Annual Report 2020/21

5 GENDER  
EQUALITY



10 REDUCED  
INEQUALITIES





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Third Year Nursing student, Laoise Hayes Brehony, and NUI Galway Students' Union President, Pádraic Toomey, were guests of honour at the 2020 virtual Christmas Tree Lighting Ceremony. Laoise reflected on her time on placement in the healthcare system, where she saw first-hand the impact of the pandemic on our most vulnerable people and, also, the humanity of others in caring for them.



# Foreword

The past academic year has been challenging in so many ways, with the majority having to work largely remotely in the midst of the COVID-19 pandemic. However, as we approach the end of academic year 2020/21, the vaccination programme is being rolled out in Ireland, and we look forward to the easing of restrictions and the resumption of a richer and more stimulating social, professional and cultural life. We hope also to learn from the activities and initiatives that have gone well over the past 12 months and enabled us to continue to provide a good education for our students, and a level of support for our colleagues. We now know we can be more flexible in terms of facilitating remote working and online learning – the past year has provided ample evidence on both matters. Let's hope all this learning is retained as we move through and post the COVID-19 pandemic.

We have also gained insights into our interdependency as people, locally, nationally and internationally; and we have witnessed a profound deepening of inequity, elements of which emerged and/or worsened during the pandemic. These are important insights which should inform our understanding and the initiatives we design to support EDI across our NUI Galway community and our networks locally, nationally and internationally.

During the past year we have drafted, consulted on and begun to implement both our EDI Strategy Implementation Plan and our second Athena SWAN Action Plan. Colleagues in the School of Physics, the Cairnes School of Business and Economics, and the School of Nursing and Midwifery have achieved Athena SWAN Bronze Departmental awards. We have 47% women in our Senior Lecturer cohort and 24% women in our Professoriate. This year for the first time we also received a top 100 score in the THE Impact Ranking for SDG 5 (gender equality) with a rank of 71 out of 776 institutions world-wide, and for SDG 10 (reducing inequalities) with a rank of 62 out of 669 institutions world-wide – giving us an overall position of third among Irish HEIs.

It is against this backdrop of progress that I wish to express my thanks for the energy, support and commitment shown to the EDI agenda in the University over the past 5 years. Thank you to my colleagues Aoife Cooke, Niamh Gallagher and Laura Loftus in the Office of the Vice-President for Equality and Diversity, to the Vice Deans EDI, to members of the UMT, the EDICC, the institutional SAT, and many other colleagues across NUI Galway. We can be justifiably proud of our progress in the EDI arena, while acknowledging that there is still much to be done. It is now time for a new vision, new energy and new leadership of this agenda in our university community. As I say "farewell" to all my excellent colleagues in NUI Galway, I wish the new VP for Equality, Diversity and Inclusion much energy, support and enjoyment in leading our university through the next phase in this important EDI agenda.

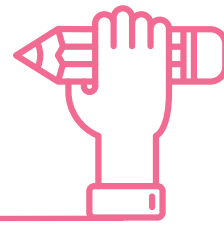


**Prof Anne Scott**

Vice-President for Equality & Diversity



# 1. Introduction



This 2020/21 Equality, Diversity and Inclusion (EDI) report looks back on an extraordinary year. A year dominated by COVID-19 and the many challenges, difficulties and opportunities this has delivered our university community. The move, almost overnight, to online teaching and learning, online assessments and provision of student support indicates the incredible flexibility and innovation right across NUI Galway.

This is similarly evident in the interventions aimed at reducing the 'digital' divide, and using the opportunity which COVID-19 presented to ensure all students had access to the technology (hardware and software) and support required to continue their studies effectively in this new environment. A Laptop Loan Scheme was established in which 991 laptops were made available as part of a national scheme; delivery brokered by HEAnet. In NUI Galway this initiative was led by the Access Centre, with involvement from ISS, the Library and the Chaplaincy. This year the Financial Aid Fund has had an unprecedented number of applications: 972 (up from 550). It was noted that the average family income of applicants to the Financial Aid Fund (approx. 2000 applications) is less than €20,000 p.a.

23% of students enter the university via alternative pathways. In order to try to provide as much support as possible, the funding provided has doubled from last year.

The Dean of Students, the Director of Student Services and the Active Consent Team led by Dr Pádraig MacNeela, School of Psychology, surveyed students in May and November 2020 to monitor the impact of COVID-19 on students. The November survey was completed by almost 4,000 students and focused on the impact on non-traditional students (Access, DARE, HEAR, mature students) and students with disabilities in particular, noting the importance of identifying and prioritising key issues for these students.

The rapid transition to remote working due to COVID-19 has also had a major impact on University staff. In June 2020 the OVPED ran a survey which explored the impact on staff and the supports the University could provide.

There were 1,257 respondents (approx. 51% of all staff). Overall, 67% of respondents were female, 32% male, 1% chose not to say. The response rate by staff category is shown in [Figure 1](#).

The survey results indicated that overall, 43% of staff were concerned about the impact COVID-19 would have on career progression, 39% were concerned about the impact on promotion prospects and 36% were concerned about the impact on future employment prospects. While there was no discernible difference between men and women overall, gender differences were more apparent at a staff category level.

Female academic respondents (56%) were more concerned that COVID-19 will impact negatively on their career progression and prospects than their male colleagues (38%). Research staff were most concerned that COVID-19 will impact negatively on their career progression (59%) and future employment prospects in NUI Galway (59%).

Our university community rallied to **respond to COVID-19** by creating working groups and reimagining activities to overcome the many challenges of the pandemic, with some examples provided in [Figure 2](#). As this annual report will show, COVID-19 did not slow NUI Galway's attention to EDI. In fact, the President prioritised commitment to EDI activities as one of our top three priorities after teaching and student support.

## COVID-19 Staff Survey

Respondants by staff category & gender

### MALE %



ACADEMIC STAFF

**43%**

PTTA

**26%**

RESEARCHER

**37%**

PROFESSIONAL/  
SUPPORT SERVICES/  
LIBRARY/TECHNICAL

**20%**

GENERAL OPERATIVE/  
TRADE/CRAFT WORKER

**<1%**

### FEMALE %



ACADEMIC STAFF

**57%**

PTTA

**74%**

RESEARCHER

**63%**

PROFESSIONAL/  
SUPPORT SERVICES/  
LIBRARY/TECHNICAL

**80%**

GENERAL OPERATIVE/  
TRADE/CRAFT WORKER

**<1%**

Figure 1: COVID-19 EDI Staff Survey - Respondents by staff category & gender

# people

# 19,737

students



# 2,398

staff

# 23%

non-traditional students

# 3,165

students volunteering in the community since 2017

# global

# 3,308

international students (17%), and 483 international staff (17%) from 122 countries



Research collaborations with

# 4,472

international institutions in 114 countries



# 59.7%

research papers co-authored internationally

# reputation

Top

# 1%

of universities in the world



**THE Impact Rankings SDG10**  
Reduced Inequalities ranked 62 out of 669 Institutions Globally

# 238

in the QS World University Rankings



**THE Impact Rankings SDG5**  
Gender Equality ranked 71 out of 776 Institutions Globally



Top

# 350

in the Times Higher Education World University Rankings



world-leading in **19 subjects**, ranked by QS

# research & innovation

# €65m

competitive research funding awards per annum



# 249

 new technologies

# €70m

direct research income

# 5 of the world's

most highly cited researchers, according to Clarivate Analytics

# €110m

in Horizon 2020 funding from EU



# 48

patents

# 45+

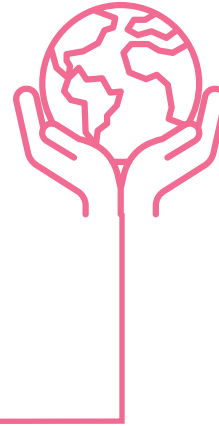
COVID-19 related research projects & initiatives such as:

- Delivering decontamination devices.
- Improving long term recovery.
- Rapid blood test for antibodies.
- Supporting online STEM teaching.
- Researching COVID-19 for young people by young people.
- Understanding how governments can combat COVID Fatigue.
- Connecting families in ICU (**National COVID-19 Response winner at the Knowledge Transfer Ireland Awards 2020**)



Figure 2: NUI Galway 2020 at a glance

## 2. Staff Diversity Characteristics



Launch of our data collection initiative - *January 2021*

As the EDI agenda continues to evolve in NUI Galway, we are working to establish the key diversity statistics (gender identity, religion, civil status, family status, sexual orientation, ethnicity, and disability) of our staff members. To this end we are asking colleagues to disclose their personal diversity characteristics via the new Diversity section on the Employee Self Service (ESS) Core Portal. This is a simple, approximately 3-minute process. To date approx. 800 colleagues have provided their personal diversity characteristics.

This information is important for several reasons:

- Data is important for understanding where there is disadvantage and under-representation in NUI Galway, and will enable us to devise targeted measures to address and mitigate disadvantage where it exists. Currently, there are significant gaps in the diversity data in our university.
- Data gathering is a key component in identifying inequality, initiating activity to address inequality, and evaluating progress, as is required by the Public Sector Equality and Human Rights Duty and by the NUI Galway Equality, Diversity and Inclusion Strategic Plan.
- As part of the HEA's ongoing work on staff equality, diversity and inclusion, and following on from the collection of data on HEI staff by gender, all HEIs are required to return staff ethnicity data to the HEA from December 2020. This will eventually expand to the collection and reporting of equality data on all 9 protected characteristics under Irish equality legislation to the HEA.
- Diversity data enables us to consider the intersection of gender and ethnicity, gender and disability and so forth for our Athena SWAN institutional applications, and to consider the intersection of diversity characteristics more broadly.

### How will it be used?

Personal information disclosed via the ESS Diversity section will be aggregated and reported at institutional level only, and no individual will be identifiable in the process. Staff are in control of this information and may update or remove it at any time. All personal data will be managed in accordance with the University's Data Protection Policy, Data Protection Acts and GDPR.

### How will this data be gathered?

Staff are asked to disclose their diversity characteristics in the strictest confidence via the ESS Diversity section in the Core Portal. This is a voluntary and confidential disclosure to assist the University in tracking diversity and representation among our staff. The Diversity section in Core portal can be accessed [here](#).





# 3. Legal Framework

## The Web Accessibility Directive



In our first three EDI annual reports we provided information on the broad legal framework supporting the EDI agenda in Higher Education in Ireland. In the 2018/19 report we also ran a special feature on the Public Sector Duty. This year we wish to highlight the Web Accessibility Directive, **Directive (EU) 2016/2102 on the accessibility of the websites and mobile applications of public sector bodies**, which was launched last year and impacts on all teaching staff and many Professional Services staff across NUI Galway.

The Web Accessibility Directive aims to make public sector websites and mobile applications more accessible, and to harmonise varying standards within the EU, reducing barriers for developers of accessibility-related products and services. This will allow EU citizens, particularly those with a disability, to gain better access to public services, an underlying principle of the EU's **Digital Agenda for Europe** and **eGovernment Action Plan 2016-2020**.

EU countries must ensure that websites and mobile applications of public sector bodies are 'more accessible', particularly for people with disabilities, by making them 'perceivable, operable, understandable and robust'. The accessibility standard will be set out in a harmonised European standard. In the absence of a harmonised standard, the relevant parts of **European standard EN 301 549 V1.1.2 (2015-04)** should be the relevant accessibility standard, complemented with technical specifications for mobile applications.

Public sector bodies must regularly provide a comprehensive and clear statement on how their websites and mobile applications comply with this directive, including:

- an explanation for any inaccessible elements, and information on accessible alternatives;
- details on how a user may report any failure to comply with this directive, and to request information that is excluded from the scope of this directive;
- a link to a complaint mechanism if the response is inadequate.

This Directive applies from September 23rd 2020 for all websites of public sector bodies, and from June 23rd 2021

for mobile applications of public sector bodies. For more information, please see: **Web accessibility** (European Commission).

The Inclusive Learning project team, led by Dr Shivaun Quinlivan and Dr Lucy-Ann Buckley, School of Law, has introduced Ally for LMS, an accessibility software tool that assists staff and students in ensuring learning materials are accessible. Ally allows staff to assess the accessibility of their materials and guides them on how to make those materials more accessible. Students may download their learning materials in various formats. Ally for LMS is available for the entire University and was launched in March 2020. In the space of 12 months, students have launched the Alternative Formats window over 110,000 times, with over 62,000 downloads. However, the words of one of our students highlights better than any numbers the importance of this tool:

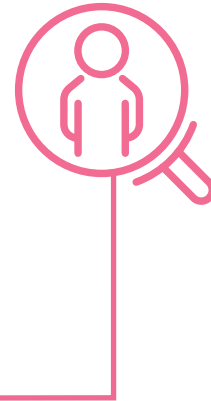
*'...as someone [who is vision-impaired, BeeLine Reader] helps me to read so much more easily. I also appreciate that I can access the alternative text directly, without having to ask for assistance. It makes the whole process almost frictionless.'*

Ally also provides an institutional score of all uploaded teaching materials - this is currently around 38%, an increase from last year's baseline score at 33%. This is still low, and so, over the coming academic year we would encourage those of us involved in teaching and supporting student learning to actively use Ally to promote and support inclusive learning for our students. **#turnthedialgreen**



# 4. Feature Article:

## Marking 5 Years of the Office of the Vice-President for Equality and Diversity (OVPED)



The OVPED was established in September 2016. We are delighted to mark 5 years of existence in 2021! Our first members of staff were Prof Anne Scott, VP for Equality and Diversity, who commenced in post in June 2016, and Aoife Cooke, Head of Equal Opportunities, appointed in August 2016. Aoife and Anne were joined by Lorna Cormican (July – November 2016), Brídín Nic Dhonncha (December 2016 – July 2017), Tonya Watts (June 2017 – January 2020), Gráinne Morahan (February - August 2020) and most recently Niamh Gallagher in November 2020. We were also delighted to welcome Dr Lorraine Grimes (October 2020 – February 2021) and most recently Dr Laura Loftus in March 2021. Lorraine and Laura are post-doctoral researchers. Laura is working with us on Athena SWAN.

Much has happened over the past 5 years and the OVPED team have received considerable support from across the NUI Galway community. During this period, we have seen a lot of fire-fighting, but also significant progress and real systemic change, including the establishment of our EDI infrastructure, programme of work, and the embedding of EDI governance structures across the University.

We have developed and implemented our first two gender equality action plans (GEAP) - integrating the recommendations of the NUI Galway Gender Equality Task Force, the HEA (2016) Review of Gender Equality in Irish HEIs, the Mitchell O'Connor (2018) Gender Action Plan and our Athena SWAN (2017) Action Plan. We actively monitor progress in the implementation of the GEAPs, with updates reported on a two-monthly basis to UMT, EDICC, and EDIC. These progress reports are also uploaded to our website every **two months**.

We have achieved a lot in a short space of time, due to the tremendous energy and commitment of many colleagues working across the University, including members of the Athena SWAN institutional and departmental Self-Assessment Teams (SATs), members of the EDI Campus Committee (EDICC), the EDI Committee of Údarás na hOllscoile (EDIC) and the Consent Framework Implementation Working Group (CFIWG). However, there is a great deal yet to be done across a number of EDI

dimensions and grounds, including gender equality. With the publication of our new EDI strategy (2020-2025) we are articulating the evolving and progressive EDI agenda in NUI Galway, and setting out our road map for the next 5 years where gender equality will be the cornerstone of a transformative culture of equality, inclusion and respect in our university.

### Impact Achieved

In our two Athena SWAN Town Hall polls on February 1st 2021, 78% and 90% respectively of those present agreed that opportunities for women in NUI Galway have improved over the past 4 years.

We have introduced a clear governance structure for EDI across the University, from our schools and units, through to our college and support services directorate structure, to UMT and Údarás na hOllscoile.

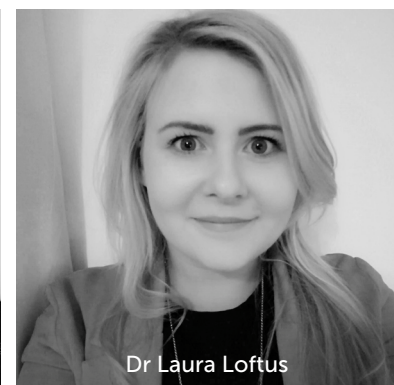
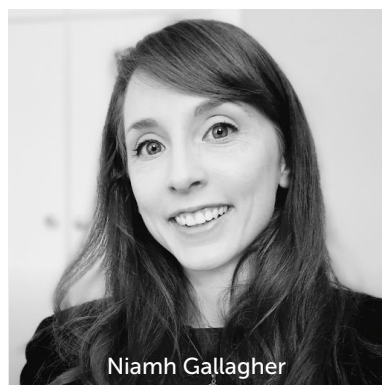
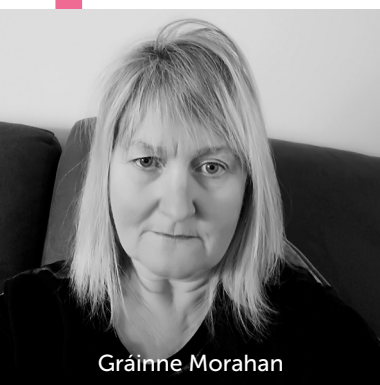
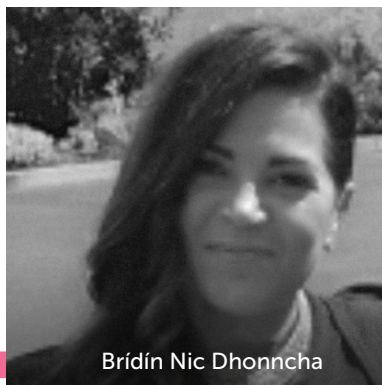
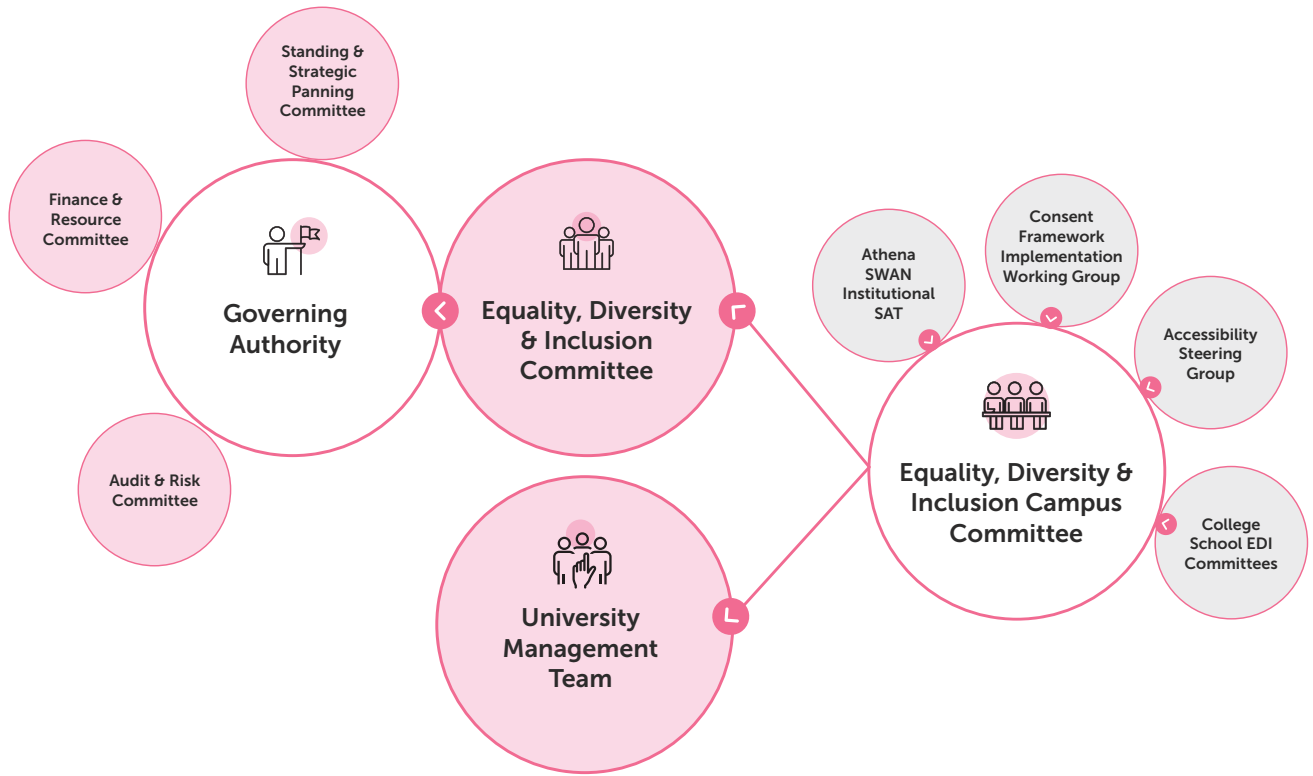
Mechanisms to ensure frequent monitoring and awareness of gender in our key decision-making processes have been introduced and mainstreamed. For example:

- EIA (Equality Impact Assessment) of all new and revised policies
- Recruitment monitoring
- Complete reform of academic promotions processes at both Senior Lecturer and Professorial levels

This includes:

- The appointment of Vice Deans EDI in each of our 4 colleges
- EDI committees at school and college level
- An EDI committee as a component part of the Support Services Directors Forum (SSDF)
- The EDI Campus Committee was established in November 2016; the EDI Governance Committee in June 2017, and the Support Services Directors Forum, College and School committees over the years from 2017 - 2019. All four Vice Deans EDI came into post between AY 2017/18 and 2018/19.

Figure 3: NUI Galway EDI Governance Structure



## Senior Lecturer (SL) Promotions

There have been three completed rounds of promotions to SL since 2016. The 2016/17 round resulted in 33 promotions. 57.8% of successful SL promotions went to women – well in excess of the 52% female representation in the LAB eligible pool, and therefore above the cascade quota requirements. That round of promotions improved the % of women at SL from 33% to 40%. The 2019/20 rounds resulted in 29 promotions to SL, 19 of whom were women (66%). This significantly strengthens the pipeline of women eligible to apply for promotion to Professorship in the future (see Tables 1 & 2).

Academic promotions and recruitment campaigns have resulted in greater representation of women in senior academic grades. The proportion of women at SL grade has improved from 33% to 47% while the proportion of women at the PP grade has improved from 16% to 28%. Overall, women currently represent 23.7% of the Professoriate (Established Professor & Personal Professor) which is in line with our 2020/21 GEAP targets (see Figure 4).

Applications to Senior Lecturer Promotion Scheme 2019/20				
	Male	Female	Total	% Female
<b>Total Applications</b>	25	28	53	53%
Successful Applications to Senior Lecturer Promotion Scheme 2019/20				
	Male	Female	Total	% Female
<b>Successful Applications</b>	10	19	29	66%

Table 1

Applications to Personal Professor Promotion Scheme 2017 to 2020																
	2017				2018				2019				2020			
	M	F	Total	% Female	M	F	Total	% Female	M	F	Total	% Female	M	F	Total	% Female
<b>Total Applications</b>	7	3	10	30%	16	11	27	41%	4	4	8	50%	5	4	9	44%
Successful Applications to Personal Professor Promotion Scheme 2017 to 2020																
	2017				2018				2019				2020			
	M	F	Total	% Female	M	F	Total	% Female	M	F	Total	% Female	M	F	Total	% Female
<b>Successful Applications</b>	2	0	2	0%	8	7	15	47%	3	3	6	50%	2	3	5	60%

Table 2

## All University – Academic Career Pipeline December 2020

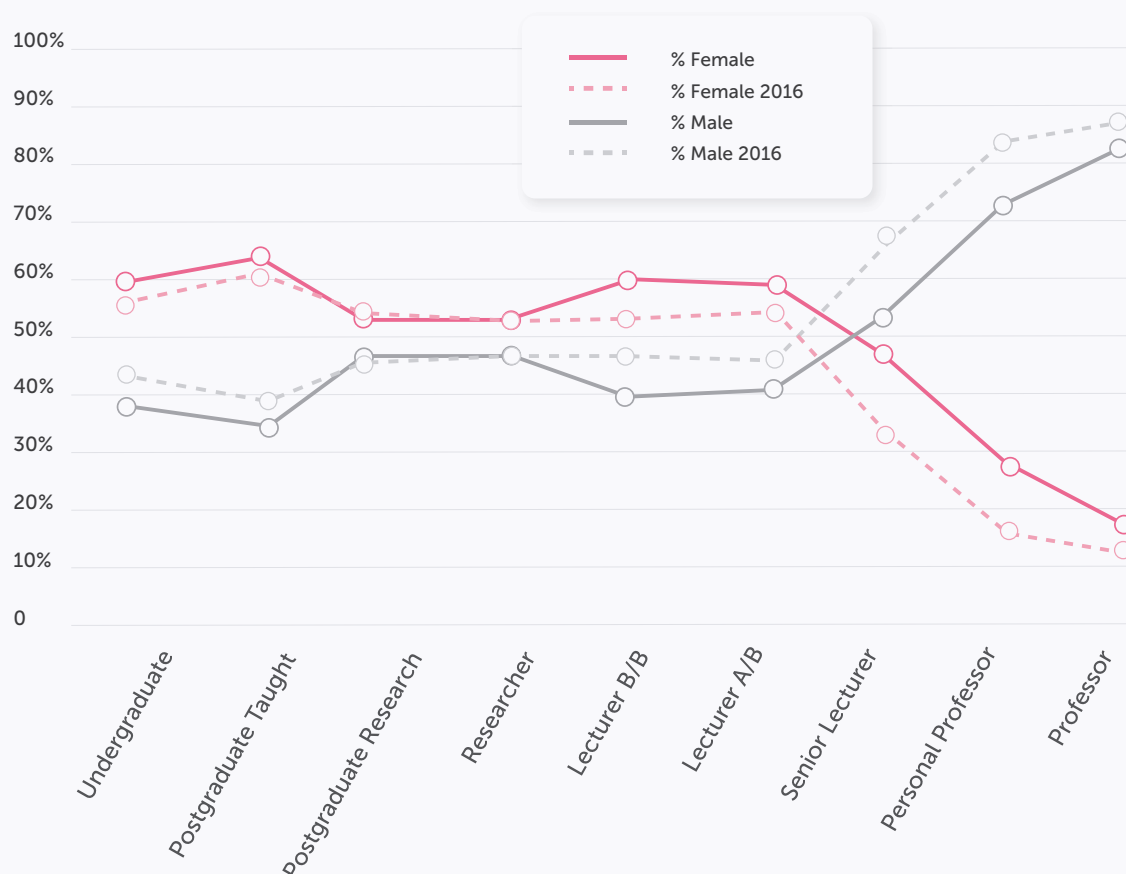


Figure 4: All University – Academic Career Pipeline as of December 2020

All committees and working groups must have a minimum of 40% men and women. 132 committees and working groups across the University were included in the 2020/21 annual audit (see Table 3).

The impact of these measures is visible in the gender composition of our management teams and in teams across NUI Galway, including an increasing number of women in senior leadership roles such as Head of Schools and Units, Deans and UMT itself (50:50 m:f).

We have recognised the need to develop and implement a suite of new policies to enable equality and inclusiveness.

### Committee Membership 2020/21 Audit <sup>1</sup>

	% Male	% Female
<b>UMT</b> (15 members)	62.5%	37.5%
<b>Governing Authority</b>	62.5%	37.5%
<b>Academic Council</b>	56%	44%
<b>Support Services Directors Forum</b> (SSDF)	44%	56%
<b>Chair of Committees</b> (for 132 Central/ College/ School Committees)	58%	42%

### Policies Introduced

- Meetings During Core Hours policy – September 2016
- Returner Grants for Research Active Academic Staff - September 2016 – 24 grants awarded to date - three recipients have been promoted to SL this year
- Access to Parental Leave savings at school/unit level – September 2016
- Improved Maternity Leave cover – September 2016
- Paternity Leave policy – October 2017
- Academic Workload Allocation Guidelines – September 2018

Table 3

<sup>1</sup>Audit carried out October 2020. As of January 2021, membership of UMT (16) is 50% male and 50% female.

## EDI Training

- Post-maternity Return to Work (Ramp-up) Workshop: 6 such workshops have been held to date, with an average of 10 participants per workshop, and 100% positive feedback on their value.
- Unconscious Bias Training: is provided to all interview panels, Unit, School and College and University executive teams, and is available to all staff including postdoctoral staff, postgraduate research students and teacher education students. We are on target to have all executive teams trained and a total of 1,000 staff trained by end of AY 2020/21.
- Aurora Women Leadership Development Programme: 109 women have been supported to participate on this programme across academic, professional services and research staff categories.
- Academic Career Development Workshop: two workshops offered annually with 40 participants per workshop. Tailored career support is then offered to up to 15 women per year as support towards academic promotion. Commenced in May 2019, to date over 100 academics have participated in these workshops, with a number successfully applying for promotion.

## A number of staff networks have been established to provide peer support, networking, engagement and social interaction opportunities

- University Women's Network - 2012
- LGBT+ Staff Network - June 2017
- International Staff Network - May 2020

## Athena SWAN

The Athena SWAN charter and principles are being embedded across NUI Galway. The School of Medicine achieved its Departmental Bronze award with the institution in Spring 2018. Two further successful departmental Bronze awards were achieved in Summer 2020 by the School of Physics and the Cairnes School of Business and Economics. A further successful Athena SWAN Departmental Bronze was awarded to the School of Nursing and Midwifery in Spring 2021. The outcome of 4 departmental Bronze submissions are currently awaited. In addition, the NUI Galway institutional Bronze and the School of Medicine reaccreditation applications are in process. By spring 2022 all of the NUI Galway STEM Schools and Schools within three of our four colleges will either hold or have submitted applications for Athena SWAN Bronze accreditation.

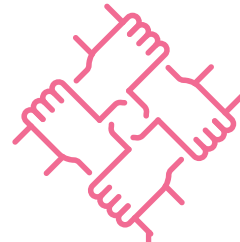






# 5. EDI Project Fund

2020/21



The Equality, Diversity, and Inclusion (EDI) Project Fund (€10,000), supported from the OVPED, is an annual event in the EDI calendar. The Fund is awarded as several small grants normally ranging from €300 - €1000. Since its establishment, the fund has been leveraged to seed fund many new initiatives and generate further funding. It is available to staff and students each year, on a competitive basis, for equality projects within the University. The aim is to facilitate innovative equality/inclusion initiatives and to promote and celebrate diversity in all areas of University life. The 4th annual call for applications closed on November 23rd, 2020.

Of the 22 applications received, the Project Fund Subcommittee awarded 12 grants for 2020/21 (with one project deferred until 2021/22), to a mix of staff and student projects across campus and priority themes.

## EDI Projects 2020/21

### WiSTEM Summer internships:

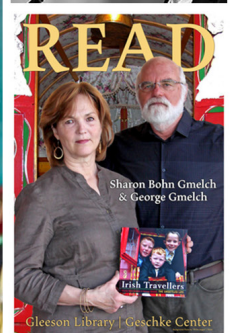
Provides UG members of the society (1st – 4th years) with work experience/internships to support them during their academic and professional careers. Some disciplines provide internships as part of the degree programme structure but many disciplines in the College of Science and Engineering do not.

**Organisers:** WiSTEM (Women in Science, Technology, Engineering and Maths) society

### Travellers in Education: Building a sense of belonging (Mincéirs Access to University):

Took place virtually on Traveller Ethnicity Day, March 1st, 2021, to welcome and encourage Irish Travellers at NUI Galway. This event built on the very successful 'Travellers in Education: Building a Sense of Belonging' in February 2020, aiming to develop a stronger relationship between staff and students at NUI Galway with Irish Travellers across the West of Ireland.

**Organisers:** Owen Ward, Access Centre, with Imelda Byrne, Access Centre



*There was a full programme of events for 'Travellers in Education: Building a Sense of Belonging' on March 1st, including speakers Senator Eileen Flynn, Sharon Gmelch, Richard O'Neill and Thomas McCarthy.*

**Culture through Comedy for International Students:**

Due to the COVID-19 pandemic, international students lack the opportunity to interact with Irish people and experience the culture. This project provides resources, contact and opportunity for international students to gain a greater understanding of Irish culture, and to share aspects of their own culture, aiding the inclusion of NUI Galway's diverse population. This project will enhance the experience of NUI Galway's diverse Irish and international student population, facilitating cross-cultural understanding to enrich the global perspective of all students.

**Organisers:** Louise Kelly, International Office and Steve Bennett, comedian



*Comedian Steve Bennett facilitated the 'Culture through Comedy' workshops for international students*

**Fostering Diversity and Opportunity in Mathematics:**

Produces a series of short, professional videos to reach out to people of all backgrounds who are interested in pursuing further study in mathematics and to invite them to join the NUI Galway family. Content is aimed at younger audiences and emphasis is placed on the diverse and inclusive environment found within the School of Mathematics, Statistics and Applied Mathematics, on the multitude of pathways leading to a degree in mathematics, the extensive support available, and on the achievements of undergraduate and postgraduate mathematics students from under-represented groups.

**Organisers:** Communications and Outreach Committee, School of Mathematics, Statistics and Applied Mathematics

**'All in this Together' Photo Competition:**

Celebrated International Day of People with Disability (IDPWD) on December 3rd with a photography competition to mark the day. People were asked to submit photos under this theme and to place a caption on a photo inspired by the Sustainable Development Goals in particular Goal 3: Good Health and Wellbeing, and Goal 10: Reducing Inequalities.

**Organisers:** Lorraine Tansey, ALIVE Community Volunteering, with Lorraine Lally, NUI Galway student, and Aisling Harrington, Health Promotion Student Services



*Some of the photos submitted to the 'All in this Together' photo competition, to celebrate International Day of People with Disability, December 3rd 2020*

**Activating the Gender Archive (UCG Women's Studies Centre: Celebrating three decades of scholarship and creativity):**

Digitises documentary, oral and visual materials associated with the establishment and development of Women's Studies in NUI Galway and the broader community, and provides a valuable record of contexts, ideas and perspectives of historical, social and feminist significance. The digitising of the archive offers social and disciplinary visibility with potential for future evolutions, creating potential links to national archiving projects.

**Organisers:** Activating the Gender Archive Team, Global Women's Studies

**The promotion of racial diversity in the workplace:**

A two-hour event seminar with students, graduates, employers and CDC career advisers focusing on the promotion of racial diversity in the workplace, specifically first-generation Irish students of African heritage. The aim of the event is to discuss the challenges students from this demographic face in securing employment and identify possible options for students to improve their employability while at the same time opening this discussion with employers who promote diversity in the workplace.

**Organisers:** Marie Laffey and Claire Murphy, Career Development Centre

**Finding Home: An artistic exploration of how students from various cultures make NUI Galway their home:**

Explores how students from different parts of the world, and from different cultures, find a sense of home in NUI Galway by finding ways to stay connected to who they are and their cultural identity. It is an artistic quest to understand what gives them a feeling of safety and familiarity while living in a new space during a tumultuous time defined by fear and isolation. Through narrating the stories of students, the project examines how NUI Galway is a nurturing and supportive community that embraces the individuality of its students and helps them grow and evolve while treasuring their uniqueness.

**Organisers:** Ananya Rajoo, Drama and Theatre Studies

**Diversity in Publishing Webinar:**

A webinar on the topic of 'Diversity in Publishing' which seeks to raise awareness, both amongst current publishing students and also in the broader NUI Galway community, about the very pressing need to better diversify the publishing industry so that it is more inclusive of under-represented voices and viewpoints, including those of ethnic or religious minorities, those with disabilities, and those from all socio-economic backgrounds.

**Organisers:** Dr Lindsay Reid in cooperation with the MA in Literature and Publishing postgraduate student cohort 2020/21



*Race, Inclusion & Diversity Webinar*

**AIDENTITI TOKS - A series of talks on Identity:**

Involves a series of talks between intercultural artists Romi Cruañas and Juan Urbina in conversation with guest artists and scholars on topics of identity and intersectionality and their relationship to the arts. The talks will focus on discussing, questioning and deepening notions that make our diverse identities, with an informal and comedic approach. This approach strives to entertain but also reflect on societal issues by talking about taboo topics in a realistic and honest way. Each talk will introduce a new guest that embodies expertise on the session's topic.

**Organisers:** Romi Cruañas, Drama and Theatre Studies

**Webinar: Gender and Whistleblowing: A Hidden Aspect of Speaking up:**

Promotes debate and discussion around gender and whistleblowing by hosting a webinar linked with International Women's Day 2021, exploring issues around gender and whistleblowing, at NUI Galway and with Whitaker Institute, and publishing an article in RTE Brainstorm.

**Organisers:** Prof Kate Kenny & Dr Meghan Van Portfliet/ Work Organization Society research cluster, at Whitaker institute and Management Discipline



WHITAKER WEBINARS PRESENTS

# GENDER AND WHISTLEBLOWING: A HIDDEN ASPECT OF SPEAKING UP

4 March

12:00-1:00 GMT

via Zoom

Dr. Mahaut Fanchini

University Paris-Est Créteil

Dr. Laura William

Centre for Research in Employment and Work, University of Greenwich

Dr. Nanna Bonde Thylstrup

Copenhagen Business School

Dr. Daniela Agostinho

University of Copenhagen

Brigid MacCarthy

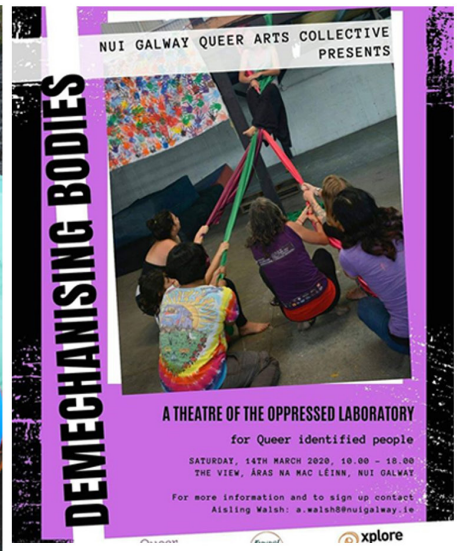
Tavistock/UEL

Hosted by Dr. Meghan Van Portfliet and Prof Kate Kenny

NUI Galway This event is sponsored by the Equality, Diversity, and Inclusion Project Fund, NUI Galway and hosted by the Whitaker Institute

The 'Gender and Whistleblowing' webinar took place on March 4th, as part of the programme of events for International Women's Day 2021

## EDI Projects 2019/20



# 6. Consent Framework Implementation & Consent Framework Action Plan



The Working Group on Consent Framework Implementation (CFIWG) has had a productive year. The Minister for Further and Higher Education, Research, Innovation and Science has shown considerable interest in and commitment to the implementation of the Consent Framework across the sector. He, via the HEA, requested the first progress report on framework implementation to be submitted by HEIs by September 18th, 2020. An institutional action plan for Framework implementation was also required to be submitted to the HEA by February 26th 2021.

A layered programme of staff awareness raising and training has been developed, led by Dr Pádraig MacNeela and the Active\* Consent Team and supported by the OVPED. The first element of this programme was provided to members of UMT, Heads of Schools and larger Units via Zoom on September 8th, 2020. First Point of Contact training (9 hours over three x 3-hour sessions) has also been developed. The Active\* Consent team will deliver this training in conjunction with the Galway Rape Crisis Centre. Online resources including an awareness raising video for all staff will be available in May 2021 to introduce the Consent Framework and the concept and tips around disclosure. An 8-week campaign to support disclosure, knowledge and skills for students and staff was launched by Active\* Consent, Galway RCC, and USI on March 1st 2021. The Active\* Consent Toolkit can be accessed [here](#).

A 10 ECTS professional development module was launched in February 2021, supported by the HEA Jobs Stimulus Package. This provides up to 30 places for staff and students nationally on consent promotion.

With the support of the Executive Deans of our colleges, Active\* Consent workshops were provided as an integral component of college-based orientation programmes for all first year students. The Active\* Consent team, working in conjunction with colleagues from the counselling team, rolled out a consent workshop delivered to the students on campus. It was paired with an interactive in-person workshop that covered resilience and mindfulness, and participants were also given access to online resources. The programme reached approximately 3000 students, which is the highest number among HEIs. Over 90% of female students and 80% of male first year students said they would recommend it to others, while 80% female and 70% male students indicated that they found it relevant to themselves. Strong buy-in and support from the University management Team (UMT) in NUI Galway had a substantial impact and is a model for other colleges.

We also need to work to engage other students beyond first year during the academic year or over a longer time frame, involving the university Teaching and Learning Committee to identify effective strategies for academic programmes to incorporate consent education.

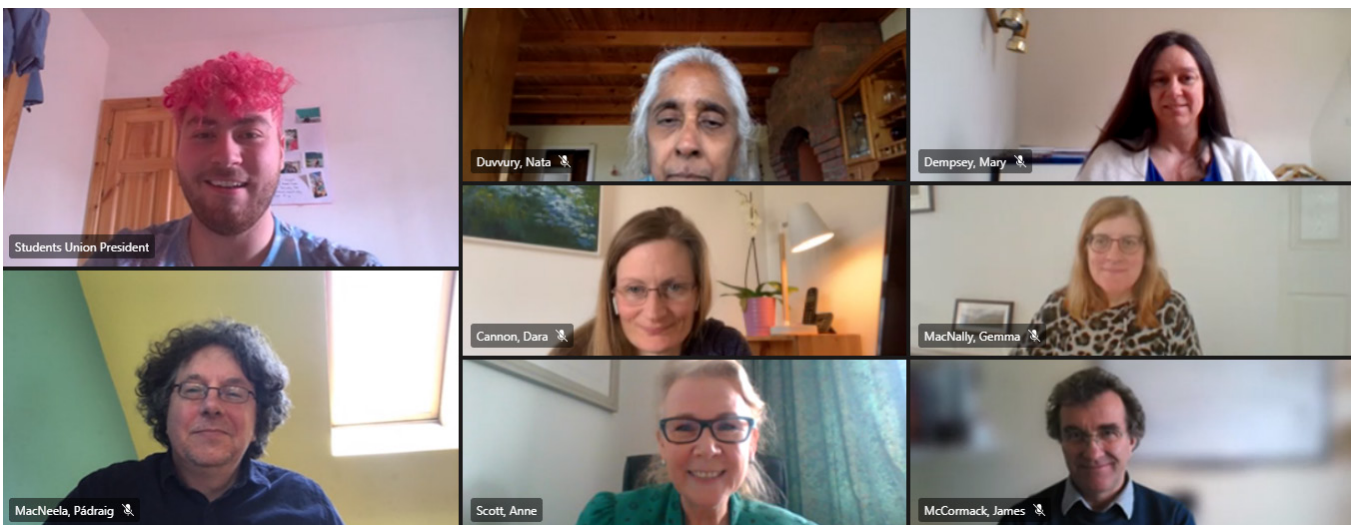
We are very proud of the Active\* Consent programme, led by Dr MacNeela, and NUI Galway is keen to support the leadership role of Active\* Consent wherever possible. Dr MacNeela is a member of the Advisory group supporting the Centre of Excellence for Equality, Diversity and Inclusion, responsible for the development of national surveys of students and staff in relation to sexual violence and harassment which were launched by the HEA on April 12th 2021.



The Active\* Consent 'Start Here' social media campaign was launched in NUI Galway on March 1st 2021



Members of NUI Galway's Active\* Consent team, Union of Students of Ireland (USI) and Galway Rape Crisis Centre (GRCC) launched the 8-week social media campaign 'Start Here', on March 1st 2021



Some members of the Working Group on Consent Framework Implementation at a meeting in April 2021

# 7. Visit 5 of the EAG



## External Advisory Group on Gender Equality (EAG)

**On May 13th 2021 we hosted our 5th annual visit of our External Advisory Group on Gender Equality (EAG).**

This year we were particularly delighted to welcome to the EAG our newest member Professor Penny Andrews from NY Law School. Prof Andrews replaces Prof Jane Grimson, who worked with NUI Galway since 2015, when she chaired the Gender Equality Task Force. Prof Grimson then became a founding member of the EAG in 2017. The EAG visit provides an exceptional opportunity to draw on high calibre international expertise in gender equality and to benchmark NUI Galway against international developments.



Professor Tomas Brage  
*Lund University, Sweden*



Professor Paul Walton  
*University of York, UK*



Professor Lesley Yellowlees  
*University of Edinburgh, UK*



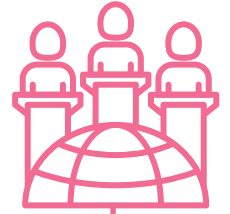
Professor Penny Andrews  
*NY Law School, US*

*Members of the External Advisory Group on Gender Equality (EAG)*

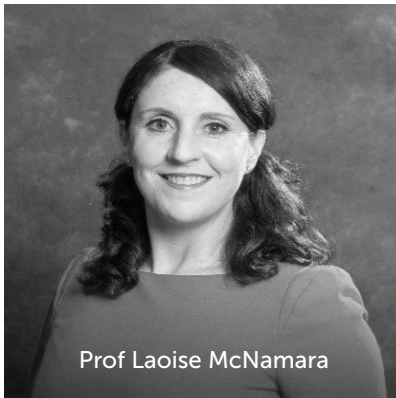




# 8. First Senior Academic Leadership Initiative (SALI) Appointment in NUI Galway:



'I got the job because I'm a woman'  
by Professor Laoise McNamara



Prof Laoise McNamara

It did not initially occur to me to apply for the SALI Chair in Engineering. As the only female Personal Professor in Engineering, I was motivated to identify great applicants to address this deficit. I also

wondered whether funding mid-career female academics might have been preferable, and that the female professors would follow. But, to be honest, I also had reservations about positive action.

For a long time I did not perceive any major barriers due to my gender. Many supportive family members, mentors (all male) and colleagues instilled in me an innate belief in my abilities and guided my career choices. I experienced the countless knockbacks and rejections inherent to academia and research, but I had the confidence to persevere and was ultimately successful. My research became internationally recognised and there followed a 'fast-track' promotion to Personal Professor. Soon after a colleague commented that 'she only got it because she

was a woman'. I had always laughed off such comments, but this time it stung. There was no gender quota and I was indignant that my research success, teaching and leadership could be so easily thrown aside by such a comment. But I'm very resilient, so I adopted an 'I'll show them' attitude and my research success continued.

The assumption prevails that positive action requires the application of lower standards, which most likely forms the basis of my initial reservations. Yet, I have become aware of the substantial evidence that women are more hesitant to apply for positions, even when they are equally or more qualified than their male counterparts. Published studies have also demonstrated that academic CVs are rated as less hireable when a simple switch from a male to a female name is implemented. The introduction of quotas and special initiatives remove barriers to women applying for, and succeeding in, senior roles.

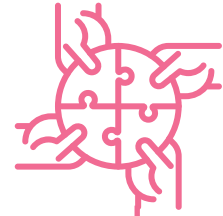
With promotion the requests to serve on committees and boards came rolling in and at the same time I took on a leadership role as Vice Dean. I always felt obliged to say yes, and the intensity of the requests on my time made me question the logic of quotas, particularly in Engineering where there were so few women. But over time I have seen how these quotas have evolved our decision making, and personally these roles have given me the experience and confidence to add my voice.

As a Vice Dean I initially set about addressing the poor gender balance in Engineering. However, I was quickly dismayed when a Guidance Counsellor stated that Engineering was 'not for our girls'. A myriad of similar experiences have made me astutely aware of the importance of role models and changed my position on positive action. For young women to see a path for themselves, and for hiring bias to be mitigated, the world needs to become more accustomed to female success. I now understand that we can't wait around for the slow trickle of change!

As a recipient of many highly competitive awards (two ERCs, SFI Investigator, IRC Laureate, IRC Researcher of the Year 2019) and Vice Dean for Research and Innovation for the College of Science and Engineering, I felt that I could submit a competitive application for a Chair position. So, after some soul searching, I applied for the SALI Chair in Engineering and I hope that my appointment can debunk some of the myths surrounding such initiatives. I am committed to using my voice to continue to drive research success and make progress in female representation. In this instance, I got the job because I'm a woman and I'm very proud of that!



# 9. EDI Developments at School and College levels



Mary Dempsey  
Vice Dean EDI, CSE

## College of Science and Engineering (CSE)

The College of Science and Engineering (CSE) comprises 6 STEM schools; Chemistry, Computer Science, Engineering, Mathematics, Statistics and Applied Mathematics, Natural Sciences, and Physics.

The Vice Dean for EDI was appointed in April 2020 for a three-year term. She worked with the Director of Strategic Development to constitute a diverse EDI Committee comprising 22 members including: SAT Chairs, School Directors and representatives from DSI, LGBT+ Staff Network, OVPEd, Professional Services, the Ryan Institute, Students Union and Technical Officers.

The inaugural June 2020 committee meeting set out the Terms of Reference and AY 2020/21 plan. The Committee meets every 2 months and the Athena SWAN Chair sub-committee meet every 4 weeks. The **EDI webpage** was developed to incorporate EDI information including a staff-student suggestion facility.

Remote working prompted the Committee to develop staff support tools including 'Remote Meeting Etiquette Guidance' and 'Students in Distress' templates. Committee activity included: input to CSE's Strategic Plan, Wellness Action Plan and 2 committee members trained as Wellness Ambassadors.

### Athena SWAN

Physics was the first school in CSE awarded an Athena SWAN Departmental Bronze (November 2020). The Schools of Chemistry, Natural Sciences and Mathematics await results of their recent applications.

### Funding

Funded by the HEA Gender Equality Enhancement Fund, Mathematics is establishing the Irish Athena SWAN Mathematical Sciences Network for sharing best practice and establishing a framework for producing sectoral benchmarking data. Mathematics was funded by the EDI Project Fund to 'Foster Diversity and Opportunity in Mathematics'.

### J&J WiSTEM2D programme

Johnson & Johnson will establish their WiSTEM2D programme in September 2021.

### University of Sanctuary Scholarships

CSE is supporting 7 University of Sanctuary undergraduate students including 2 female students (29%) through academic mentoring and scholarships.

### SALI

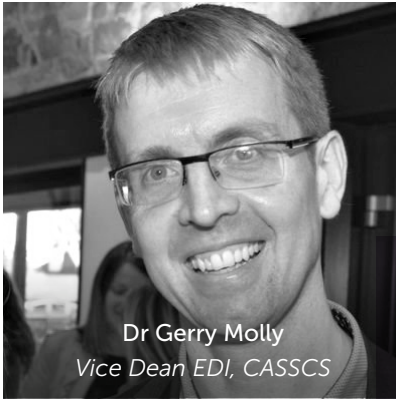
The School of Engineering successfully bid for a SALI post and Professor Laoise McNamara was appointed Established Professor of Engineering in November 2020.

### Events/Training/Seminars 2020/21

An active and engaging schedule of information and training events were offered throughout the year.

### EDI Committee 2021/22 plan

- Launch of the Johnson & Johnson WiSTEM2D programme in September 2021
- Welcome seminars highlighting new and promoted staff
- Implementation of the EDI strategy, Athena SWAN and Wellness Action Plans
- 4 Schools Athena SWAN accredited



Dr Gerry Molly  
Vice Dean EDI, CASSCS

## College of Arts, Social Sciences and Celtic Studies (CASSCS)

This was the final year of the first Vice-Deanship of EDI in the CASSCS. A new Vice-Dean will be appointed in 2021. While our College EDI related activities were greatly curtailed since March 2020, there are a number of key areas where we achieved significant progress over the last 12 months.

### Athena SWAN

The School of Psychology became the first School in the CASSCS to submit an Athena SWAN Bronze award application, led by Dr Gerry Molloy and Professor Molly Byrne. The School self-assessment team (SAT) worked on this application through 2019 and 2020. This represents foundational work in our efforts to establish Athena SWAN in the College. The Vice-Dean and several other members of the CASSCS also supported the Institutional Athena SWAN renewal application which was submitted in the April 2021 round.

### University of Sanctuary

Multiple members of the College have continued to make key contributions to the University of Sanctuary (UoS) initiative. Over the past year, two new UoS scholarships have been funded at undergraduate and postgraduate level in the College. These UoS Scholars are currently receiving individual mentorship from academic colleagues. During 2020 the CASSCS EDI advisory committee have also contributed to the review of the structures and processes that relate to mentoring of UoS Scholars.

### The Framework for Consent in Higher Education Institutions

The Active\* Consent programme is led by Dr Pádraig MacNeela (School of Psychology), Dr Charlotte McIvor (Discipline of Drama and Theatre Studies) and Dr Siobhán O'Higgins (School of Psychology). The programme develops and implements research-based education and training for students and staff in colleges around the country. It also extends to school-based initiatives such as the design of a new resource on critical literacy on sexual media with Dr Kate Dawson (School of Psychology), to be launched later this year.

The mainstreaming of student consent education and the development of staff education tools at NUI Galway has been supported over the past year by the Office of the Vice-President for Equality and Diversity. A comprehensive programme of action will be required to achieve the culture change called for by the Department of Further & Higher Education in their 'Framework for Consent in Higher Education Institutions' document. The related institutional Action Plan developed in 2021 will provide a scaffolding for future developments in this area.



Dr Shivaun Quinlivan  
Vice Dean EDI, CBPPL

## College of Business, Public Policy and Law (CBPPL)

### Athena SWAN

The College of Business, Public Policy and Law (CBPPL) has committed to ensuring that all three schools in the College apply for Athena SWAN awards, on a rolling basis. We are delighted to report that the J.E. Cairnes School of Business and Economics, the first CBPPL school to apply, was awarded the Athena SWAN Bronze Award in September 2020. The School of Business and Economics is the first AHSSL School to achieve an Athena SWAN award in NUI Galway.

### Active Bystander Training

Active Bystander Training is provided for staff in the College. The 40 places available for the first training session were filled within 24 hours. As a result of the significant interest shown by staff and the very positive feedback on the training, more sessions will be arranged over the coming year.

### Dean's Award for Inclusive Teaching and Learning 2019/20

Working with the Vice Dean for Teaching and Learning, Dr Lucy-Ann Buckley, we ran the second year of the Dean's Award for Inclusive Teaching and Learning. We are delighted to report that there was a significant increase in the number of nominations from students. This year the Individual Award went to Dr Patricia McHugh (School of Business and Economics), and the Team Award went to the Food and Beverage Team from Shannon College (Sean T Ruane, Team leader).

## Inclusive Education

The Vice Dean EDI, in conjunction with the Vice Dean T&L is leading two projects on inclusive teaching and learning: CBPPL's flagship project on Inclusive Teaching and Learning (Student Project Fund) and Inclusive NUI Galway (NFETL Fund). Both the University Strategy 'Shared Vision, Shaped by Values' and the EDI Strategy commit to ensuring that we adopt the Principles of Universal Design in our learning environment. To support these strategic goals we have enabled the local roll out of the Digital Badge in Universal Design and Learning. We are delighted to announce that 70 members of NUI Galway academic staff have completed the Digital Badge over the past academic year, and we now have 10 staff members who are qualified as trainers in UDL.

There are many facets to the Inclusive Learning projects, including engaging with students to learn about their lived experiences of inclusion and exclusion at our university. Over the past year they have run the following trainings/seminars:

- **2020:** Workshop: Creating Inclusive and Welcoming Classroom Environments
- **2020:** UDL 101
- **2020:** Multiple workshops on Ally for LMS
- **2020:** Addressing Systemic Racism for Institutional Transformation
- **2021:** Inclusive Education Week
- **2021:** National Symposium on Inclusive Learning in Higher Education (Over 500 registered for this event)

As part of the project we purchased Ally for LMS which was launched across the entire University in March 2020 (see section 3 on the Web Accessibility Directive). We have provided an inclusive teaching resource on Blackboard and the resource is available to all colleagues at NUI Galway who are involved in teaching or otherwise supporting student learning.

## EDI Structures

EDI governance and structures have developed significantly in CBPPL over the past academic year. All three Schools have committed to the establishment of EDI committees with the chair of that committee sitting on the relevant School executive. Orla Cullinane (Shannon College) is in place with the two other schools in the process of appointing an Associate Head of Equality, Diversity and Inclusion.



## College of Medicine, Nursing and Health Sciences (CMNHS)

### Athena SWAN

In spite of the inordinate impact of COVID-19 on CMNHS Schools, Athena SWAN committees have remained active in the School of Nursing and Midwifery and the School of Medicine.

The School of Nursing and Midwifery received their first Athena SWAN Bronze award in March 2021. The School encountered unique challenges in completing their Athena SWAN review as a relatively young academic discipline (integrated into NUI Galway less than 20 years ago) and having a majority female staff cohort (91% female). The consideration of gender equality within a predominantly female School is novel at NUI Galway. Learning from the successful Nursing and Midwifery application will be crucial to support other similar schools in future. The School of Medicine will submit an application to renew their Athena SWAN Bronze Award in June 2021. A key challenge is to assess the progress that has been made since the initial award. Marked improvement has been observed in the representation of women at senior academic grades. The proportion of women Senior Lecturers has risen from 35% (2016) to 50% (2021). The percentage of women in the professoriate has increased from 6% (2016) to 19% (2021). However, culture and inclusion in the School are changing more slowly, an issue likely exacerbated by COVID-19. The SAT is working hard to reflect on the impact of work to-date and to develop new actions to address new and/or continuing gender equality-related issues.

### Exemplar EDI initiatives

A number of novel initiatives have been introduced to recognise, support, and empower CMNHS staff including:

- A Monthly EDIW Bulletin which provides updates for staff on EDI-related events, training, policy changes, and opportunities for involvement.
- Monthly Active Bystander Training which is intended to embed a culture of respect in our College, and to ensure that all staff feel safe to speak up and hold ourselves and others accountable for the culture we create.

- A #SayThanks campaign which sees staff submit public messages of thanks to colleagues each month which encourages staff to express gratitude within day-to-day work.
- Funding for six places on The Aurora Women's Leadership Programme for CMNHS staff to tangibly support women in all staff categories across our three schools.

DECEMBER

# CHARITY Challenge

## RANDOM ACT OF KINDNESS CHALLENGE

Do good, feel good this December!

Contact [studentsunion@nuiagalway.ie](mailto:studentsunion@nuiagalway.ie) for more info

[@nuiGalway](#) [@nuiGalway](#) [@nuiGalway](#)

NUI Galway Students' Union  
Comhaltas na Mac Léinn  
OÉ Gallimh

Galway Autism Partnership  
Helplink Mental Health  
Galway Rape Crisis Centre  
SUPPORT FOR WOMEN  
HEALTH & WELLBEING

As part of NUI Galway Students Union 2020/21 Charity Challenge, which raised funds for Galway Rape Crisis Centre, Galway Autism Partnership and Helplink, students were encouraged to engage in the Random Acts of Kindness (RAK) Challenge for the month of December to spread positivity. One of the suggested acts involved sending postcards to their local nursing homes. The RAK challenge motto was 'do good, feel good!'

# 10. EDI Strategy & Strategy Implementation



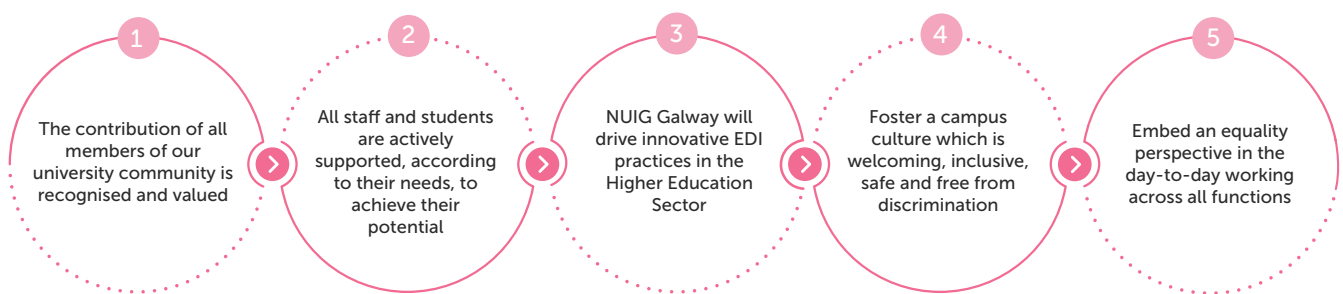
The first EDI Strategy for NUI Galway was approved by Údarás na hOllscoile in June 2020 and launched by Dr Máire Geoghegan-Quinn, former EU Commissioner and the new Chair of the NUI Galway Údarás na hOllscoile, on February 5th 2021. The EDICC has approved an implementation plan for the EDI strategy, which will be monitored regularly to ensure progress.

Our key strategic aim is to enable, empower and embed a culture of equality, diversity and inclusion throughout NUI Galway which benefits the entire university community, and will ensure that NUI Galway can perform to its full potential.



*Dr Máire Geoghegan-Quinn at the virtual launch of the EDI Strategy 2020-2025 and the EDI Annual Report 2019/20*

The following goals aim to fulfil that mission:



*Figure 5: EDI Goals*



This EDI strategy is closely aligned with the University Strategy 2020-2025, which is built on a foundation of core values that define NUI Galway's purpose and priorities: respect, openness, sustainability and excellence. These values have emerged from consultation with our students, staff, alumni and public and they will guide us in everything we do. Over the coming years, these values will become the lived experience of our people and of those with whom we live, learn and collaborate.

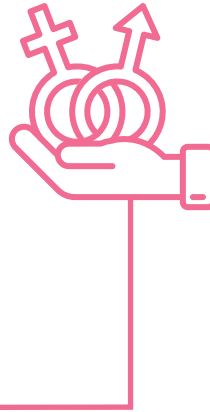
The EDI goals in this strategic plan will support the achievement of commitments and flagship actions identified by the university in Strategy 2020-2025 (see Figure 6).



Figure 6: Strategy 2020-2025 - Our Values

# 11. Gender Pay Gap

Reporting Year 3



## GPG Report on March 2020 data

### Overview

The gender pay gap is the difference in average hourly pay of men and women expressed as a percentage of average hourly pay for men in an organisation; regardless of the nature of the work, role or seniority.

### Mandatory Reporting in Ireland

Draft legislation which would require organisations to report their gender pay gap (GPG) figures has been working its way through the Irish legislative process for some time. We expect mandatory reporting of GPG figures to become a requirement shortly.

### NUI Galway GPG Reporting

NUI Galway has analysed and reported its gender pay gap for the past three years commencing in March 2019, based on March 2018 data. At that point, based on 2,231 staff across the organisation, the mean gender pay gap was 20% and the median pay gap was 18.4%.

Based on a total of 2,442 employees, the mean Gender Pay Gap for NUI Galway based on March 2020 data is 18.7% and the median gender pay gap is 12% (see Table 4).

Mean Pay Gap = 18.7%	Median Pay Gap = 12.0%
Mean Pay Gap NUI Galway	Median Pay Gap NUI Galway
2020 = 18.7%	2020 = 12.0%
2019 = 17.9%	2019 = 12.0%
2018 = 20%	2018 = 18.4%

Table 4

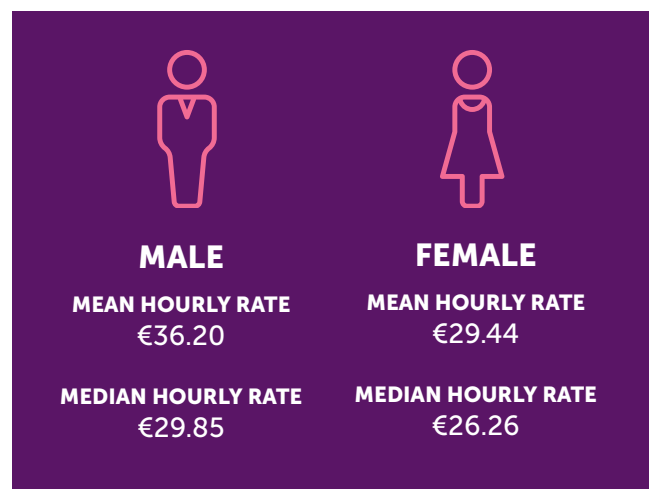


Figure 7

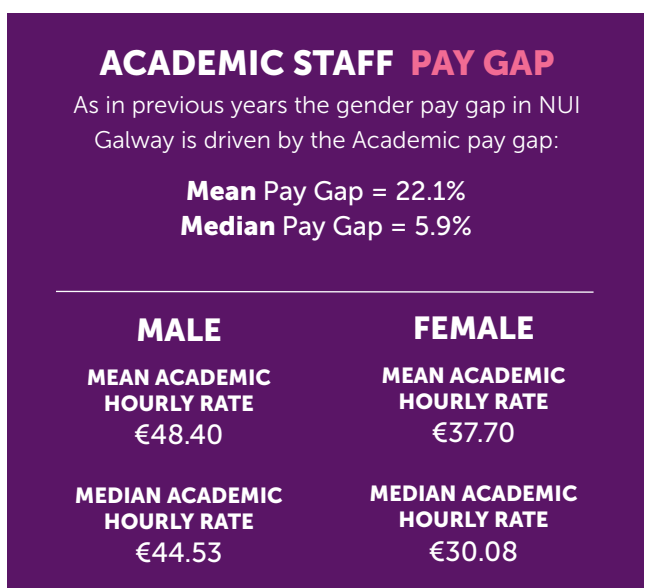


Figure 8: Academic Staff

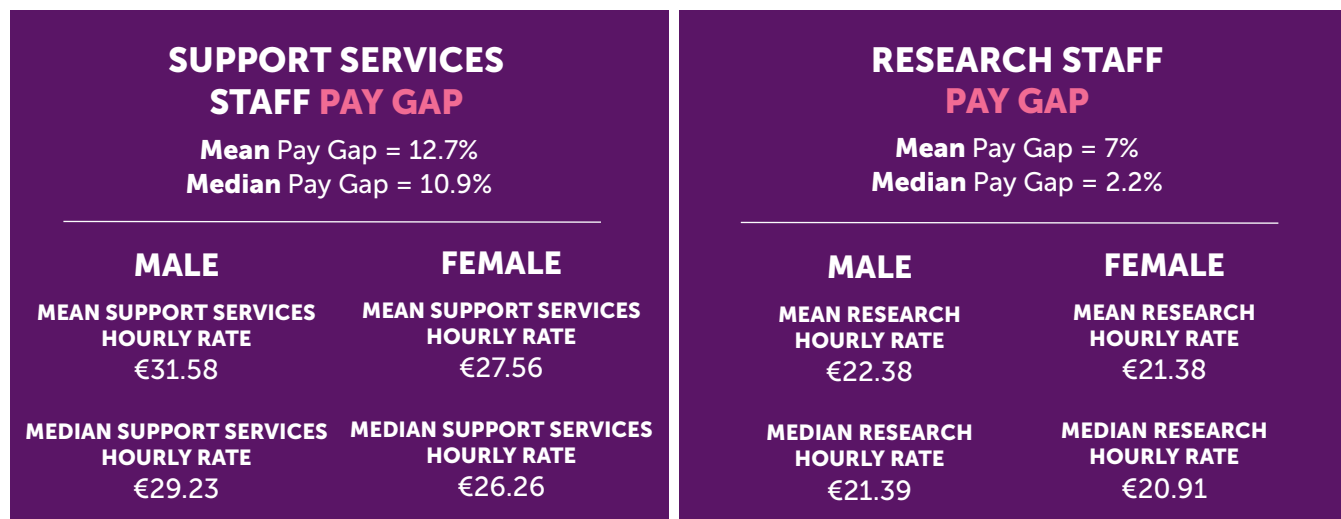


Figure 9: Support Services and Research Staff

<b>NUI Galway GPG Reporting Summary</b>						
<b>Category</b>	<b>Mean Gap</b>			<b>Median Gap</b>		
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Academic</b>	23.2%	21.3%	22.1%	11.8%	5.9%	5.9%
<b>Support Services</b>	14.4%	12.8%	12.7%	16.8%	10.2%	10.9%
<b>Research</b>	7.6%	6.7%	7%	0.0%	0.0%	2.2%

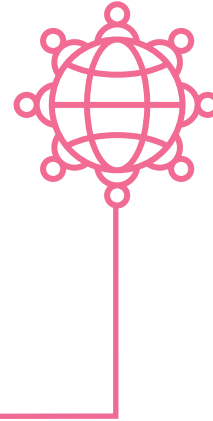
Table 5: NUI Galway GPG Reporting Summary

#### Some of the measures NUI Galway are taking to reduce the GPG are as follows:

- Promotions Project focused on both senior lecturer and personal professor promotions – will support up to 15 women per year in preparation for promotions.
- Careful monitoring of application pools and shortlists for all senior posts, professional and academic. This involves targeting a minimum of 30% female candidates in applicant pools for all posts and 50:50 in shortlists for all senior posts – from the beginning of academic year 2019/20.
- Introduction of a rolling promotions process for promotion to senior lecturer and personal professor (with two submission points annually) commenced in December 2019.
- Reintroduction of Associate Professor Grade to NUI Galway is planned for August 2021.
- Research grants for returning academic carers and the Athena SWAN research capacity building grants (up to 10 per year) have been available since AY 2016/17.
- Monitoring applications to and outcomes from the Retention Scheme by gender with annual reporting to Academic Council, EDICC and Údarás na hOllscoile from June 2019.
- The Director of HR is engaging with peers across the university sector to progress a sectoral approach to the development of a Job Evaluation Framework for Administrative Staff/Technical staff. This continues to be a key issue for the Irish university sector since the Employment Control Framework prohibited promotions for administrative staff/technical staff.
- Supports for career and leadership development – the Aurora Leadership Development programme is available for 15-20 women per year from all staff categories. Career development, mentoring and/or coaching programmes are available to all NUI Galway staff.
- A working group led by HR on Precarious Employment – sorting out the present and planning for the future.
- The competency framework for administrative grades will become part of job-sizing, commencing in September 2021.
- Training programmes for administrative grades, i.e. Grades 2 – 5, to develop their skills for future roles.
- NUI Galway has committed to annual audits and reporting on the GPG.

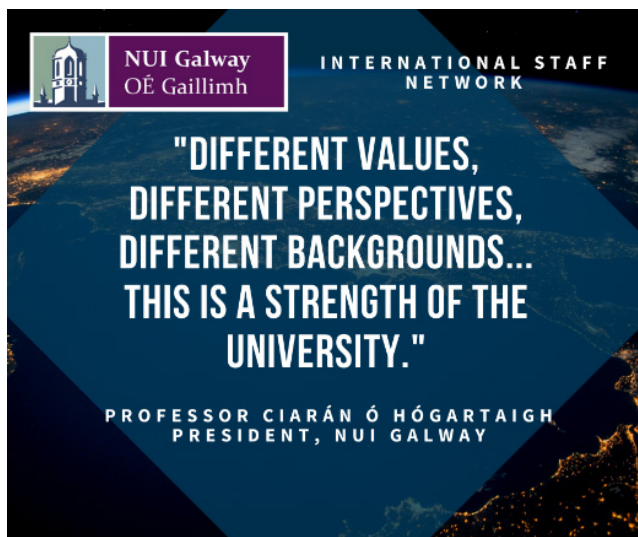
# 12. Staff Networks

## in COVID-19 environment



### International Staff Network

The International Staff Network at NUI Galway was officially launched on May 7th, 2020. A virtual launch took place via email and social media with a welcome video from the University President, Professor Ciarán Ó hÓgartaigh.



*International Staff Network at NUI Galway*

Although our Network has been a 'virtual' network since its inception, thanks to the sustained work of our committed Executive team, the ISN has progressed throughout 2020/21. We currently have 142 registered members, from approximately 35 countries around the world. Virtual events have been held throughout this academic year to begin to build the foundation of our network. We have held seven social coffee mornings to provide peer support and connection, as well as a variety of events:

**Oct 16th** – First ISN Town Hall to discuss international staff experiences

**Nov 20th** – Town Hall on University Governance, encouraging our members to go forward for governance committees

**Dec 30th** – Holiday social gathering during University closure to connect international staff

**Mar 12th** – ISN International Women's Day Event, 'International Perspectives: Celebrating Women in Research'

**May 2021** – Celebrating one year as an official staff network

Our network began with the intention to provide a clear voice and vision for inclusion and representation at NUI Galway. As we move forward our key objectives are:

- To address racial discrimination on campus
- To improve cultural awareness
- To provide social networking opportunities for our members
- To input into University work on inclusion and representation

We look forward to working with our Network in the coming academic year, as we move into our second year of operation and work together on our goals. You can find out more about our network and how to become a member at [www.nuigalway.ie/isn](http://www.nuigalway.ie/isn)

### LGBT+ Staff Network

As we pass the one-year mark of living with COVID-19, I would like to thank the committee members and the network members of the LGBT+ Staff Network for their on-going work and support in the midst of living in a pandemic. Since February 2020 members have:

- attended the Galway Pride Flag raising event (10th August, 2020);
- contributed to an online live discussion session during the Galway Pride virtual events week (Well Being in the Workplace -11th August, 2020);
- supported colleagues in GMIT with the development of an LGBT+ Staff Network;
- attended meetings of the NUI Galway Equality, Diversity & Inclusion Campus Committee;
- supported the completion of the Mapping LGBT+

Lives at NUI Galway research project (thanks to everyone who supported this project including the OVPED, in particular thanks to the researcher);

- written in support of nominees for the award of an honorary doctorate and in support of a new premises for AMACH;
- with the University Women’s Network and the International Staff Network, encouraged members to attend the Údarás Hustings event on the 16th of December and promoted participation in the election;
- hosted an online social event for members of the Network on the 11th of December 2021;
- Hosted a webinar on the 18th of February 2021: Dr Mary McAuliffe spoke on revolutionary women and Dr Declan Coogan presented the findings of the Mapping LGBT+ Lives at NUI Galway Project. We extended an invitation to this event to the staff members of GMIT.



Dr Mary McAuliffe

*Dr Mary McAuliffe, Assistant Professor in Gender Studies, UCD spoke on 'Having little use for men (revolutionary women)' at the LGBT+ Staff Network webinar on February 18th 2021*

The first major virtual event in our calendar was the Annual Sheehy Skeffington Lecture on the 30th of October 2020, delivered by journalist and campaigner Dr Tom Clonan. Dr Clonan gave a heartfelt account of his horror at discovering the extent of sexual abuse within the Irish armed forces and the obstacles he faced in persuading the authorities to tackle the problem. He also described his satisfaction at the eventual reforms he helped bring about.

In anticipation of the elections for Údarás na hOllscoile/ Governing Authority, we hosted a 'Meet the Candidates' event on the 16th of December 2020, in conjunction with the International and LGBT+ Staff Networks. Twelve candidates made their pitches and answered questions from the audience. We were pleased to see that voting resulted in the election of two women in each of the three staff categories.

We marked International Women’s Day on the 8th of March 2021 with a keynote lecture by Catherine Connolly, TD, entitled 'Using Your Voice'. Recently voted in as the first female Leas-Cheann Chomhairle, Connolly was a popular choice as evidenced by the large turn-out. Connolly spoke passionately about the importance of the Irish language, the environment and the need for sensitivity in addressing the concerns of the survivors of Mother and Baby Homes.



Catherine Connolly

*Catherine Connolly, TD, keynote speaker for International Women's Day, March 8th 2021, hosted by the University Women's Network*

### University Women’s Network

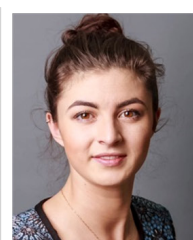
The COVID-19 pandemic and first lockdown arrived just days after International Women’s Day in 2020 and has shaped our activities ever since. Mindful of research suggesting a disproportionate impact of the pandemic on women, we proposed that an all-staff survey be conducted on the experience of working from home. Designed by the OVPED and deployed in June 2020, the survey revealed a general concern about physical space and disconnecting from work, but an especially strong concern among some female staff about caring responsibilities.



*Sheehy Skeffington Annual Distinguished Lecture. 'Sisters in Arms: Researching women soldiers in Ireland's Armed Forces – An Intellectual, Ethical & Personal Journey' - Dr Tom Clonan*

Our AGM followed a week later. This provided an opportunity to introduce new committee members and publicise upcoming events. These included a workshop conducted by the Press Office on the 19th of March about contributing to the media and another by Advance HE on Race Equality in April. Co-funded by the OVPED, the latter was proposed by the Network in response to the Black

Lives Matter protests, and is designed to help educate the committee and senior staff across the university on how best to ensure race equality at NUI Galway. Another task awaiting us is the assessment of the results of our recent 'Men as Agents of Change' all-staff email survey, which fulfils a commitment made under the Gender Equality Action Plan.



An extensive programme of virtual events took place in March, in celebration of International Women's Day 2021.

**Speakers included:** Catherine Connolly, TD and Leas-Cheann Chomhairle; Dr Sinéad Ring, Maynooth University, Dr Pádraig Mac Neela, NUI Galway, and Professor Jason Last, University College Dublin; Kerrie Power, HEAnet; Cliona O'Leary, RTÉ; Professor Molly Byrne, NUI Galway; Dr Mahaut Fanchini, University Paris-Est Créteil, Dr Laura William, Greenwich Business School, Dr Nanna Bonde Thylstrup, Copenhagen Business School, Dr Daniela Agostinho, University of Copenhagen, and Brigid MacCarthy, Tavistock/UEL; Aoibhin Sheedy, NUI Galway and Dr Anushree Dwivedi, CERENOVUS; Dr Nata Duvvury, Dr Katarzyna Goljanek-Whysall, Adriana Cardinot, and Dr Ioanna Tourkochoriti, NUI Galway; Professor Maria S. Floro, American University and Dr Srinivas Raghavendra, NUI Galway



# 13. Update on EDICC Work Programme

for AY 2020/21



## (i) Access

The Widening Participation Committee is up and running since February 2020 and has met four times to date.

The actions for the WP Committee under Goal 4.5 of the EDI strategy, 'Identify and eliminate barriers to inclusion for students on socio-economic and minority status grounds', are as follows:

1. Identify good practice, strategies and activities, which enable under-represented students to participate and progress, and recommend policies that will increase understanding and active promotion of NUI Galway in areas of Social Inclusion, Equality and Diversity;
2. Consider the participation, retention and progression rates for under-represented students in the University and link with work of the Student Experience Committee to make recommendations and establish

3. a process to monitor progress in this regard;
3. Develop and oversee a plan to improve the visibility and enhance the reputation of the University as an inclusive educational environment and to train widening participation advisors.

A Task and Finish sub-group has been established to produce a report that will provide a definition of Widening Access and Participation (WAP) at NUI Galway, and will support mainstreaming of WAP. Since February 2021, this group has communicated with all colleges and programme directors with regards to college, school or programme related WAP activities under the different pillars of the Access Centre Model (see Figure 10). This will be followed by a survey to all colleges in relation to WAP, with a launch of the published report to follow.

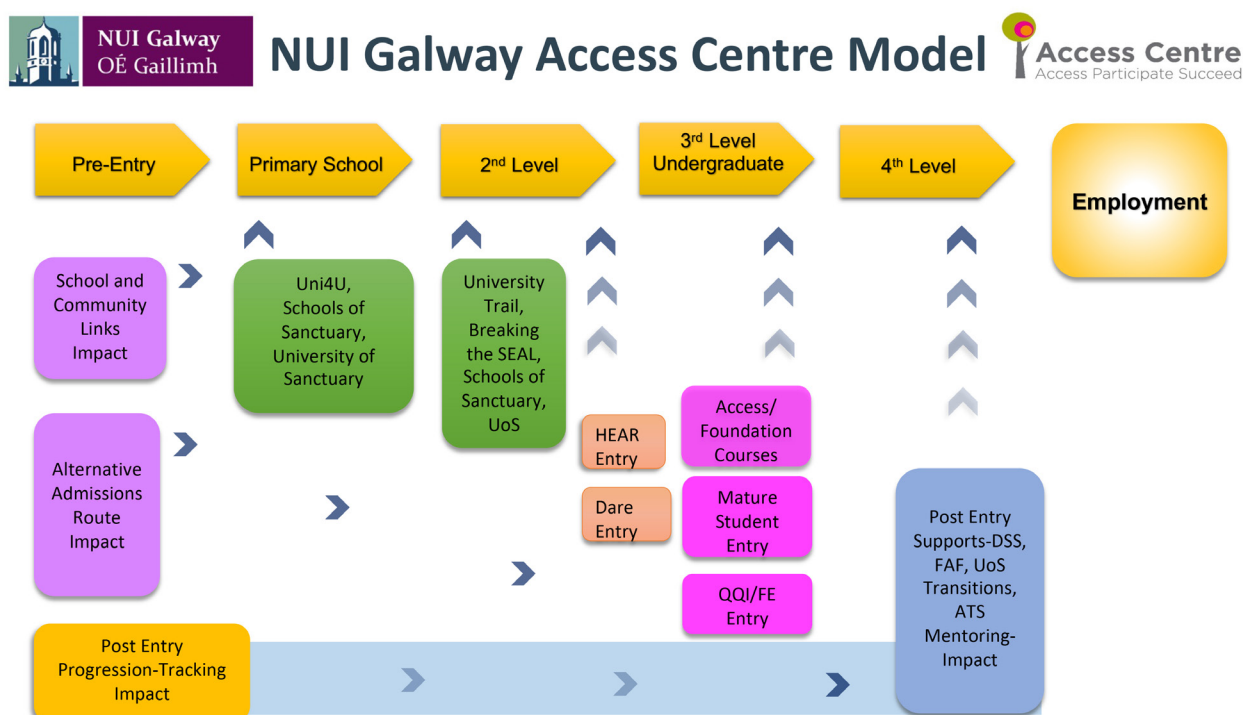


Figure 10: Access Centre Model





A short documentary 'Travellers in Higher Education – Building a Sense of Belonging' was produced as part of the efforts by the University's Access Office to support Travellers as role models and their participation in education. The documentary can be viewed at: <https://youtu.be/U-G-ujKtu8w>



**Transition to Employment Programme**

The Transition to Employment is an annual widening participation initiative run by the Career Development Centre. It seeks to support students with disabilities or mental health conditions who are preparing to transition into the work place. Job hunting can be particularly daunting for students who are worried about disclosing their disability to an employer. The programme is in its fifth year and was shortlisted for the Zero Project Global Awards 2021, which supports the implementation of the Convention on the Rights of Persons with Disabilities (CRPD) of the United Nations.

The Transition programme comprises of a series of four

workshops which provide valuable information on managing transitions, disclosure, connection with employers, and follow on supports after graduation. The programme moved to virtual delivery in response to COVID-19



and 75 students participated across the four sessions. Over the series we welcomed employer representatives from Apple, Fidelity Investments, Northern Trust and the ESB. Collaboration with AHEAD, Specialisterne and Employability Galway provided valuable information for students on disclosure and internship programmes for graduates with disabilities. Testimonials from students included;

*'I learned a lot about the choices when and why to disclose or not to disclose a disability to an employer'*

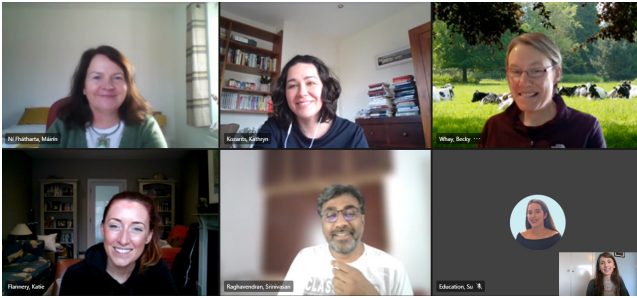
*'Thanks so much Marie and Claire for hosting and organising such fantastic guests over the weeks. It really has provided me with hope for the future. Really appreciate it'*



The Universal Design/Accessibility Steering Group, chaired by the President, Professor Ciarán Ó hÓgartaigh, kicked off with the first meeting on January 19th 2021

## (ii) Intercultural Campus Working Group

The Intercultural Campus Working Group has recently been re-established as one of our University's EDICC work streams. The working group is chaired by the VP International and comprises representatives from the International Staff Network, the International Office, the University of Sanctuary, the Students Union, HR and the OVPED. The Working Group has a remit to address issues which limit the intercultural experience at NUI Galway and to encourage positive steps toward creating a university which embraces and values cultural diversity.



*Intercultural Campus Working Group meeting, March 2021*

The group has identified four key themes which it will focus on during the coming year:

### Racism

This is a key, overarching theme of the working group. Racism can have a devastating effect on both students and staff. Incidents both on and off-campus demonstrate the need for NUI Galway to improve understanding and awareness of explicit and hidden racism and racial micro-aggressions. Racism also intersects with other dimensions of inequality such as gender and disability indicating a complex web of inequality that needs addressing holistically.

### International Student Experience Divide

International students often receive a different level of attention, support and experience to Irish students; however, the needs of international students frequently intersect with those of Irish students. This differentiation of international student treatment/experience begins as early as the recruitment stage and is perpetuated throughout their journey. These differences are exacerbated through divides between international students from the Global North versus the Global South, with, for example, many students finding their freedom of movement and opportunities restricted through visa constraints.

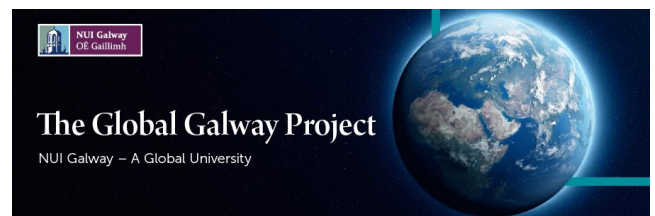
A cultural shift to move away from negative language (non-EU) and embrace the word 'international' is being encouraged through the Global Galway Project.

### International Staff Support and Experience

There is a lack of support for recruited international staff as they prepare to travel to Ireland, including support around visa applications, paperwork and arranging living, schooling, banking etc. before arrival. There is also a need to support international staff to integrate into the University and into the West of Ireland.

### International Staff Retention

There is currently little data allowing tracking of international staff retention. Qualitative data suggests there may be problems with retention, and this may include disadvantages in relation to progression within University structures. International staff face some unique challenges, for example, with travel restrictions limiting research collaborations and conference attendance. We need to recognise these challenges and provide solutions.



*This is an initiative involving students and staff to build an international roadmap for the University that fulfils the goals laid out in the University Vision and Strategy 2020-2025. It is ambitious in its scope, reviewing every aspect of the University's internationalisation activity, identifying current gaps and our aspirations for the future. Learn more about the initiative by visiting the project [website](#) or watching this [video](#).*

## (iii) Gender

Please see pages 14-16 and 22-24 above.



*Athena SWAN Application 2021*



NUI Galway  
OÉ Gaillimh

## GENDER EQUALITY ACTION PLAN 2019-2021

ACTIONS IN THIS PLAN ARE DERIVED FROM FOUR KEY DOCUMENTS WHICH ARE REFERENCED WITHIN SPECIFIC ACTIONS.

### DOCUMENTS AND THEIR LOCATIONS:

Final Report of the Gender Equality Task Force, NUI Galway May 2016 (GEAP)  
 HEA National Review of Gender Equality in Irish Higher Education Institutions June 2016 (HEA)  
 NUI Galway Athena SWAN Bronze Application November 2017 (AS)  
 Dept of Education and Skills Gender Action Plan 2018-2020 (DES)

[AVAILABLE HERE](#)  
[AVAILABLE HERE](#)  
[AVAILABLE HERE](#)  
[AVAILABLE HERE](#)

### ACTION DETAIL SUMMARY

#### STATUS

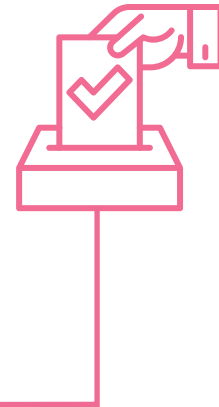
		Not Started	In Progress - On track	In Progress - Delayed	At Risk	Complete
<b>Total Actions:</b>		<b>89</b>	<b>2</b>	<b>16</b>	<b>11</b>	<b>49</b>
<b>Total Actions Per Category:</b>						
	Institutional Culture	24	1	7	3	2
	Governance	14	0	0	0	1
	Athena SWAN	8	0	2	0	0
	Training & Development	14	1	2	4	1
	Recruitment	13	0	0	1	4
	Promotion	16	0	5	3	3

### GEAP (2) Update & Progress



Athena SWAN Institutional SAT meeting, February 2021

# 14. Policy Developments & Updates



## (i) HR Policy Developments

Since 2018 a comprehensive review of all HR policies, including EDI related policies, has been undertaken by the HR Office. Several policies require legislative updates on an ongoing basis while others were considered in line with agreed consultation process by way of staff interest groups, workshops and feedback requests from various stakeholders. All policies have undergone an Equality Impact Assessment prior to approval.

The Staff Anti-Bullying Policy was agreed in 2019, and the Staff Harassment and Sexual Harassment Policy approved in 2020. More recently, the revised Sick Leave Policy and the Recruitment and Retention Policy have been approved by UMT and are on the HR website.

Support Contact Persons have been nominated and trained to support staff who feel they are the subject of bullying, harassment or sexual harassment in the workplace.

The development of new policies is also underway. Following consultation and stakeholder feedback, a new Consensual Relationship Policy has been approved by UMT in 2021. In addition, a staff working group has recently commenced the development a Remote Working Policy.

A series of Employee Relations Roadshows commenced in 2019 to provide an overview on and direct staff to the applicable policies and leave schemes. Policy Training for Managers is scheduled for Q2 2021 with roll out for all staff scheduled for September 2021.

All policies are available on the HR website.

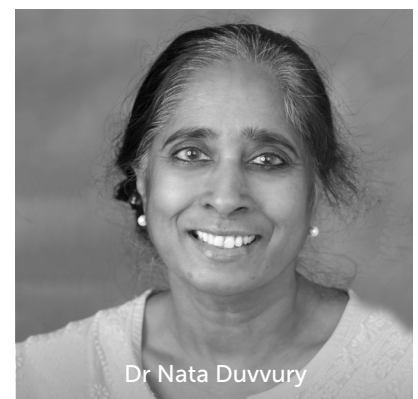
## (ii) Domestic Violence Leave Policy

The EDI Campus Committee (EDICC) establishes the framework for equality concerning service provision and employment across the University through the development of operational work programmes. An

important focus of the EDICC's 2020/21 work plan is the development of a Domestic Violence Leave Policy in collaboration with the HR Office.

Dr Nata Duvvury, whose research focuses on establishing the social and economic costs of domestic violence in numerous countries worldwide, brought the issue of domestic violence to the attention of the EDICC in Spring 2020. She highlighted the serious consequences of domestic violence that undermine the productivity, capabilities, and well-being of survivors of such violence. She discussed the need for action and highlighted the emerging global practice among institutions (private and public) to address domestic violence experienced by staff, as well as the commitment of the Irish government to enact legislation pertaining to domestic violence leave policies. The EDICC requested a sub-committee to develop a domestic leave policy for NUI Galway.

The sub-committee (comprising Dr Nata Duvvury, Sinead Wynne and Daniel O'Hara) developed a draft Domestic Violence Leave Policy. The policy has adopted a wide definition of domestic violence to capture the range of experiences all staff members may suffer, including intimate partner violence, violence by other adult family members, and child to parent violence. A process of consultation was undertaken with members of EDICC, the trade unions, and staff networks recognising the policy as nuanced and reflective of the different needs of various staff roles. The policy was approved by the UMT in April 2021. We plan to implement this policy with immediate effect. This places NUI Galway as a leader in the higher education sector in actively addressing domestic violence – an issue often accepted as a violation of rights, but outside the 'remit of the institution'.



Dr Nata Duvvury



# 15. EDICC Work Programme

for AY 2021/22



## Access Work Stream

The ongoing work of the Access Working Group will prioritise the following for AY 2021/22:

- Mainstreaming of the widening access and participation (WAP) across all colleges.
- The initial scoping exercise completed in AY 2020/21 will be followed by a survey to all colleges in relation to WAP, with analysis of the survey data and publication of a report to inform future WAP initiatives across NUI Galway.

## Gender Equality Work Stream

This work stream involves input from three working groups:

- a) The Athena SWAN Institutional SAT
- b) The Consent Framework Implementation Working Group
- c) The EDI Strategy Implementation Working Group

The core agenda will be the development, approval and implementation of the third GEAP for NUI Galway, inclusive of the following elements:

- The Athena SWAN Action Plan (2021)
- The Consent Framework Action Plan
- The gender elements of the EDI Strategy Implementation Plan

## Intercultural Campus Work Stream

The working group has identified four key themes which it will focus on during the coming year:

- Racism
- International student experience divide
- International staff support and experience
- International student retention

## Universal Design and Accessibility Work Stream

The progression of the work under this work stream for AY 2021/22 will involve:

- Establishing the Universal Design and Accessibility Working Group
- Commencing implementation of the 3-year Universal Design and Accessibility Action Plan

## EDI Strategy Implementation Work Stream

Monitoring, implementing and reporting on progress of the EDI Strategy Implementation Plan.



Some members of the EDICC at a meeting in April 2021





NUI Galway  
OÉ Gaillimh

# Equality, Diversity and Inclusion

Annual Report 2020/21

Office of the Vice-President for Equality & Diversity  
NUI Galway  
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Galway

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OÉ Gaillimh  
NUI Galway



# Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2020/21

5 COMHIONANNAS  
INSCNE



10 ÉAGTHROIME  
LAGHDAITHE





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Mac léinn Altranais sa Tríú Bliain, Laoise Hayes Brehony, agus Uachtarán Chomhaltas na Mac Léinn, OÉ Gaillimh, Pádraic Toomey, a bhí ina n-aíonna speisialta ag Searmanas Fíorúil Lasadh an Chrainn Nollag 2020. Rinne Laoise machnamh ar a cuid ama ar shocrúchán sa chóras cúraim sláinte, áit a bhfaca sí an tionchar a bhí ag an bpaindéim ar na daoine is leochailí agus, chomh maith leis sin, an daonnacht a chonaic sí i ndaoine eile agus iad ag tabhairt aire dóibh.



# Brollach

Bhí an bhliain acadúil seo caite dúshlánach ar an oiread bealaí, agus formhór againn ag oibriú go cianda den chuid is mó le linn phaindéim COVID-19. Mar sin féin, agus muid ag druidim le deireadh na bliana acadúla 2020/21, tá an clár vacsaíne faoi lán seoil in Éirinn, agus táimid ag tnúth le maolú ar na srianta agus le tabhairt faoi shaol sóisialta, gairmiúil agus cultúrtha níos saibhre agus níos spreagúla. Tá súil againn freisin foghlaim ó na gníomhaíochtaí agus na tionscnaimh a raibh dea-thoradh orthu le 12 mhí anuas agus a chuir ar ár gcumas leanúint ar aghaidh ag cur oideachas maith ar fáil dár gcuid mac léinn, mar aon le leibhéal tacaíochta dár gcomhghleacaithe. Is eol dúinn anois gur féidir linn a bheith níos solúbtha ó thaobh cianobair agus cianfhoghlaim ar líne a éascú – tá neart fianaise curtha ar fáil le bliain anuas ar an dá ní sin. Tá súil againn go gcuimhneofar ar gach ar fhoghlaimíomar agus muid ag cur paindéim COVID-19 dinn agus ina dhiaidh.

Tá léargas faighte againn freisin ar ár n-idirspeleachas mar dhaoine, go háitiúil, go náisiúnta agus go hidirnáisiúnta; agus chonaiceamar éagothroime ag doimhniú go mór, gnéithe a tháinig chun cinn agus/nó a chuaigh chun donais i rith na paindéime. Is léargas tábhachtach iad seo ar cheart dóibh a bheith mar bhonn eolais faoin tuiscint atá againn agus faoi na tionscnaimh a dhearaimid chun tacú le Comhionannas, Éagsúlacht, Cuimsiú (EDI) ar fud phobal OÉ Gaillimh agus ár líonraí go háitiúil, go náisiúnta agus go hidirnáisiúnta.

Le bliain anuas rinneamar an Plean Feidhmiúcháin do Straitéis EDI agus an dara Plean Gníomhaíochta Athena SWAN a dhréachtú, comhairle a lorg maidir leo agus táimid tosaithe á gcur i bhfeidhm. Tá gradaim Cré-umha Athena SWAN bainte amach ag comhghleacaithe i Scoil na Fisice, Scoil Ghnó agus Eacnamaíochta Cairnes, agus Scoil an Altranais agus an Chnámhseachais. Is mná iad 47% de chohórt na Léachtóirí Sinsearach agus is mná iad 24% de na hOllúna. I mbliana den chéad uair bhíomar i measc an 100 institiúid is fearr i Rangú Tionchair THE do **SDG 5** (comhionannas inscne), ag uimhir a **71** as 776 institiúid ar fud an domhain agus le haghaidh **SDG 10** (éagothroime a laghdú) ag uimhir a **62** as 669 institiúid ar fud an domhain – rud a chiallaíonn go bhfuilimid sa tríú háit i measc Institiúidí Ardoideachais na hÉireann.

I bhfianaise an dul chun cinn seo ba mhaith liom mo bhuíochas a chur in iúl as an bhfuinneamh, an tacaíocht agus an tiomantas a léiríodh do chlár oibre EDI san Ollscoil le 5 bliana anuas. Gabhaim buíochas le mo chomhghleacaithe Aoife Cooke, Niamh Gallagher agus Laura Loftus in Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta, leis na Leas-Déin EDI, le baill an UMT, an EDICC, an SAT institiúideach, agus go leor comhghleacaithe eile ar fud OÉ Gaillimh. Is féidir linn a bheith bródúil as an dul chun cinn atá déanta againn i réimse an EDI, cé go n-aithnímid go bhfuil go leor le déanamh fós. Tá sé in am fíis nua anois, fuinneamh nua agus ceannaireacht nua ar an gclár oibre seo inár bpobal ollscoile. Agus mé ag fágáil "slán" le mo chomhghleacaithe den scoth in OÉ Gaillimh, guím gach rath ar an Leas-Uachtarán nua Comhionannais, Éagsúlachta agus Cuimsithe agus tá súil agam go mbeidh an fuinneamh agus an tacaíocht ar fáil don té a cheapfar chun ár n-ollscoil a threorú tríd an gcéad chéim eile den chlár oibre tábhachtach EDI seo.

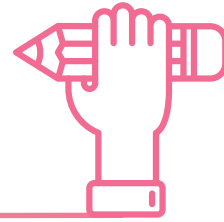


An tOllamh Anne Scott

An Leas-Uachtarán Comhionannais agus Éagsúlachta



# 1. Réamhrá



I dtuarascáil Comhionannais, Éagsúlachta agus Cuimsithe (EDI) 2020/21, breathnaítear siar ar bhliain eisceachtúil. Bliain faoi chois ag COVID-19 agus na dúshláin, deacrachtaí agus deiseanna ar fad a cuireadh os comhair phobal na hollscoile dá bharr. Léiríonn an t-aistriú, beagnach thar oíche, go dtí an teagasc agus an fhoghlaim ar líne, measúnuithe ar líne agus tacaíocht do mhic léinn an tsolúbthacht agus an nuálaíocht dhochreidte atá le fáil in OÉ Gaillimh.

Tá sé seo follasach freisin ar na hidirghabhálacha a bhfuil sé mar aidhm acu an deighilt 'dhigiteach' a laghdú, agus úsáid a bhaint as an deis a chuir COVID-19 ar fáil chun a chinntiú go raibh rochtain ag gach mac léinn ar an teicneolaíocht (idir chrua-earraí agus bhogearraí) agus ar thacaíocht a theastaíonn chun leanúint lena gcuid staidéar go héifeachtach sa timpeallacht nua seo. Bunaíodh Scéim lasachta Ríomhairí Glúine inar cuireadh 991 ríomhaire glúine ar fáil mar chuid de scéim náisiúnta; rinne HEAnet a seachadadh a shocrú. In OÉ Gaillimh bhí an tionscnamh seo faoi stiúir an Ionaid Rochtana, agus bhí baint ag ISS, an Leabharlann agus an tSéiplíneacht leis chomh maith. I mbliana bhí líon iarratas nach bhfacthas cheana riamh ar an gCiste Cabhrach Airgid: 972 (suas ó 550). Tugadh faoi deara go bhfuil meánioncam teaghlaigh na n-iarratasóirí ar an gCiste Cúnaimh Airgid (thart ar 2000 iarratas) níos

lú ná €20,000 in aghaidh na bliana. Téann 23% de mhic léinn isteach san ollscoil trí bhealaí malartacha. D'fhonn iarracht a dhéanamh an oiread tacaíochta agus is féidir a thabhairt, tháinig dúbailt ar an maoiniú a cuireadh ar fáil le hais anuraidh.

Rinne Déan na Mac Léinn, an Stiúrthóir Seirbhísí do Mhic Léinn agus an Fhoireann Toilithe Gníomhaigh faoi stiúir an Dr Pádraig MacNeela, Scoil na Síceolaíochta, suirbhé ar mhic léinn i mí na Bealtaine agus i mí na Samhna 2020 chun monatóireacht a dhéanamh ar thionchar COVID-19 ar mhic léinn. D'fhreagair beagnach 4,000 mac léinn suirbhé mhí na Samhna a bhí dírithe ar an tionchar ar mhic léinn neamhthraidisiúnta (Rochtain, DARE, HEAR, mic léinn lánfhásta) agus ar mhic léinn faoi mhíchumas go háirithe, agus tugadh aird ar an tábhacht a bhaineann le príomhdheacrachtaí na mac léinn sin a aithint agus tús áite a thabhairt dóibh.

Bhí tionchar mór chomh maith ag an aistriú tapa chuig an gcianobair mar gheall ar COVID-19 ar fhoireann na hOllscoile. Ón 17-26 Meitheamh 2020 scaip Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta suirbhé a rinne iniúchadh ar an tionchar ar an bhfoireann agus ar na tacaíochtaí a d'fhéadfadh an Ollscoil a chur ar fáil.

D'fhreagair 1,257 duine (thart ar 51% den fhoireann ar fad). Ar an iomlán, ba mhná iad 67% de na freagróirí, b'fhir iad 32%, roghnaigh 1% gan rá. Taispeántar an ráta freagartha de réir catagóir foirne i bhFíor 1.

Tugadh le fios i dtorthaí an tsuirbhé go raibh imní ar 43% den fhoireann ar an iomlán faoin tionchar a bheadh ag Covid-19 ar dhul chun cinn gairme, bhí imní ar 39% faoin tionchar ar dheiseanna ardaíthe céime agus bhí imní ar 36% faoin tionchar ar dheiseanna fostaíochta sa todhchaí. Cé nach raibh aon difríocht so-aitheanta idir fir agus mná ar an iomlán, bhí difríochtaí inscne níos soiléire ar leibhéal na catagóire foirne.

Bhí imní níos mó ar fhreagróirí acadúla mná (56%) go mbeadh tionchar diúltach ag COVID-19 ar a ndul chun cinn agus a ndeiseanna gairme ná mar a bhí ar a gcomhghleacaithe fir (38%). Bhí imní mhór ar an bhfoireann taighde go mbeidh tionchar diúltach ag COVID-19 ar a ndul chun cinn gairme (59%) agus ar dheiseanna fostaíochta sa todhchaí in OÉ Gaillimh (59%).

Tháinig pobal na hollscoile le chéile chun **freagra a thabhairt ar COVID-19** trí ghrúpaí oibre a chruthú agus gníomhaíochtaí a athmhúnlú chun na dúshláin ar fad a bhaineann leis an bpaindéim a shárú; tá roinnt samplaí i bhFíor 2. Mar a léireofar sa tuarascáil bhliantúil seo, níor laghdaigh COVID-19 an aird a chuir OÉ Gaillimh ar EDI. Go deimhin, chuir an tUachtarán tiomantas do gníomhaíochtaí EDI ar cheann de na trí thosaíocht is mó atá againn, is iad teagasc agus tacaíocht do mhic léinn an dá thosaíocht eile.

## Suirbhé Foirne COVID-19

Freagróirí de réir catagóir foirne & inscne

**% FIR**



ACADÚIL

**43%**

PTTA

**26%**

TAIGHDEOIR

**37%**

GAIRMIÚIL/  
SEIRBHÍSÍ TACAÍOCHTA/  
LEABHARLANN/TEICNIÚIL

**20%**

OIBRÍ GINEARÁLTA/  
OIBRÍ TRÁDÁLA/CEARDAÍ

**<1%**

**% MNÁ**



ACADÚIL

**57%**

PTTA

**74%**

TAIGHDEOIR

**63%**

GAIRMIÚIL/  
SEIRBHÍSÍ TACAÍOCHTA/  
LEABHARLANN/TEICNIÚIL

**80%**

OIBRÍ GINEARÁLTA/  
OIBRÍ TRÁDÁLA/CEARDAÍ

**<1%**

## daoine

# 19,737

mac léinn



# 2,398

comhalta foirne

# 23%

mic léinn  
neamhthraidisiúnta

# 3,165

mac léinn  
ag obair go  
deonach sa  
phobal ó 2017

## domhanda

# 3,308

mac léinn  
idirnáisiúnta (17%),  
agus 483 comhalta  
foirne idirnáisiúnta  
(17%) ó 122 tír



Comhpháirtíochtaí  
taighde le

# 4,472

institiúid  
idirnáisiúnta  
in 144 tír



# 59.7%

de pháipéir  
thaighde le  
comhúdair  
idirnáisiúnta

## clú & cáil

I measc an

# 1%

is fearr  
d'ollscoileanna  
ar domhan

10 ÉAGOTHROIME  
LAGHDATHE



**SDG10**  
**Ranguithe**  
**Tionchair THE**

Éagothroime  
Laghdaíthe rangaithe  
ag 62 as 669 institiúid  
ar fud an domhain

Sa **238** ú  
**háit i Ranguithe**  
**Ollscoile QS**  
**an Domhain**



5 COMHIONANNAS  
INSCNE



**SDG5**  
**Ranguithe**  
**Tionchair THE**

Comhionannas  
Inscne rangaithe ag  
71 as 776 institiúid ar  
fud an domhain



I measc an

# 350

Ollscoil is fearr  
de réir Ranguithe  
Ollscoile an  
Domhain de  
chuid Times  
Higher Education



Ar thús  
cadhnaíochta  
sa domhan i  
**19 n-ábhar**, de  
réir ranguithe QS

## taighde & nualaíocht

# €65m

i ndámhachtainí  
maoinithe taighde  
iomaíochas sa bhliain



# 249

teicneolaíocht  
nua



# €70m

ioncam ó  
thaighde  
díreach

# 5 de na Taighdeoirí

is Mó a Luaitear ar Domhan, de réir  
Clarivate Analytics

# €110m

ó mhaoiniú Dheiseanna  
Nua 2020 an AE



# 48

paitinn

# 45+

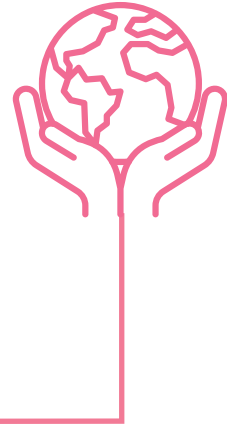
tionscadal agus tionscnamh  
taighde a bhaineann le  
COVID-19 mar shampla:

- Feistí dí-éillithe a sheachadadh
- Téarnamh fadtéarmach a fheabhsú
- Mearthástáil fola ar antasubstaintí
- Tacú le teagasc STEM ar líne
- Daoine óga ag déanamh taighde ar COVID-19 do dhaoine óga
- Tuiscint a fháil ar conas is féidir le rialtais dul i ngleic le Tuirse COVID
- Cumarsáid idir theaghlaigh in ICU (**Buaiteoir Freagartha Náisiúnta COVID-19** ag Gradaim Knowledge Transfer Ireland 2020)



Flor 2: Sonraí faoi OÉ  
Gaillimh 2020

# 2. Saintréithe Éagsúlachta Foirne



Seoladh ár dtionscnaimh bailithe sonraí - *Eanáir 2021*

Agus an clár EDI á fhorbairt i gcónaí in OÉ Gaillimh, tá súil againn príomhstaitisticí éagsúlachta (féiniúlacht inscne, reiligiún, stádas sibhialta, stádas teaghlaigh, gnéaschlaonadh, eitneachas, agus míchumas) a bhunú dár gcomhaltáí foirne. Dá bhrí sin, táimid ag iarraidh ar ár gcomhghleacaithe a dtréithe éagsúlachta pearsanta a nochtadh sa chuid nua a bhaineann le hÉagsúlacht ar thairseach Féinseirbhíse na bhFostaithe (ESS). Is próiseas simplí é seo a thógfaidh thart ar 3 nóiméad. Go dtí seo líon 800 comhghleacaí a saintréithe éagsúlachta.

Tá an fhaisnéis seo tábhachtach ar roinnt cúiseanna:

- Is tábhachtach sonraí a thuiscint nuair atá míbhuntáiste agus gannionadaíocht in OÉ Gaillimh, agus cuirfidh siad ar ár gcumas bearta spriocdhírthe a cheapadh chun dul i ngleic le míbhuntáiste agus chun an míbhuntáiste sin a mhaolú. Faoi láthair, tá bearnaí suntasacha sna sonraí éagsúlachta san ollscoil.
- Is príomhghné é bailiú sonraí maidir le héagothroime a aithint, gníomhaíocht a thionscnamh chun aghaidh a thabhairt ar neamhionannas, agus meastóireacht a dhéanamh ar an dul chun cinn a theastaíonn de réir mar a éilíonn an Earnáil Phoiblí agus an Dualgas ar Chearta an Duine agus Plean Straitéiseach OÉ Gaillimh don Chomhionannas, Éagsúlacht agus Cuimsiú.
- Mar chuid d'obair leanúnach an ÚAO ar chomhionannas, éagsúlacht agus cuimsiú foirne, agus tar éis sonraí a bhailiú faoi chomhaltáí foirne na nInstitiúidí Ardoideachais de réir inscne, tá ar gach Institiúid Ardoideachais sonraí eitneachta foirne a chur ar fáil don Údarás ó mhí na Nollag 2020. Ar deireadh, cuimseoidh sé seo chomh maith bailiú agus tuairisciú sonraí comhionannais maidir leis na 9 dtréith chosanta faoi reachtaíocht chomhionannais na hÉireann, chuig an ÚAO.
- Cuireann sonraí maidir le héagsúlacht ar ár gcumas machnamh a dhéanamh ar an trasnú idir inscne agus eitneacht, inscne agus míchumas agus mar sin de agus muid ag cur ar n-iarratais institiúideacha Athena SWAN i dtoll a chéile, agus machnamh níos leithne a dhéanamh ar thréithe na héagsúlachta.

## Cén chaoi a n-úsáidfead é?

Déanfar faisnéis phearsanta a nochtar tríd an rannán Éagsúlachta ESS a chomhiomlánú agus a thuairisciú ar leibhéal institiúideach amháin, agus ní bheidh aon duine inaitheanta sa phróiseas. Tá an fhoireann i gceannas ar an bhfaisnéis sin féadfaidh siad í a thabhairt cothrom le dáta nó a bhaint ag am ar bith. Déanfar na sonraí pearsanta go léir a bhainistiú de réir Pholasaí Cosanta Sonraí na hOllscoile, Achtanna um Chosaint Sonraí agus GDPR.

## Cén chaoi a mbaileofar na sonraí seo?

Iarrtar ar chomhaltáí foirne a dtréithe éagsúlachta a nochtadh go hiomlán faoi rún ar rannán Éagsúlachta ESS ar CorePortal. Déantar an t-eolas seo a nochtadh go deonach agus go rúnda chun cuidiú leis an Ollscoil éagsúlacht agus ionadaíocht i measc na foirne a rianú. Is féidir teacht ar an rannán Éagsúlachta ar Core Portal [anseo](#).





# 3. Creat Dlíthiúil

## An Treoir Inrochtaineachta Gréasáin



Sna chéad trí thuarascáil bhliantúla EDI chuireamar faisnéis ar fáil faoin gcreat leathan dlí a thacaíonn le clár oibre EDI san Ardoideachas in Éirinn. I dtuarascáil 2018-2019 bhí gné speisialta freisin ar Dhualgas na hEarnála Poiblí. Ba mhaith linn aird a tharraingt i mbliana ar an Treoir Inrochtaineachta Gréasáin, **Treoir (AE) 2016/2102 maidir le hinrochtaineacht láithreáin gréasáin agus feidhmchláir mhóibileacha i gcás comhlachtaí san earnáil phoiblí**, a seoladh anuraidh agus a bhfuil tionchar aige ar gach comhalta foirne teagaisc agus ar a lán comhaltaí foirne sna Seirbhísí Gairmiúla ar fud OÉ Gaillimh.

Tá sé mar aidhm ag an Treoir Inrochtaineachta Gréasáin láithreáin ghréasáin agus feidhmchláir mhóibileacha na hearnála poiblí a dhéanamh níos inrochtana, agus caighdeán éagsúla a chomhoiriúnú laistigh den AE, ag laghdú na gconstaicí a bhíonn roimh fhorbróirí táirgí agus seirbhísí a bhaineann le hinrochtaineacht. Ligfidh sé seo do shaoránaigh an AE, go háirithe iad siúd atá faoi mhíchumas, rochtain níos fearr a fháil ar sheirbhísí poiblí, bunphrionsabal a bhaineann le **Clár Oibre Digiteach don Eoraip** agus **Plean Gníomhaíochta ríomhRialtais 2016-2020** de chuid an AE.

Ní mór do thíortha an AE a chinntiú go bhfuil láithreáin ghréasáin agus feidhmchláir mhóibileacha comhlachtaí san earnáil phoiblí 'níos inrochtana', go háirithe do dhaoine faoi mhíchumas, trína chinntiú go mbeidh siad 'inbhraite, inoibríte, sothuigte agus láidir'. Leagfar amach an caighdeán inrochtaineachta i gcaighdeán comhoiriúnaithe Eorpach. In éagmais caighdeán comhoiriúnaithe, ba cheart gurb iad na codanna ábhartha de **Chaighdeán Eorpach EN 301 549 V1.1.2 (2015-04)** an caighdeán inrochtaineachta ábhartha, mar aon le sonraíochtaí teicniúla d'fheidhmchláir mhóibileacha.

Ní mór do chomhlachtaí san earnáil phoiblí ráiteas cuimsitheach soiléir a chur ar fáil ar an gcaoi a gcomhlíonann a láithreáin ghréasáin agus a bhfeidhmchláir mhóibileacha an treoir seo, lena n-áirítear:

- míniú ar aon ghnéithe inrochtana, agus eolas maidir le roghanna inrochtana eile;
- sonraí faoin gcaoi ar féidir le húsáideoir aon teip ar chomhlíonadh na treorach seo a thuairisciú, agus faisnéis a iarraidh nach dtagann faoi raon feidhme na treorach seo;
- nasc le meicníocht ghearáin mura bhfuil an freagra leordhóthanach.

Tá feidhm ag an Treoir seo ón 23 Meán Fómhair 2020 do gach láithreán gréasáin a bhaineann le comhlachtaí na hearnála poiblí, agus ón 23 Meitheamh 2021 d'fheidhmchláir mhóibileacha a bhaineann le comhlachtaí na hearnála poiblí. Le haghaidh tuilleadh eolais, féach: **Inrochtaineacht ghréasáin** (An Coimisiún Eorpach).

Tá foireann an tionscadail Foghlama Cuimsithí, faoi stiúir an Dr Shivaun Quinlivan agus an Dr Lucy Ann Buckley, Scoil an Dlí, tar éis Ally for LMS a thabhairt isteach, uirlis bogearraí inrochtaineachta, a chabhraíonn leis an bhfoireann agus leis na mic léinn a chinntiú go bhfuil ábhair foghlama inrochtana. Ligeann Ally don fhoireann inrochtaineacht a n-ábhar a mheas agus iad a threorú ar conas na hábhair sin a dhéanamh níos inrochtana. Féadfaidh mic léinn a gcuid ábhar foghlama a íoslódáil i bhformáidí éagsúla. Tá Ally for LMS ar fáil don Ollscoil ar fad agus seoladh é i mí an Mhárta 2020. I dtréimhse 12 mhí, lainseáil mic léinn an fhuinneog Formáidí Malartacha níos mó ná 110,000 uair, agus rinneadh níos mó ná 62,000 íoslódáil. Mar sin féin, is fearr mar a chuireann ár gcuid mac léinn síos ar thábhacht na huirlise seo ná uimhreacha ar bith:

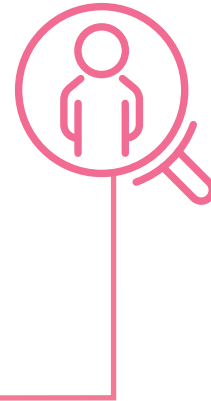
**'...mar dhuine [a bhfuil lagú amhairc ag gabháil dom] tá sé i bhfad níos éasca orm léamh le cabhair BeeLine Reader. Is mór agam freisin gur féidir liom rochtain dhíreach a fháil ar an téacs malartach, gan cúnamh a iarraidh. Fágann sé go bhfuil an próiseas iomlán beagnach gan stró.'**

Bronnann Ally scór instiúideach ar na hábhair theagaisc go léir a uaslódáil – thart ar 38% atá sé seo faoi láthair, méadú ó scór bonnlíne na bliana seo caite de 33%. Tá 38% fós íseal, agus mar sin, sa bhliain acadúil atá le teacht molfaimis dóibh siúd a bhfuil baint acu le teagasc agus le tacú le foghlaim na mac léinn úsáid ghníomhach a bhaint as Ally, chun foghlaim chuimsitheach a chur chun cinn agus chun tacú léi ar mhaithe lenár gcuid mac léinn. **#turnthediagreen**



# 4. Gné-alt:

## Ceiliúradh 5 bliana Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta (OVPED)



Bunaíodh an OVPED i Meán Fómhair 2016. Tá an-áthas orainn ceiliúradh a dhéanamh ar 5 bliana ar an bhfód in 2021! Ba iad an tOllamh Anne Scott, Leas-Uachtarán Comhionannais agus Éagsúlachta, a thosaigh sa phost i mí an Mheithimh 2016, agus Aoife Cooke, Ceannasaí Comhdheiseanna, a ceapadh i mí Lúnasa 2016 na chéad chomhaltai foirne san oifig. Tháinig Lorna Cormican (Iúil – Samhain 2016), Brídín Nic Dhonncha (Nollaig 2016 – Iúil 2017), Tonya Watts (Meitheamh 2017 – Eanáir 2020), Gráinne Morahan (Feabhra – Lúnasa 2020) agus Niamh Gallagher go deiridh i mí na Samhna 2020 chun oibre le hAoife agus Anne. Bhí an-áthas orainn freisin fáilte a chur roimh an Dr Lorraine Grimes (Deireadh Fómhair 2020 – Feabhra 2021) agus go deireadh an Dr Laura Loftus i Márta 2021. Is taighdeoiri iardhoctúireachta iad Lorraine agus Laura. Tá Laura ag obair linn ar Athena SWAN.

Is iomaí rud a tharla le 5 bliana anuas agus fuair foireann OVPED tacaíocht shuntasach ó gach cearn de phobal OÉ Gaillimh. Le linn na tréimhse sin, caitheadh go leor ama ag réiteach fadhbanna práinneacha, ach rinneadh dul chun cinn suntasach agus fíorathrú córasach freisin, lena n-áirítear ár mbonneagar EDI a bhunú, clár oibre, agus struchtúir rialachais EDI a leabú ar fud na hOllscoile. Rinneamar ár gcéad dá phlean gníomhaíochta comhionannais inscne (GEAP) a fhorbairt agus a chur i bhfeidhm – inar ndearnadh comhtháthú ar mholtai ó Thascfhórsa Comhionannais Inscne OÉ Gaillimh, Athbhreithniú an ÚAO (2016) ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann, Plean Gníomhaíochta Inscne Mitchell O'Connor (2018) agus ár bPlean Gníomhaíochta Athena SWAN (2017). Déanaimid monatóireacht ghníomhach ar an dul chun cinn atáthar a dhéanamh maidir leis na Pleananna Gníomhaíochta a chur i bhfeidhm, agus tuairiscítear nuashonruithe gach dara mí do UMT, EDICC, agus EDIC. Uaslódáiltear na tuairiscí seo ar an dul chun cinn ar ár láithreán gréasáin gach **dhá mhí**.

Tá go leor bainte amach againn in achar gearr ama, mar gheall ar an bhfuinneamh agus an tiomantas ollmhór atá ag roinnt mhaith comhghleacaithe atá ag obair ar fud na hOllscoile, lena n-áirítear baill na bhFoirne Féinmheasúnaithe institiúideacha agus roinne Athena SWAN, baill Choiste Campais EDI (EDIC), Choiste EDI de chuid Údarás na hOllscoile (EDIC) agus an Ghrúpa Oibre do Chur i bhFeidhm an Chreata Toilithe (CFIWG). Mar sin

féin, tá go leor le déanamh againn thar roinnt réimsí agus foras EDI, ina measc comhionannas inscne. Le foilsiú na straitéise nua EDI (2020-2025) táimid ag cur clár oibre forásach EDI in OÉ Gaillimh in iúl, agus táimid ag leagan amach ár dtreo do na 5 bliana amach romhainn ina mbeidh comhionannas inscne mar bhunchloch de chultúr claochlaitheach comhionannais, cuimsithe agus measa inár n-ollscoil.

### Tionchar a baineadh amach

Sa dá shuirbhé a rinneamar ag ár gcruinniú oscailte Athena SWAN ar an 1 Feabhra 2021, d'aontaigh 78% agus 90% faoi seach díobh siúd a bhí i láthair go raibh feabhas tagtha ar dhiseanna do mhna in OÉ Gaillimh le 4 bliana anuas.

Tá struchtúr soiléir rialachais tugtha isteach againn le haghaidh EDI ar fud na hOllscoile, a bhaineann lenár scoileanna agus ár n-aonaid, ár struchtúr stiúthóireachta do sheirbhísí coláiste agus tacaíochta, agus UMT agus Údarás na hOllscoile.

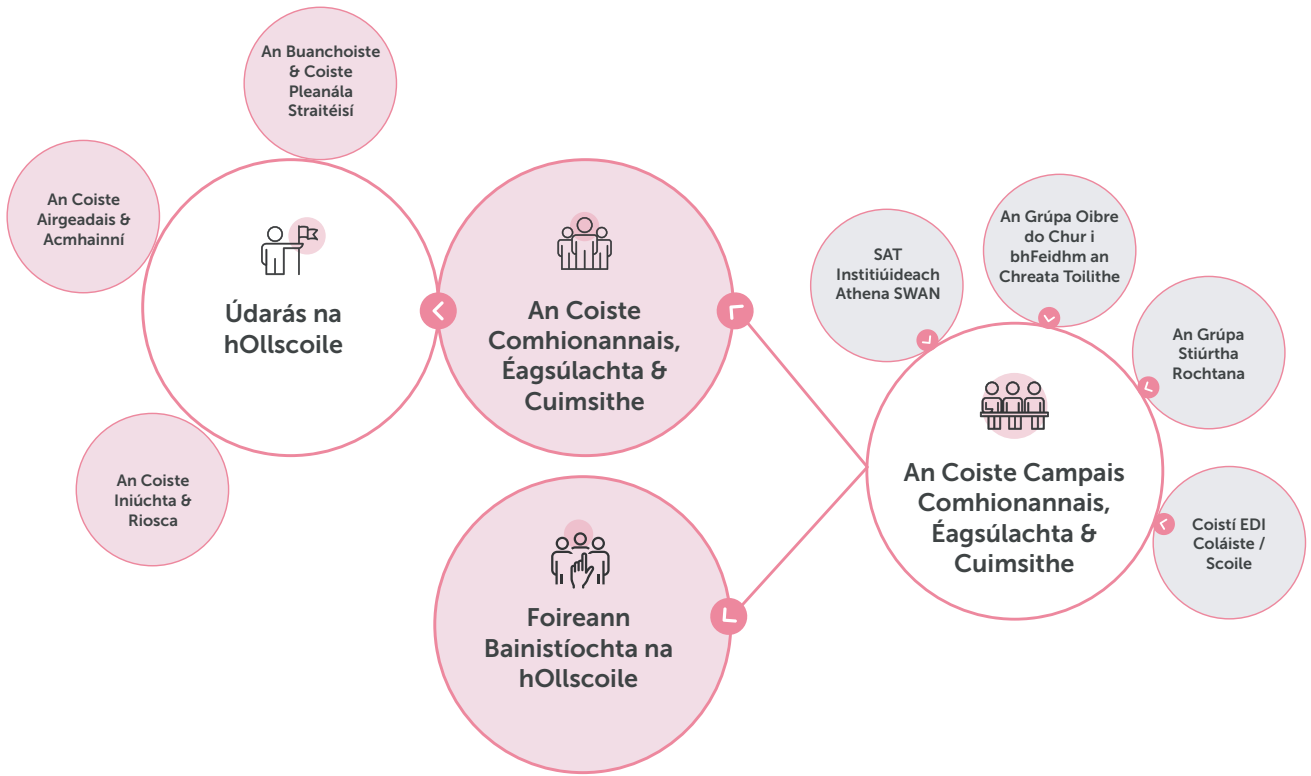
Tá próiseas, cleachtas agus meicníochtaí chun monatóireacht agus feasacht rialta ar inscne a áirithiú inár bpríomhphróisis chinnteoireachta tugtha isteach agus á bpríomhshruthú. Mar shampla:

- Measúnú Tionchair Comhionannais ar gach polasaí nua agus athbhreithnithe
- Monatóireacht ar earcaíocht
- Athchóiriú iomlán ar phróisis ardaithe céime acadúla ar leibhéal Léachtóra Shinsearaigh agus Ollaimh araon

Áirítear anseo:

- Leas-Déin EDI a cheapadh i ngach ceann dár 4 choláiste
- Coistí EDI ag leibhéal na scoile agus an choláiste
- Coiste EDI mar chomhpháirt den Fhóram Stiúthóirí Seirbhísí Tacaíochta (SSDF)
- Bunaíodh Coiste Campais EDI i mí na Samhna 2016; Coiste Rialachais EDI i mí an Mheithimh 2017, agus Fóram na Stiúthóirí Seirbhísí Tacaíochta, coistí Coláiste agus Scoile thar na blianta ó 2017-2019. Ceapadh an ceathrar Leas-Déan EDI ina róil idir an Bhliain Acadúil 2017/18 agus 2018/19.

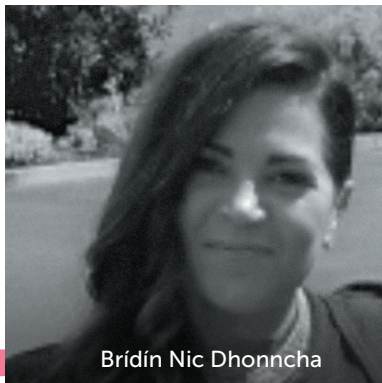
Fíor 3: Struchtúr Rialachais EDI OÉ Gaillimh



An tOllamh Anne Scott



Aoife Cooke



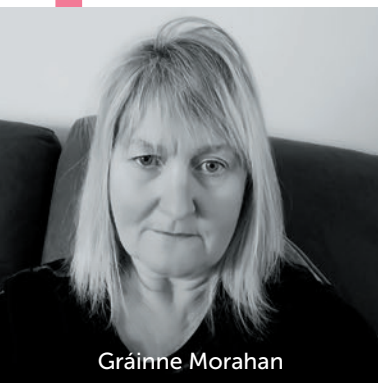
Brídín Nic Dhonncha



Lorna Cormican



Tonya Watts



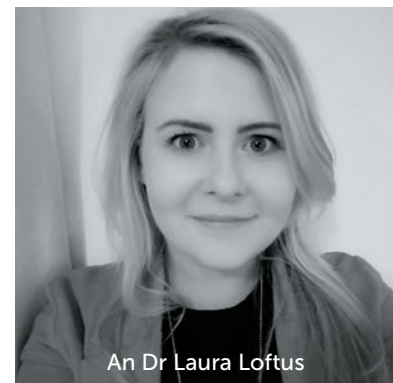
Gráinne Morahan



An Dr Lorraine Grimes



Niamh Gallagher



An Dr Laura Loftus

## Arduithe Céime chuig Léachtóir Sinsearach

Tá trí bhabhta ardaithe céime go Léachtóir Sinsearach curtha i gcrích ó 2016. Mar thoradh ar bhabhta 2016/17 tugadh ardú céime do 33 comhalta foirne. Ba mhná a fuair 57.8% de na harduithe céime chuig Léachtóir Sinsearach – i bhfad níos mó ná an ionadaíocht ban 52% sa ghrúpa incháilithe LAB, agus mar sin os cionn na gceanglas maidir le cuóta cascáide. Chuir an babhta ardaithe céime sin feabhas ar % na mban ag grád an Léachtóra Shinsearaigh ó 33% go 40%. Tugadh ardú céime chuig Léachtóir Sinsearach do 29 comhalta foirne i mbabhta 2019/20, ba mhná iad 19 acu sin (66%). Neartaíonn sé seo go mór líon na mban atá incháilithe iarratas a dhéanamh ar ardú céime go hOllúnacht sa todhchaí (féach Táblaí 1 & 2).

Mar thoradh ar arduithe céime acadúla agus feachtais earcaíochta, tháinig méadú ar ionadaíocht na mban i ngráid acadúla shinsearaigh. Tá feabhas tagtha ar chion na mban ag grád an Léachtóra Shinsearaigh ó 33% go 46% agus tá feabhas tagtha ar chion na mban ag grád na hOllúna Pearsanta ó 16% go 28%. Ar an iomlán, faoi láthair is mná iad 23.7% de na hOllúna (Ollamh Bunaithe & Ollamh Pearsanta) agus tá sé seo ag teacht leis na spriocanna GEAP 2020/21 atá againn (féach Fíor 4).

Iarratais ar an Scéim Ardaithe Céime chuig Léachtóir Sinsearach 2019/20				
	Fir	Mná	Iomlán	% Mná
Iarratais Iomlána	25	28	53	53%

Iarratais ar éirigh leo ar an Scéim Ardaithe Céime chuig Léachtóir Sinsearach 2019/20				
	Fir	Mná	Iomlán	% Mná
Líon iomlán na n-iarratas rathúil	10	19	29	66%

Tábla 1

Iarratais ar an Scéim Ardaithe Céime chuig Ollamh Pearsanta 2017 go 2020																
	2017				2018				2019				2020			
	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná
Iarratais Iomlána	7	3	10	30%	16	11	27	41%	4	4	8	50%	5	4	9	44%

Iarratais ar éirigh leo ar an Scéim Ardaithe Céime chuig Ollamh Pearsanta 2017 go 2020																
	2017				2018				2019				2020			
	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná	Fir	Mná	Iomlán	% Mná
Líon iomlán na n-iarratas rathúil	2	0	2	0%	8	7	15	47%	3	3	6	50%	2	3	5	60%

Tábla 2

## An Ollscoil ar fad – Sruth Gairme Acadúla mar a bhí faoi Nollaig 2020



Fíor 4: An Ollscoil ar fad – Sruth Gairme Acadúla mar a bhí faoi Nollaig 2020

Ní mór go mbeadh ar a laghad 40% fir agus mná ar gach coiste agus grúpa oibre. Áiríodh 134 coiste agus grúpa oibre ar fud na hOllscoile in iniúchadh bliantúil 2020/21 (féach Tábla 3).

Tá tionchar na mbeart seo le feiceáil ar chomhdhéanamh inscne ár bhfoirne bainistíochta agus ar fhoirne ar fud OÉ Gaillimh, lena n-áirítear méadú ar líon na mban i ról cheannaireachta shinsearach amháil Cinn Scoile agus Aonaid, Déin agus an UMT féin (50:50 fir:mná).

D'aithníomar an gá atá le sraith polasaithe nua a fhorbairt agus a chur i bhfeidhm chun comhionannas agus cuimsitheacht a chumasú.

Iniúchadh ar Bhallraíocht Coistí 2020/21<sup>1</sup>

	% Fir	% Mná
UMT (15 bhall)	62.5%	37.5%
Údarás na hOllscoile	62.5%	37.5%
An Chomhairle Acadúil	56%	44%
Fóram Stiúirthóirí na Seirbhísí Tacaíochta (SSDF)	44%	56%
Cathaoirleach ar Choistí (don 134 coiste lárnach/coláiste/scoile)	58%	42%

Tábla 3

## Polasaithe a Tugadh Isteach

- Polasaí maidir le Cruinnithe le linn Croí-uaireanta – *Meán Fómhair 2016*
- Deontais Fillte le haghaidh Comhaltai Foirne Acadúla a mbíonn Taighde ar bun acu - *Meán Fómhair 2016* – 24 deontas a bronnadh go dtí seo – tugadh ardú céime go Léachtóir Sinsearach do thriúr i mbliana
- Rochtain ar choigiltis ó Shaoire do Thuismitheoirí ar leibhéal na scoile/an aonaid – *Meán Fómhair 2016*
- Cumhdach níos fearr maidir le Saoire Mháithreachais – *Meán Fómhair 2016*
- Polasaí Saoire Atharthachta – *Deireadh Fómhair 2017*
- Treoirínte maidir le hUalach Oibre Acadúil a leithdháileadh – *Meán Fómhair 2018*

<sup>1</sup>Rinneadh iniúchadh i mí Dheireadh Fómhair 2020. Amháil Eanáir 2021, is 50% fir agus 50% mná atá ar bhallraíocht an UMT (16).

## Oiliúint EDI

- Ceardlann Iar-mháithreachais maidir le Filleadh ar an Obair (Ramp-up): Reáchtáladh 6 cheardlann den sórt sin go dtí seo, le 10 rannpháirtí ar an meán in aghaidh na ceardlainne, agus tugadh aiseolas dearfach 100% ar a fhiúntaí is a bhí siad.
- Oiliúint i gClaontacht Neamh-chomhfhiosach: Cuirtear Oiliúint i gClaontacht Neamh-chomhfhiosach agus EDI ar fáil do gach painéal agallaimh; foirne feidhmiúcháin Aonaid, Scoile agus Coláiste agus Ollscoile; tá an oiliúint ar fáil don fhoireann uile lena n-áirítear foireann iardhochtúireachta; agus gach mac léinn taighde iarchéime agus gach mac léinn atá i mbun cúrsa oideachais múinteoirí. Táimid ag dul sa treo ceart ó thaobh oiliúint a chur ar na foirne feidhmiúcháin go léir agus beidh oiliúint ar 1,000 comhalta foirne faoi dheireadh na bliana acadúla 2020/21.
- Tá oiliúint Comhdheiseanna á cur ar fáil anois mar ghné lárnach dár gclár ionduchtaithe foirne.
- Aurora, an Clár Forbartha Ceannaireachta do Mhná: Tugadh tacaíocht do 109 bean ar an gclár seo – sna catagóirí acadúla, seirbhísí gairmiúla agus foirne taighde.
- Ceardlann don Fhorbairt Gairme Acadúla: cuirtear dhá cheardlann ar fáil gach bliain le 40 rannpháirtí in aghaidh na ceardlainne. Ansin tairgtear saintacaíocht ghairme do suas le 15 bhean in aghaidh na bliana chun tacú leo arduithe céime acadúla a bhaint amach. Cuireadh tús leis i mí na Bealtaine 2019 agus go dtí seo ghlac breis agus 100 acadóir páirt sna ceardlanna sin, agus d'éirigh le roinnt acu sin ardú céime a fháil dá bharr.

## Bunaíodh roinnt líonraí foirne chun deiseanna piarthacaíochta, líonraithe, rannpháirtíochta agus idirghníomhaíochta sóisialta a chur ar fáil:

- Gréasán Ban na hOllscoile - 2012
- Líonra Foirne LGBT+ - *Meitheamh 2017*
- An Líonra Foirne Idirnáisiúnta - *Bealtaine 2020*

## Athena SWAN

Tá an tionscadal Athena SWAN agus an próiseas lena mbaineann á leabú ar fud OÉ Gaillimh. Bhain Scoil an Leighis an gradam Cré-umha Roinne amach leis an institiúid in Earrach 2018. D'éirigh le Scoil na Fisice agus le Scoil Ghnó agus Eacnamaíochta Cairnes dhá ghradam Cré-umha eile a bhaint amach i Samhradh 2020. Bronnadh Gradam Cré-umha Roinne Athena SWAN ar Scoil an Altranais agus an Chnámhseachais in Earrach 2021. Táthar ag súil leis an toradh ar 4 iarratas roinne ar ghradaim Chré-umha faoi láthair. Chomh maith leis sin, táthar i mbun na n-iarratas athchreidiúnaithe faoi láthair do ghradam Cré-umha Institiúideach OÉ Gaillimh agus do ghradam Cré-umha Scoil an Leighis. Faoi earrach 2022 beidh creidiúnú Cré-umha Athena SWAN faighte, nó iarratas déanta, ag gach ceann de scoileanna STEM OÉ Gaillimh agus ag Scoileanna i dtrí cinn dár gceithre choláiste.

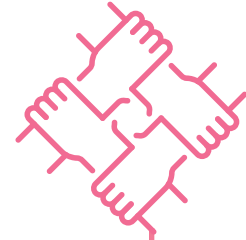






# 5. Ciste Tionscadail EDI

2020/21



Is ócáid bhliantúil ar fhéilire an EDI é an Ciste Tionscadail Comhionannais, Éagsúlachta agus Cuimsithe (EDI) (€10,000), arna thacú ag OVPED. Bronntar an Ciste i bhfoirm roinnt deontais bheaga ar fiú idir €300 – €1000 iad go hiondúil. Le himeacht ama ó bunaíodh é, úsáideadh an Ciste chun go leor tionscnamh nua a chistiú agus chun tuilleadh maoinithe a ghiniúint. Tá sé ar fáil do chomhaltaí foirne agus do mhic léinn gach bliain, ar bhonn iomaíoch, le haghaidh tionscadail chomhionannais san Ollscoil. Is é an aidhm atá leis tionscnaimh nuálacha chomhionannais/ chuimsithe a éascú agus an éagsúlacht a chur chun cinn agus a cheiliúradh i ngach réimse de shaol na hOllscoile. Dúnadh an 4ú gairm bhliantúil ar iarratais ar an 23 Samhain 2020.

As an 22 iarratas a fuarthas, bhronn Fochoiste an Chiste Tionscadail 12 dheontas do 2020/21 (cuireadh ceann amháin siar go dtí 2021/22), do mheascán de thionscadail foirne agus mac léinn ar fud an champais agus de théamaí tosaíochta.

## Tionscadail

### Intéirneachtaí Samhraidh WiSTEM:

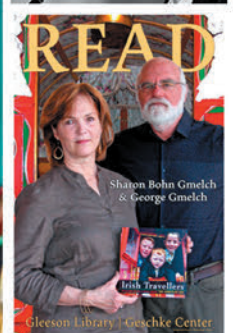
Cuirtear taithí oibre/intéirneachtaí ar fáil do bhaill fochéime den chumann (1ú – 4ú bliain) chun tacú leo le linn a ngairme acadúla agus gairmiúla. Cuireann roinnt disciplíní intéirneachtaí ar fáil mar chuid de struchtúr an chlár céime ach ní hamhlaidh i gcás mórán disciplíní i gColáiste na hEolaíochta agus na hInnealtóireachta.

**Eagraithe ag:** Cumann WiSTEM (Mná san Eolaíocht, sa Teicneolaíocht, san Innealtóireacht agus sa Mhatamaitic)

### Taistealaithe san Oideachas: Braistint mhuintearais a chothú (Rochtain Mincéirí ar an Ollscoil):

Bhí sé seo ar siúl go fíorúil ar Lá Eitneachais na dTaistealaithe, an 1 Márta 2021, chun fáilte a chur roimh Thaistealaithe na hÉireann go OÉ Gaillimh agus chun iad a spreagadh. Bhí an ócáid seo bunaithe ar 'Taistealaithe sa Chóras Oideachais: Braistint Mhuintearais a Chothú' a bhí ar siúl i mí Feabhra 2020, a raibh sé d'aidhm aige caidreamh níos láidre a fhorbairt idir an fhoireann agus na mic léinn in OÉ Gaillimh agus Taistealaithe na hÉireann ar fud Iarthar na hÉireann.

**Eagraithe ag:** Owen Ward, an tIonad Rochtana, in éineacht le Imelda Byrne, an tIonad Rochtana.



Bhí clár iomlán imeachtaí ar siúl do 'Taistealaithe sa Chóras Oideachais: Braistint Mhuintearais a Chothú' ar an 1 Márta, lena n-áirítear cainteanna leis an Seanadóir Eileen Flynn, Sharon Gmelch, Richard O'Neill agus Thomas McCarthy.

**Cultúr le Greann do Mhic Léinn Idirnáisiúnta:**

Mar gheall ar phaindéim COVID-19, níl aon deis ag mic léinn idirnáisiúnta idirghníomhú le muintir na hÉireann agus taithí a fháil ar an gcultúr. Cuireann an tionscadal seo acmhainní, teagmháil agus deis ar fáil do mhic léinn idirnáisiúnta tuiscint níos fearr a fháil ar chultúr na hÉireann, agus gnéithe dá gcultúr féin a roinnt, d'fhonn cabhrú le cuimsiú phobal éagsúil OÉ Gaillimh. Cuirfidh an tionscadal seo le heispéireas an phobail éagsúil mac léinn in OÉ Gaillimh, idir Éireannaigh agus mhic léinn idirnáisiúnta, rud a éascóidh tuiscint thraschultúrtha le go saibhreach dearcaidh domhanda na mac léinn uile.

**Eagraithe ag:** Louise Kelly, an Oifig Idirnáisiúnta agus Steve Bennett, fear grinn.



Rinne Steve Bennett, fear grinn, ceardlanna 'Cultúr le Greann' a éascú do mhic léinn idirnáisiúnta.

**Éagsúlacht agus Deiseanna a chothú sa Mhatamaitic:**

Cuirtear sraith gearrfhiseán gairmiúil ar fáil féachaint le dul i bhfeidhm ar dhaoine ó gach cúlra a bhfuil suim acu staidéar breise a dhéanamh sa mhatamaitic agus cuireadh a thabhairt dóibh a bheith páirteach i bpobal OÉ Gaillimh. Tá an t-ábhar dírithe ar an lucht féachana níos óige, cuirtear béim ar an timpeallacht éagsúil agus chuimsitheach atá le fáil i Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí, ar an iliomad conairí atá ann le dul i dtreo céim sa mhatamaitic, ar an tacaíocht fhairsing atá ar fáil, agus ar a bhfuil bainte amach ag mic léinn matamaitice fochéime agus iarchéime a thagann as grúpaí faoi ghannionadaíocht.

**Eagraithe ag:** An Coiste Cumarsáide agus For-rochtana, Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí.

**Comórtas Grianghraf 'All in this Together':**

Rinneadh ceiliúradh ar Lá Idirnáisiúnta na nDaoine faoi Mhíchumas ar an 3 Nollaig trí chomórtas grianghrafadóireachta a reáchtáil. Iarradh ar dhaoine grianghraif le teideal a chur isteach faoin téama seo agus inspioráid a fháil ó na Spriocanna Forbartha Inbhuanaithe, go háirithe Sprioc 3: Dea-Shláinte agus Folláine, agus Sprioc 10: Éagothroime a laghdú.

**Eagraithe ag:** Lorraine Tansey, Obair Dheonach Pobail ALIVE, le Lorraine Lally, mac léinn OÉ Gaillimh, agus Aisling Harrington, Seirbhísí Cothaithe Sláinte do Mhic Léinn.



Cuid de na grianghraif a cuireadh isteach don chomórtas grianghraf 'All in this Together' chun Lá Idirnáisiúnta na nDaoine faoi Mhíchumas a cheiliúradh ar an 3 Nollaig 2020.

### An Chartlann Inscne a Ghníomhú (Ionad Léann na mBan, COG: Ceiliúradh ar thrí scór bliain léinn agus cruthaitheachta):

Déantar digitiú ar ábhair faisnéise, béil agus amhairc a bhaineann le bunú agus forbairt Léann na mBan in OÉ Gaillimh agus sa phobal i gcoitinne, agus taifead luachmhar de chomhthéacsanna, de smaointe agus de dhearthaí a bhfuil tábhacht stairiúil, shóisialta agus fheimeach ag baint leo. Tugann digitiú na cartlainne infheictheacht shóisialta agus disciplín, rud a chruthóidh naisc fhéideartha le tionscadail náisiúnta chartlannaithe.

**Eagraithe ag:** An fhoireann atá i mbun an Chartlann Inscne a Ghníomhú, Comhaltaí Foirne agus Mic Léinn Léann Domhanda na mBan.

### Éagsúlacht chiníoch a chur chun cinn san ionad oibre:

Seimineár dhá uair an chloig le mic léinn, céimithe, fostóirí agus comhairleoirí gairme an Ionaid Forbartha Gairme dírithe ar chur chun cinn na héagsúlachta ciníche san ionad oibre, go háirithe mic léinn Éireannacha den chéad ghlúin d'oidhreacht na hAfraice. Is é aidhm an imeachta plé a dhéanamh ar na dúshláin a bhaineann le mic léinn ón déimeagrafach seo fostaíocht a fháil mar aon le roghanna féideartha a aithint do mhic léinn chun a n-infhostaitheacht a fheabhsú agus ag an am céanna tús a chur leis an bplé seo le fostóirí a chuireann éagsúlacht san ionad oibre chun cinn.

**Eagraithe ag:** Marie Laffey agus Claire Murphy, an tIonad Forbartha Gairme.

### Ar do Sháimhín Só: Iniúchadh ealaíne ar conas mar a dhéanann mic léinn ó chultúir éagsúla a gcuid féin de OÉG:

Déantar iniúchadh ar an gcaoi a n-airíonn mic léinn as gach cearn den domhan, agus ó chultúir éagsúla, ar a sáimhín só in OÉ Gaillimh trí bhealaí a aimsiú lena bhféiniúlacht chultúrtha féin a choinneáil. Is tóraíocht ealaíonta é tuiscint a fháil ar an rud a thugann mothú sábháilteachta agus muintearais dóibh agus iad ag maireachtáil i spás nua le linn am corraitheach ina bhfuil eagla agus aonrú le brath go láidir. Trí scéalta na mac léinn a chíoradh, scrúdaíonn an tionscadal an chaoi a gcothaíonn agus a dtacaíonn OÉ Gaillimh le mic léinn mar dhaoine aonair, agus an chaoi a gcuidíonn sé leo borradh agus forbairt agus a n-uathúlacht á caomhnú acu ag an am céanna.

**Eagraithe ag:** Ananya Rajoo, Léann na Drámaíochta agus na hAmharclannaíochta.

### Seimineár Gréasáin ar an Éagsúlacht san Fhoilsitheoireacht:

Seimineár gréasáin ar an ábhar 'Éagsúlacht san Fhoilsitheoireacht' a fhéachann le feachtas a mhúscailt, i measc mic léinn reatha foilsitheoireachta agus phobal OÉ Gaillimh i gcoitinne, maidir leis an ngá práinneach atá ann an tionscal foilsitheoireachta a éagsúlú ionas go gcuimseofar níor fearr ann guthanna agus tuairimí atá faoi ghannionadaíocht, lena n-áirítear guthanna mionlaigh eitneacha nó reiligiúnacha, iad siúd atá faoi mhíchumas, agus iad siúd ó gach cúlra socheacnamaíoch.

**Eagraithe ag:** An Dr Lindsay Reid i gcomhar leis an gcohort mac léinn iarchéime ar an MA sa Litríocht agus Foilsitheoireacht, 2020/21.

### AIDENTITI TOKS - Sraith cainteanna maidir le Féiniúlacht:

Sraith cainteanna atá i gceist anseo idir na healaíontóirí idirchultúrtha Romi Cruañas agus Juan Urbina i mbun comhrá le haoi-ealaíontóirí agus scoláirí faoi thopaicí féiniúlachta agus trasnachais agus a gcaidreamh leis na healaíona. Díreofar sna cainteanna ar choincheapa a phlé, a cheistiú agus a dhoimhniú, ar coincheapa iad lena ndéantar ár bhféiniúlachtaí éagsúla. Cur chuige neamhfhoirmiúil grinn a bheidh i gceist. Féachann an cur chuige seo le siamsaíocht a chur ar fáil agus daoine a chur ag machnamh ag an am céanna ar shaincheisteanna na socháí trí labhairt faoi ábhair thoirmscithé ar bhealach réalaióch agus ionraic. Beidh aoi nua i gceist do gach caint agus léireoidh siad saineolas ar ábhar an tseisiúin.

**Eagraithe ag:** Romi Cruañas, Léann na Drámaíochta agus na hAmharclannaíochta.

### Seimineár Gréasáin: Inscne agus Sceithireacht: Gné Cheilte den Labhairt amach:

Díospóireacht agus plé faoi chúrsaí inscne agus sceithireachta a chur chun cinn trí sheimineár gréasáin a reáchtáil do Lá Idirnáisiúnta na mBan 2021, ina ndéantar iniúchadh ar shaincheisteanna a bhaineann le hinscne agus sceithireacht, in OÉ Gaillimh agus le hInstitiúid Whitaker, agus alt a fhoilsiú in RTÉ Brainstorm.

**Eagraithe ag:** An tOllamh Kate Kenny & an Dr Meghan Van Portfliet / Braisle taighde Cumainn Eagraíochta Oibre, ag Institiúid Whitaker agus Disciplín na Bainistíochta.

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OÉ Gaillimh

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Guest Speaker: Dr Eburn Joseph

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*Seimineár Gréasáin ar Chine, Cuimsiú agus Éagsúlacht*



WHITAKER WEBINARS PRESENTS

# GENDER AND WHISTLEBLOWING: A HIDDEN ASPECT OF SPEAKING UP

4 March

12:00-1:00 GMT

via Zoom

Dr. Mahaut Fanchini

University Paris-Est Créteil

Dr. Laura William

Centre for Research in Employment and Work, University of Greenwich

Dr. Nanna Bonde Thylstrup

Copenhagen Business School

Dr. Daniela Agostinho

University of Copenhagen

Brigid MacCarthy

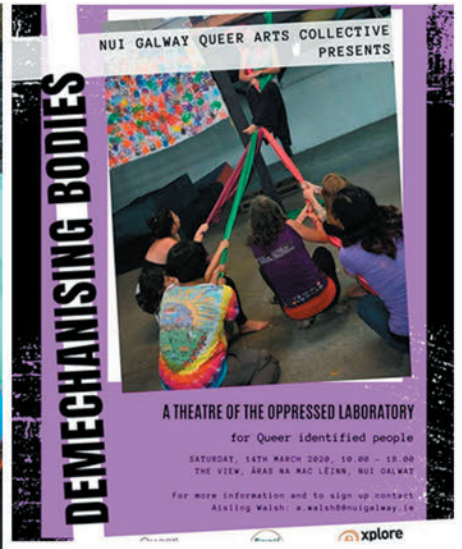
Tavistock/UEL

Hosted by Dr. Meghan Van Portfliet and Prof Kate Kenny

NUI Galway This event is sponsored by the Equality, Diversity, and Inclusion Project Fund, NUI Galway and hosted by the Whitaker Institute

Tionóladh an seimineár gréasáin ar 'Gender and Whistleblowing' ar an 4 Márta, mar chuid den chlár imeachtaí do Lá Idirnáisiúnta na mBan 2021

## Tionscadail EDI 2019/20



# 6. Cur i bhfeidhm an Chreata Toilithe agus Plean Gníomhaíochta an Chreata Toilithe



Bhí bliain bhisiúil ag an nGrúpa Oibre do Chur i bhFeidhm an Chreata Toilithe (CFIWG). Léirigh an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta suim nach beag agus tiomantas do chur i bhfeidhm an Chreata Toilithe ar fud na hearnála. D'iarr sé, tríd an ÚAO, go gcuirfeadh institiúidí ardoideachais an chéad tuarascáil ar dhul chun cinn ar chur i bhfeidhm an chreata faoina bhráid faoin 18 Meán Fómhair 2020. Ceanglaíodh freisin plean gníomhaíochta institiúideach maidir le cur i bhfeidhm an Chreata a chur faoi bhráid an ÚAO faoin 26 Feabhra 2021.

D'fhorbair an Dr Pádraig MacNeela agus an Fhoireann Toilithe Ghníomhaigh\*, le tacaíocht ón OVPED, clár srathaithe chun feasacht na foirne a mhúscailt agus chun oiliúint a chur orthu. Cuireadh an chéad ghné den chlár seo ar fáil do bhaill UMT, do Chinn Scoile agus na nAonad mór trí Zoom ar an 8 Meán Fómhair. Tá oiliúint Chéad Phointe Teagmhála (9 n-uair an chloig thar thrí sheisiún x 3 uair an chloig) forbartha chomh maith. Cuirfidh an fhoireann Toilithe Ghníomhaigh\* an oiliúint seo ar fáil i gcomhar le hIonad Géarchéime na Gaillimhe um Éigniú. Beidh acmhainní ar líne lena n-áirítear físeán do gach comhalta foirne chun feasacht a mhúscailt réidh i mí na Bealtaine 2021 chun an Creat Toilithe a chur i láthair, mar aon leis an gcoincheap agus na leideanna a bhaineann le nochtadh. Sheol Toiliú Ghníomhach\*, Ionad Géarchéime na Gaillimhe um Éigniú, agus Aontas na Mac Léinn in Éirinn (USI) feachtas 8 seachtaine ar an 1 Márta 2021 chun tacú le nochtadh, eolas agus scileanna do mhic léinn agus do chomhaltaí foirne. Is féidir teacht ar an Tacar Uirlisí Toilithe Ghníomhaigh\* **anseo**.

Seoladh modúl forbartha gairmiúla 10 ECTS i mí Feabhra 2021, le tacaíocht ó Phacáiste Spreagthachta Poist de chuid an ÚAO. Cuireann sé seo suas le 30 áit ar fáil go náisiúnta do chomhaltaí foirne agus do mhic léinn chun toiliú a chur chun cinn.

Le tacaíocht na nDéan Feidhmiúcháin inár gcoláistí, cuireadh ceardlanna Toilithe Ghníomhaigh\* ar fáil mar ghné lárnach de chlár ionductaithe sna coláistí do gach mac léinn sa chéad bhliain. Chuir an fhoireann Toilithe Ghníomhaigh\*, agus iad ag obair i gcomhar le comhghleacaithe ón bhfoireann comhairliúcháin, ceardlann toilithe ar fáil atá le seachadadh do na mic léinn ar an gcampas. Rinneadh é a nascadh le ceardlann idirghníomhach i bpearsa inar cuimsíodh teacht aniar agus feasacht, agus tugadh rochtain do rannpháirtithe ar acmhainní ar líne freisin. Bhain tuairim is 3000 mac léinn leas as an gclár, an líon is airde i measc na n-institiúidí ardoideachais. Dúirt níos mó ná 90% de mhic léinn bhaineanna agus 80% de mhic léinn fhireanna sa chéad bhliain go molfadís an clár do mhic léinn eile, agus léirigh 80% de mhic léinn bhaineanna agus 70% de mhic léinn fhireanna go raibh sé ábhartha dóibh féin. Bhí tionchar suntasach ag an tacaíocht láidir a thug foireann bainistíochta na hOllscoile (UMT) in OÉ Gaillimh don chlár agus is eiseamláir é do choláistí eile.

Ní mór dúinn oibriú freisin chun mic léinn eile seachas iad siúd sa chéad bhliain a mhealladh i dtreo an chlár le linn na bliana acadúla nó thar thréimhse ama níos faide. Déanfar é seo le rannpháirtíocht Choiste Teagaisc agus Foghlama na hollscoile chun straitéisí éifeachtacha a aithint chun oideachas toilithe a fíhí isteach i gclár acadúla.

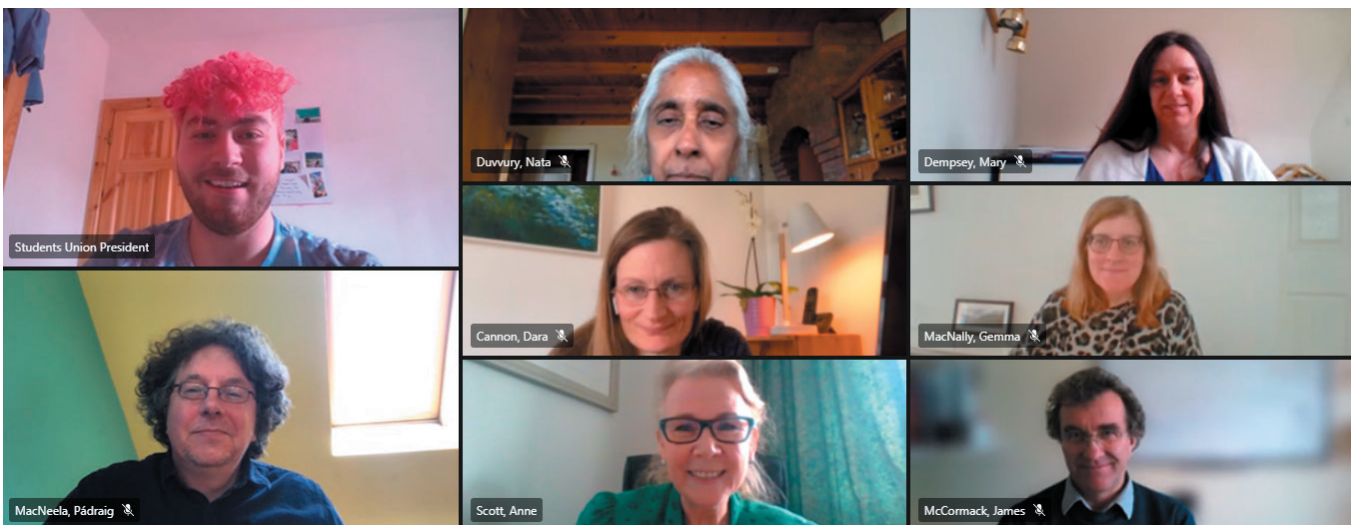
Táimid an-bhródúil as an gclár Toilithe Ghníomhaigh\*, faoi stiúir an Dr MacNeela, agus tá OÉ Gaillimh ag iarraidh tacú le ról ceannaireachta an Toilithe Ghníomhaigh\* nuair is féidir. Tá an Dr MacNeela ina chomhalta den Ghrúpa Comhairleach a thacaíonn le hIonad Barr Feabhais an ÚAO don Chomhionannas Inscne, atá freagrach as suirbhéanna náisiúnta ar mhic léinn agus ar chomhaltaí foirne a fhorbairt maidir le foréigean agus ciapadh gnéasach a sheol an ÚAO ar an 12 Aibreán 2021.



Seoladh feachtas ar na meáin shóisialta ar Thoilíú Gníomhach\* 'Start Here' in OÉ Gaillimh ar an 1 Márta 2021.



Sheol baill d'fhoireann OÉ Gaillimh ar an Toiliú Gníomhach\*, Aontas na Mac Léinn in Éirinn (USI) agus Ionad Géarchéime na Gaillimhe um Éigniú (GRCC) feachtas 8 seachtaine ar na meáin shóisialta, 'Start Here' ar an 1 Márta 2021.



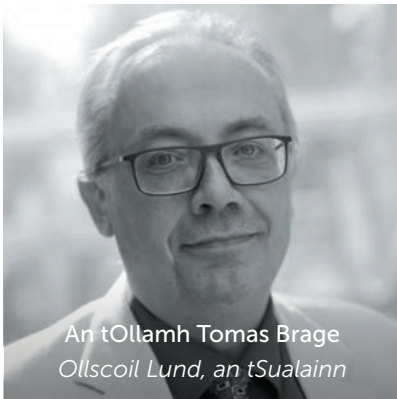
Roinnt ball den Ghrúpa Oibre ar Chur i bhFeidhm an Chreata Toilithe ag cruinniú i mí Aibreáin 2021.

# 7. Cuairt 5

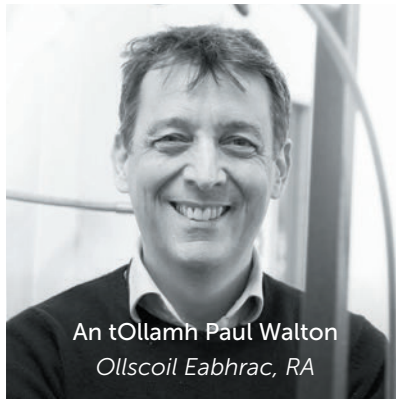
## den Ghrúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG)



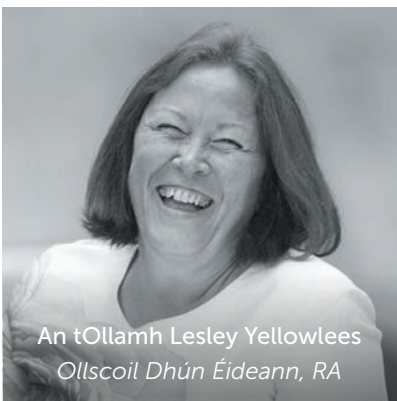
An 13 Bealtaine 2021, chuireamar fáilte den chúigiú bliain roimh ár nGrúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG). I mbliana bhí an-áthas orainn fáilte a chur roimh an mball is nua atá againn, an tOllamh Penny Andrews ó Scoil Dlí Nua-Eabhrac, chuig an EAG. Tagann an tOllamh Andrews in ionad an Ollaimh Jane Grimson, a d'oibrigh le OÉ Gaillimh ó 2015 i leith, nuair a bhí sí ina cathaoirleach ar an Tascfhórsa ar Chomhionannas Inscne. Bhí an tOllamh Grimson ar dhuine de na baill a bhunaigh an EAG in 2017. Cuireann cuairt an EAG deis eisceachtúil ar fáil chun leas a bhaint as saineolas idirnáisiúnta den scoth ar chomhionannas inscne agus OÉ Gaillimh a chur i gcomparáid le forbairtí atá á ndéanamh go hidirnáisiúnta.



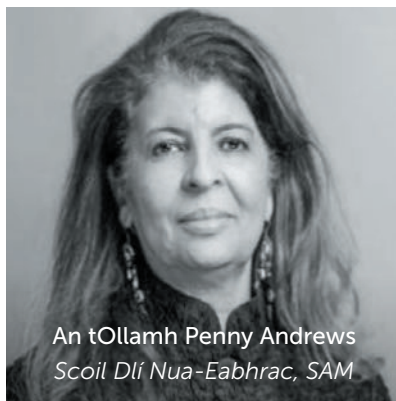
An tOllamh Tomas Brage  
Ollscoil Lund, an tSualainn



An tOllamh Paul Walton  
Ollscoil Eabhrac, RA



An tOllamh Lesley Yellowlees  
Ollscoil Dhún Éideann, RA



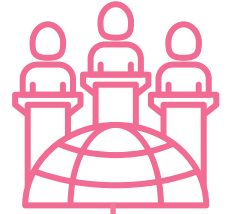
An tOllamh Penny Andrews  
Scoil Dlí Nua-Eabhrac, SAM

*Baill den Ghrúpa Comhairleach Seachtrach  
ar Chomhionannas Inscne (EAG)*

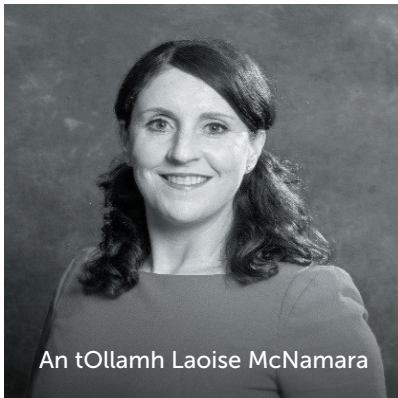




# 8. An Chéad Cheapachán ar Thionscnamh Ceannaireachta Acadóra Shinsearaigh (SALI) in OÉ Gaillimh:



‘Fuair mé an post toisc gur bean mé’  
leis an Ollamh Laoise McNamara



An tOllamh Laoise McNamara

Níor chuimhnigh mé ar dtús cur isteach ar Chathaoirleacht SALI san Innealtóireacht. Agus mé an t-aon Ollamh Pearsanta le hInnealtóireacht, bhí fonn orm iarratasóirí iontacha a aithint chun aghaidh

a thabhairt ar an easnamh seo. Bhí mé idir dhá intinn freisin arbh fhearr maoiniú a thabhairt d’acadóirí ban i lár a ngairme, agus go ndéanfaí ollúna díobh ina dhiaidh sin. Mar sin féin, le bheith macánta, bhí mé in amhras freisin faoi ghníomhartha dearfacha.

Ar feadh i bhfad, níor bhraith mé aon bhacainní móra mar gheall ar m’inscne. Thug an tacaíocht a fuair mé ó mo mhuintir, ó mheantóirí (fir ar fad) agus ó chomhghleacaithe spreagadh dom le bheith muiníneach as an gcumas atá ionam agus threoraigh sé sin mo roghanna gairme. Diúltaíodh romham agus cuireadh ó dhoras mé go mion minic mar is gnáth sa saol acadúil agus taighde, ach bhí an muinín agam leanúint ar aghaidh agus d’éirigh liom ar deireadh thiar. Tugadh aitheantas idirnáisiúnta do mo chuid taighde agus tharla ardú céime go tapa ina dhiaidh sin chuig Ollamh Pearsanta. Go gairid ina dhiaidh sin dúirt comhghleacaí de mo chuid ‘ní bhfuair sí é ach toisc gur bean í’. Ba nós liom beag is fiú a dhéanamh de thuairimí den sórt sin, ach an uair seo ghoill sé orm. Ní raibh aon

chuóta inscne ann agus bhí mé míshásta go bhféadfaí mo chuid taighde, teagaisc agus ceannaireachta a chaitheamh i leataobh chomh héasca sin le tuairim den sórt sin. Ach tá teacht aniar as an ngnách ionam, mar sin bheartaigh mé taispeáint dóibh go raibh siad mícheart agus lean mé ar aghaidh go rathúil le mo chuid taighde.

Is é an tuairim atá ann go dteastaíonn caighdeáin níos ísle chun gníomhartha dearfacha a chur i bhfeidhm, rud is dóichí a bhí taobh thiar den amhras a bhí orm ag an tús. Mar sin féin, is eol dom go bhfuil fianaise shuntasach ann gur mó an drogall a bhíonn ar mhná cur isteach ar phoist, fiú agus na cáilíochtaí céanna acu is atá ag a gcomhghleacaithe fireanna, nó cáilíochtaí níos fearr fiú. Léirigh staidéir fhoilsithe freisin go bhfuil rátáil níos lú ar CVanna acadúla nuair a chuirtear athrú simplí ó ainm fireann go hainm baineann i bhfeidhm. Trí chuótaí agus tionscnaimh speisialta a thabhairt isteach, tá deireadh á chur leis an mbac a bhíonn ar mhná cur isteach ar ról shinsearacha agus na poist sin a fháil.

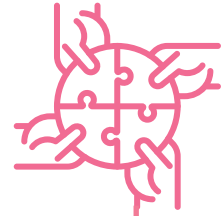
I ndiaidh dom arduithe céime a fháil, tháinig dlús faoi na hiarratais a tháinig chugam a bheith ar choistí agus ar bhoird agus ag an am céanna ghlac mé le ról ceannaireachta mar Leas-Déan. D’airigh mé nach raibh mé in ann na hiarratais seo a dhiúltú, agus thug déine na n-iarratas ar mo chuid ama orm loighic na gcuótaí a cheistiú, go háirithe san Innealtóireacht áit nach bhfuil mórán ban ag obair. Ach le himeacht ama chonaic mé an chaoi ar tháinig athrú ar ár gcinnteoireacht a bhuíochas leis na cuótaí sin agus, ag labhairt ar mo shon féin, thug na ról sin an taithí agus an mhuintir dom a bheith rannpháirteach.

Mar Leas-Déan leag mé romham ar dtús aghaidh a thabhairt ar easpa cothromaíochta na n-inscní san Innealtóireacht. Mar sin féin, bhí mé díomách nuair a dúirt Treoirchomhairleoir nach 'do chailíní sin againne' a bhí an Innealtóireacht. Chuir an iliomad taithí den chineál céanna in iúl dom go géarchúiseach an tábhacht a bhaineann le heiseamláirí agus tháinig athrú ar mo mheon i leith gníomhartha dearfacha dá bharr sin. Ní mór don domhan dul i dtraith ar mhná rathúla le go bhfeicfidh mná óga na féidearthachtaí atá rompu agus go maolófaí ar an gclaonadh sa phróiseas earcaíochta. Tá sé soiléir dom anois nach bhfuil sé de rogha againn fanacht go dtí go n-athróidh rudaí astu féin de réir a chéile.

Agus go leor gradam an-iomaíoch bronnta orm (dhá ghradam ERC, Imscrúdaitheoir SFI, Buaiteoir IRC, Taighdeoir IRC na Bliana...) agus mé i mo Leas-Déan Taighde agus Nuálaíochta i gColáiste na hEolaíochta agus na hInnealtóireachta, bhraith mé go bhféadfainn iarratas iomaíoch a chur isteach le haghaidh post mar Chathaoirleach. Mar sin, tar éis domhainmhachnamh a dhéanamh air, rinne mé iarratas ar Chathaoirleacht SALI in Innealtóireacht agus tá súil agam, tar éis gur éirigh liom, go ndéanfar roinnt de na míthuiscintí a bhaineann lena leithéid de thionscnaimh a bhréagnú. Tá mé tiomanta mo chuid a dhéanamh le go mbeidh rath ar ár dtaighde agus tacú le hionadaíocht na mban a fheabhsú. Sa chás seo, fuair mé an post mar gur bean mé agus táim an-bhródúil as sin!



# 9. Forbairt EDI ag leibhéal na Scoile agus an Choláiste



Mary Dempsey  
Leas-Déan EDI, CSE

## Coláiste na hEolaíochta agus na hInnealtóireachta (CSE)

Cuimsítear i gColáiste na hEolaíochta agus na hInnealtóireachta (CSE) 6 scoil STEM; an Cheimic, an Ríomheolaíocht, an Innealtóireacht, an Mhatamaitic, Staitisticí agus an Mhatamaitic Fheidhmeach, na hEolaíochtaí Nádúrtha, agus an Fhisic.

Ceapadh an Leas-Déan EDI i mí Aibreáin 2020 ar feadh téarma trí bliana. D'oibrigh sí leis an Stiúrthóir Forbartha Straitéisí chun Coiste EDI éagsúil a bhunú a raibh 22 ball ann lena n-áirítear; Cathaoirleach na bhFoirne Féinmheasúnaithe, Stiúrthóirí Scoile agus ionadaithe ó; DSI, Líonra Foirne LGBT+, OVPED, Seirbhísí Gairmiúla, Institiúid Uí Riain, Comhaltas na Mac Léinn agus Oifigigh Theicniúla.

Leagadh amach na Téarmaí Tagartha agus plean don Bhliain Acadúil 2020/21 ag an gcéad chruinniú den choiste i mí an Mheithimh 2020. Tagann an Coiste le chéile gach dara mí agus tagann Cathaoirleach Athena SWAN le chéile gach ceithre seachtaine. Forbraíodh **leathanach gréasáin an EDI** le heolas EDI a ionchorprú lena n-áirítear áis chun moltaí a bhailiú ó chomhaltaí foirne/mic léinn.

Spreg an chianobair an Coiste le huirlisí tacaíochta foirne a fhorbairt lena n-áirítear teimpléid i dtaca le 'Treoir do Dhea-bhéasa Cruinnithe Cianda' agus 'Mic Léinn i gCruachás'. Áiríodh le gníomhaíocht na gcoistí; ionchur i bPlean Straitéiseach an CSE, Plean Gníomhaíochta Folláine agus 2 bhall coiste a oileadh mar Ambasadóirí Folláine.

## Athena SWAN

Ba í an fhisic an chéad scoil de chuid an CSE ar bronnadh Gradam Cré-umha Roinne Athena SWAN uirthi (Samhain 2020). Tá Scoil na Ceimice, na nEolaíochtaí Nádúrtha agus na Matamaitice ag fanacht ar thorthaí na n-iarraitas a rinne siad le deireanas.

## Maoiniú

Arna mhaoiniú ag Ciste HEA chun Comhionannas Inscne a Fheabhsú, tá Líonra Eolaíochtaí Matamaiticiúla Athena SWAN na hÉireann á bhunú ag Scoil na Matamaitice le dea-chleachtas a roinnt agus le creat a bhunú chun sonraí tagarmharcála eárnála a tháirgeadh. Fuair Scoil na Matamaitice maoiniú ón gCiste Tionscadail EDI chun 'Éagsúlacht agus Deiseanna a Chothú sa Mhatamaitic'.

## Clár WISTEM2D J&J

Bunóidh Johnson & Johnson a gclár WISTEM2D i Meán Fómhair 2021.

## Scoláireachtaí Ollscoile Tearmainn

Tá CSE ag tacú le 7 mac léinn fochéime a bhfuil Scoláireacht Ollscoile Tearmainn acu lena n-áirítear 2 iníonacha léinn (29%) trí bhithin meantóireacht acadúil agus scoláireachtaí.

## SALI

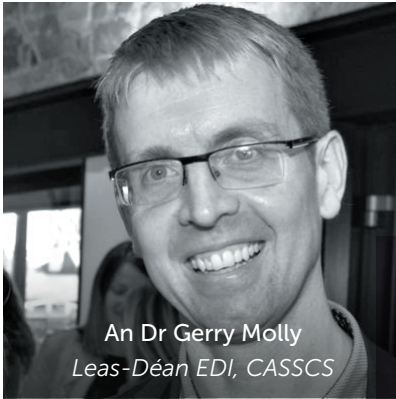
D'éirigh le Scoil na hInnealtóireachta tairiscint a dhéanamh ar phost SALI agus ceapadh an tOllamh Laoise McNamara ina hOllamh Bunaithe le hInnealtóireacht i mí na Samhna 2020.

## Imeachtaí/Oiliúint/Seimineáir 2020/21

Cuireadh sceideal gníomhach agus tarraingteach d'imeachtaí faisnéise agus oiliúna ar fáil i gcaitheamh na bliana.

## Plean Choiste EDI 2021/22

- Seoladh clár WISTEM2D Johnson & Johnson i mí Mheán Fómhair
- Seimineáir fáilte a tharraing aird ar chomhaltaí nua agus orthu siúd a fuair ardú céime
- Cur i bhfeidhm straitéis EDI agus Plean Gníomhaíochta Athena SWAN agus Folláine
- Creidiuniú Athena SWAN bainte amach ag 4 Scoil



An Dr Gerry Molly  
Leas-Déan EDI, CASSCS

## Coláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh (CASSCS)

Ba í seo an bhliain dheireanach den chéad Leas-Déanacht EDI in CASSCS. Ceapfar Leas-Déan nua in 2021. Cé gur cuireadh srian mór lenár ngníomhaíochtaí EDI sa Choláiste ó Mhárta 2020, tá roinnt réimsí tábhachtacha inar éirigh linn dul chun cinn suntasach a dhéanamh le 12 mhí anuas.

### Athena SWAN

Ba í Scoil na Síceolaíochta an chéad Scoil in CASSCS a rinne iarratas ar Ghradam Cré-umha Athena SWAN, faoi stiúir an Dr Gerry Molloy agus an Ollaimh Molly Byrne. D'oibrigh foireann féinmheasúnaithe (SAT) na Scoile ar an iarratas seo i gcaitheamh 2019 agus 2020. Is ionann sin agus an bhunobair a bhaineann lenár n-iarrachtaí Athena SWAN a bhunú sa Choláiste. Thacaigh an Leas-Déan agus roinnt ball eile den CASSCS freisin leis an iarratas institiúideach athnuaite Athena SWAN a leagadh isteach i mbabhta mhí Aibreáin 2021.

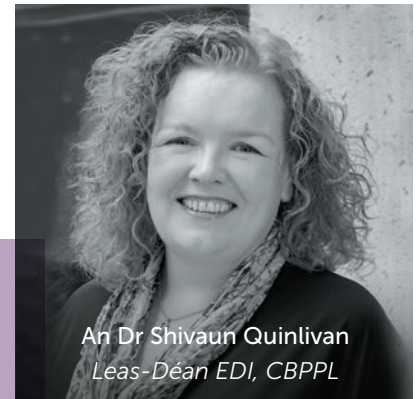
### Ollscoil Tearmainn

Tá go leor de chomhaltaí an Choláiste ag déanamh cion tábhachtach i gcónaí do thionscnamh na hOllscoile Tearmainn (OT). I gcaitheamh na bliana seo caite, rinneadh dhá scoláireacht nua de chuid na hOllscoile Tearmainn a mhaoiniú ag leibhéal na fochéime agus na hiarchéime sa Choláiste. Tá meantóireacht aonair á fáil ag na Scoláirí Ollscoile Tearmainn seo ó chomhghleacaithe acadúla faoi láthair. Le linn 2020, rinne coiste comhairleach EDI de chuid CASSCS cion don athbhreithniú ar na struchtúir agus ar na próisis a bhaineann le meantóireacht a dhéanamh ar Scoláirí Ollscoile Tearmainn.

### An Creat le haghaidh Toilithe in Institiúidí Ardoideachais

Tá an clár Toilithe Gníomhaigh á stiúradh ag an Dr Pádraig MacNeela (Scoil na Síceolaíochta), an Dr Charlotte McIvor (Disciplín Léann na Drámaíochta agus na hAmharclannaíochta) agus an Dr Siobhán O'Higgins (Scoil na Síceolaíochta). Forbraíonn an clár, agus cuireann sé i bhfeidhm, oideachas agus oiliúint atá bunaithe ar thaighde do mhic léinn agus do chomhaltaí foirne i gcoláistí ar fud na tíre. Cuimsíonn sé tionscnaimh scoilbhunaithe freisin, amhail dearadh acmhainne nua maidir le litearthacht chriticiúil ar na meáin ghnéasacha leis an Dr Kate Dawson (Scoil na Síceolaíochta), atá le seoladh níos déanaí i mbliana.

Tá príomhshruthú an oideachais do thoilíú mac léinn agus forbairt uirlisí oideachais do chomhaltaí foirne in OÉ Gaillimh á dtacú ag Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta le bliain anuas. Beidh gá le clár cuimsitheach gníomhaíochta leis an athrú cultúir atá á éileamh ag an Roinn Breisoideachais agus Ardoideachais a bhaint amach ina cáipéis 'An Creat le haghaidh Toilithe in Institiúidí Ardoideachais'. Cuirfidh an Plean Gníomhaíochta institiúideach gaolmhar, a forbraíodh in 2021, scafall ar fáil d'fhorbairtí amach anseo sa réimse seo.



An Dr Shivaun Quinlivan  
Leas-Déan EDI, CBPPL

## Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CBPPL)

### Athena SWAN

Tá tiomantas tugtha ag Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CBPPL) go gcinnteoidh siad go ndéanfaidh gach ceann de na trí scoil sa Choláiste iarratas ar ghradam Athena SWAN ar bhonn rollach. Is cúis áthais dúinn a thuairisciú gur bronnadh Gradam Cré-Umha Athena SWAN ar Scoil Ghnó agus Eacnamaíochta J.E. Cairnes, an chéad scoil CBPPL a rinne iarratas, i mí Mheán Fómhair 2020. Is í an Scoil Ghnó agus Eacnamaíochta an chéad Scoil AHSSL a bhain amach gradam Athena SWAN in OÉ Gaillimh.

### Oiliúint i nGníomh an tSlua

Cuirtear Oiliúint i nGníomh an tSlua ar fáil do chomhaltaí foirne sa Choláiste. Líonadh an 40 áit a bhí ar fáil don chéad seisiún oiliúna laistigh de 24 uair an chloig. Mar thoradh ar an spéis shuntasach a léirigh an fhoireann agus an t-aiseolas an-dearfach ar an oiliúint, reáchtálfar tuilleadh seisiún sa bhliain amach romhainn.

### Ghradam an Déin do Theagasc agus Foghlaim Chuimsitheach 2019/20

Agus muid ag obair leis an Leas-Déan don Teagasc agus don Foghlaim, an Dr Lucy-Ann Buckley, reáchtálar an dara bliain de Ghradam an Déin do Theagasc agus Foghlaim Chuimsitheach. Is cúis áthais dúinn a thuairisciú go raibh méadú suntasach ar líon na n-ainmniúchán ó na mic léinn. I mbliana, bronnadh an Gradam Aonair ar an Dr Patricia McHugh (Scoil an Ghnó agus na hEacnamaíochta), agus bronnadh an Gradam Foirne ar an bhFoireann Bia agus Dí ó Choláiste na Sionna (Sean T Ruane, Ceannaire foirne).

## An tOideachas Cuimsitheach

Tá dhá thionscadal ar theagasc agus foghlaim Chuimsitheach á stiúradh ag an Leas-Déan EDI, i gcomhar leis an Leas-Déan Teagaisc & Foghlama: Príomhthionscadal CBPPL ar Theagasc agus Foghlaim Chuimsitheach (Ciste Tionscadail na Mac Léinn) agus OÉ Gaillimh atá Cuimsitheach (Ciste NFETL). Tá Straitéis na hOllscoile 'Fís i gCoiteann, Múnlaithe ag Luachanna', agus an Straitéis EDI tiomanta do chinntiú go nglacfaimid le Prionsabail an Dearaidh Uilíoch inár dtimpeallacht foghlama. Le tacú leis na spriocanna straitéiseacha seo, chumasaimar cur i bhfeidhm áitiúil an tSuaitheantais Dhigitigh sa Dearadh agus Foghlaim Uilíoch. Is cúis áthais dúinn a fhógairt go bhfuil an Suaitheantas Digiteach bainte amach ag 70 comhalta d'fhoireann acadúil OÉ Gaillimh in imeacht na bliana acadúla seo a chuaigh thart, agus anois tá 10 gcomhaltaí foirne againn atá cáilithe mar oiliúinóirí i nDearadh agus Foghlaim Uilíoch.

Tá gnéithe go leor i gceist leis na tionscadail Foghlama Cuimsitheach, lena n-áirítear teagmháil a dhéanamh le mic léinn chun foghlaim faoina n-eispéiris maidir le cuimsiú agus eisiáimh inár n-ollscoil. Le bliain anuas, réachtáil siad an oiliúint/na seimineáir seo a leanas:

- 2020: Ceardlann: Timpeallachtaí Seomraí Ranga Cuimsitheacha agus Fáiltithe a Chruthú
- 2020: UDL 101
- 2020: Ceardlanna iomadúla ar Ally for LMS
- 2020: Aghaidh a Thabhairt ar an gCiníochas Córasach faoi chomhair Claoclú Institiúideach
- 2021: Seachtain an Oideachais Chuimsitheach
- 2021: Siompóisiam Náisiúnta ar Foghlaim Chuimsitheach san Ardoideachas (Breis agus 500 duine cláraithe don imeacht seo)

Mar chuid den tionscadal, cheannaíomar Ally for LMS a seoladh ar fud na hOllscoile ar fad i mí an Mhárta 2020 (**féach cuid 3 thuas faoin Treoir Inrochtaineachta Gréasáin**). Chuireamar acmhainn teagaisc chuimsitheach ar fáil ar Blackboard agus tá an acmhainn ar fáil do gach comhghleacaí in OÉ Gaillimh atá páirteach sa teagasc nó atá ag tacú le foghlaim mac léinn ar bhealach eile.

### Struchtúir EDI

Tá forbairt shuntasach déanta ar rialachas agus ar struchtúir EDI in CBPPL sa bhliain acadúil reatha. Tá gach ceann de na trí Scoil tiomanta do choistí EDI a bhunú le cathaoirleach an choiste sin ina suí ar an bhfeidhmeannacht ábhartha Scoile. Tá Orla Cullinane (Coláiste na Sionna) ag obair leis an dá scoil eile maidir leis an bpróiseas a bhaineann le Ceann Comhlach ar Chomhionannas, Éagsúlacht agus Cuimsiú a fhostú.



## Coláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS)

### Athena SWAN

In ainneoin tionchar as cuimse COVID-19 ar Scoileanna CMNHS, tá coistí Athena SWAN gníomhach i Scoil an Altranais agus an Chnáimhseachais agus i Scoil an Leighis i gcónaí.

Bronnadh an chéad ghradam Cré-umha Athena SWAN ar Scoil an Altranais agus an Chnáimhseachais i Márta 2021. Bhí dúshlán ar leith le sárú ag an Scoil, mar dhisciplín acadúil measartha óg (a comhtháthaíodh in OÉ Gaillimh níos lú ná 20 bliain ó shin), maidir lena hathbhreithniú Athena SWAN a chríochnú agus le cohórt foirne ar mná iad a fhorfhóir (91% baineann). Tá an breithniú ar chomhionannas inscne i Scoil ar mná iad formhór na foirne úrnua in OÉ Gaillimh. Beidh foghlaim ó iarratas rathúil Scoil an Altranais agus an Chnáimhseachais rithábhachtach chun tacú le scoileanna eile dá leithéid amach anseo.

Cuirfidh Scoil an Leighis iarratas isteach le hathnuachan a dhéanamh ar an nGradam Cré-umha Athena SWAN i mí an Mheithimh 2021. Príomhdhúshlán is ea measúnú a dhéanamh ar an dul chun cinn atá déanta ón uair a bronnadh an chéad ghradam i leith. Tá feabhas mór tagtha ar ionadaíocht na mban ag gráid acadúla shinsearach. Tá ardú ó 35% (2016) go 50% (2021) tagtha ar chéatadán na Léachtóirí Sinsearach mná. Tá méadú tagtha ar chéatadán na mban san ollúnacht ó 6% (2016) go 19% (2021). Mar sin féin, tá an cultúr agus an cuimsiú sa Scoil ag athrú ar bhonn níos moille, ceist a d'fhéadfadh a bheith ní ba mheasa mar gheall ar Covid-19. Tá an SAT ag obair go dian dícheallach le machnamh a dhéanamh ar thionchar na hoibre a rinneadh go dtí seo agus le gníomhaíochtaí nua a fhorbairt le haghaidh a thabhairt ar shaincheistanna nua agus/nó leanúnacha a bhaineann le comhionannas inscne.

### Tionscnaimh EDI Eiseamláireacha

Tugadh isteach roinnt tionscnamh úrnua le comhaltaí foirne CMNHS a aithint, le tacú leo agus lena gcumhachtú, lena n-áirítear:

- Feasachán Míosúil EDIW a sholáthraíonn an nuacht is déanaí maidir le himeachtaí a bhaineann le EDI, oiliúint, athruithe polasaithe, agus deiseanna rannpháirtíochta do chomhaltaí foirne.

- Oiliúint Mhíosúil i nGníomh an tSlua a bhfuil sé i gceist aici cultúr ómóis a neadú inár gColáiste, agus cinntiú go mothóidh an fhoireann ar fad sábháilte labhairt amach agus muid féin agus daoine eile a choinneáil freagrach as an gcultúr a chrutháimid.
- Feachtas #SayThanks ina gcuireann comhaltaí foirne teachtaireachtaí buíochais chuig comhghleacaithe gach mí a spreagann an fhoireann le buíochas a ghabháil as an obair a dhéantar go laethúil.
- Maoiniú do shé áit ar an gClár Forbartha Ceannaireachta Aurora do Mhná d'fhonn go dtacóidh Comhaltaí Foirne CMNHS go follasach le mná i ngach catagóir foirne sna trí scoil.

DECEMBER

# CHARITY Challenge

## RANDOM ACT OF KINDNESS CHALLENGE

Do good, feel good this December!

**GALWAY AUTISM PARTNERSHIP**

**Helplink Mental Health**

**Galway Rape Crisis Centre**

**NUI Galway Students' Union: Comhaltas na Mac Léinn OÉ Gaillimh**

Contact [studentsunion@nuiagalway.ie](mailto:studentsunion@nuiagalway.ie) for more info

[Twitter](#) [Snapchat](#) [Facebook](#)

[@nuios](#)

[NUI Galway Students' Union](#)

Mar chuid de Dhúshlán Carthanachta Chomhaltas na Mac Léinn, OÉ Gaillimh 2020/21, inar bailíodh cistí d'Ionad Géarchéime na Gaillimhe um Éigniú, Comhpháirtíocht Uathachais na Gaillimhe agus Helplink, moladh do mhic léinn páirt a ghlacadh i ndúshlán 'Gníomhartha Cineáltais ón gCroí' i mí na Nollag le dearfachta a scaipeadh. Bhain ceann de na gníomhartha molta le cártaí poist a sheoladh chuig tithe altranais áitiúla. Ba é mana an dúshlán cineáltais 'dea-obair, dea-intinn!'

# 10. Straitéis EDI agus Cur i bhFeidhm na Straitéise



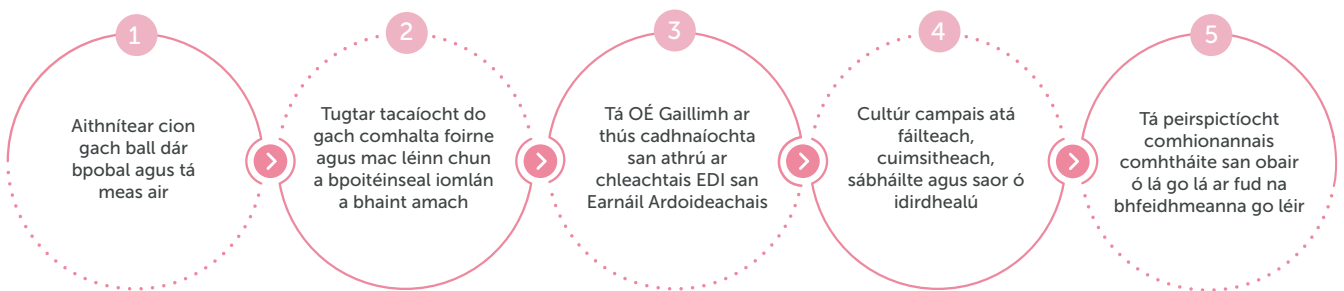
Cheadaigh Údarás na hOllscoile an chéad Straitéis EDI do OÉ Gaillimh i mí an Mheithimh 2020 agus sheol an Dr Máire Geoghegan-Quinn, iar-Choimisinéir an AE agus Cathaoirleach nua Údarás na hOllscoile, OÉ Gaillimh, an 5 Feabhra 2021. Thug EDICC faomhadh do phlean feidhmiúcháin don straitéis EDI, a ndéanfar monatóireacht rialta air le dul chun cinn a chinntiú.

Is í an príomhaidhm straitéiseach atá againn cultúr comhionannais, éagsúlachta agus cuimsithe a chumasú, a chumhachtú agus a leabú ar fud OÉ Gaillimh a rachaidh chun sochair do phobal iomlán na hollscoile agus a chinnteoidh go mbeidh OÉ Gaillimh in ann a lánacmhainneacht a bhaint amach.



An Dr Máire Geoghegan-Quinn ag seoladh fíorúil Straitéis EDI 2020-2025 agus Tuarascáil Bhliantúil an EDI 2019/20

Comhlíonfaidh na spriocanna seo a leanas an misean sin:

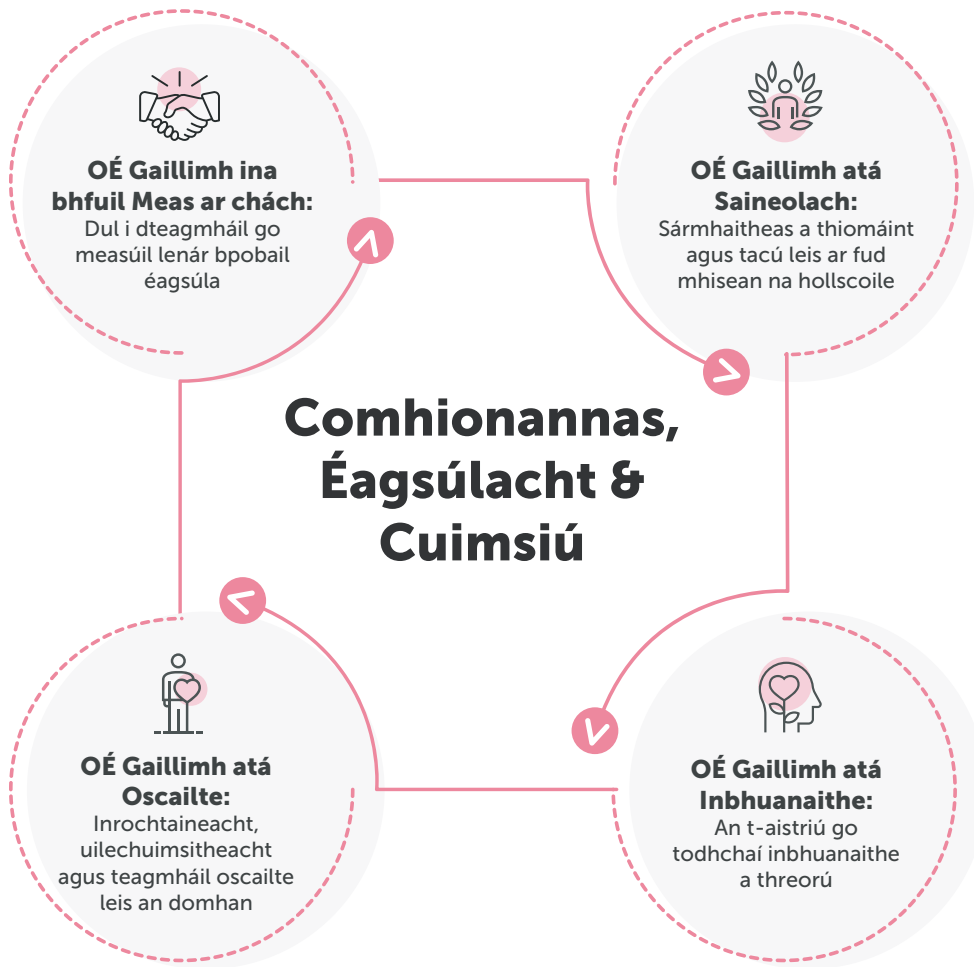


Fíor 5: Spriocanna EDI



Tá an straitéis EDI seo ag teacht le Straitéis na hOllscoile 2020-2025 atá bunaithe ar chroíluchanna a shainíonn cuspóir agus tosaíochtaí OÉ Gaillimh: meas, oscailteacht, inbhuanaitheacht agus barr feabhais. D'éascair na luachanna seo as comhairliúchán lenár gcuid mac léinn, comhaltaí foirne, alumni agus an pobal agus treoróidh siad sinn i ngach a ndéanaimid. As seo go ceann cúpla bliain, is iad na luachanna seo an taithí bheo a bheidh ag ár bpobal agus acu siúd a bhfuilimid ag maireachtáil leo, ag foghlaim leo agus ag comhoibriú leo.

Tacóidh spriocanna EDI sa phlean straitéiseach seo le tiomantais agus príomhghníomhaíochtaí a bhaint amach agus iad aitheanta ag an ollscoil i Straitéis 2020-2025 (féach Fíor 6).



Fíor 6: Straitéis 2020-2025 - Ár Luachanna

# 11. Tuairisciú ar an mBearna Phá idir na hInscní (GPG)



Bliain 3

## Tuarascáil GPG bunaithe ar shonraí mhí an Mhárta 2020

### Forléargas

Is é an bhearna phá idir na hInscní an difear idir meánphá na bhfear agus na mban in aghaidh na huaire, arna cur in iúl mar chéatadán den mheánphá in aghaidh na huaire d'fhir in eagraíocht; beag beann ar nádúr na hoibre, ról nó sinsearach.

### Tuairisciú Éigeantach in Éirinn

Tá dréacht-reachtaíocht, a cheanglódh ar eagraíochtaí na figiúirí a bhaineann lena mbearna phá idir na hInscní a thuairisciú, ag déanamh a bealach trí phróiseas reachtaíochta na hÉireann le tamall anuas. Táimid ag súil go mbeidh tuairisciú éigeantach ar fhigiúirí GPG ina cheanglas go gairid.

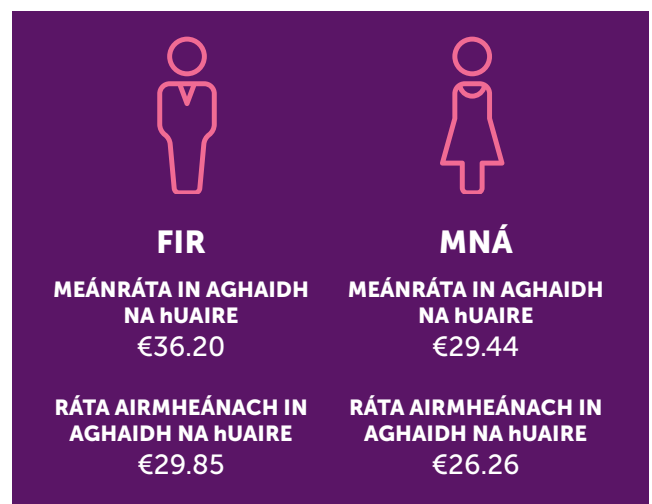
### Tuairisciú GPG OÉ Gaillimh

Tá OÉ Gaillimh tar éis anailís agus tuairisciú a dhéanamh ar an mbearna phá idir na hInscní do na trí bliana a thosaigh i mí an Mhárta 2019, bunaithe ar shonraí mhí an Mhárta 2018. Ag an bpointe sin, agus bunaithe ar 2,231 comhalta foirne ar fud na heagraíochta, ba é 20% an mheánbhearna phá idir na hInscní agus ba é 18.4% an bhearna airmheánach phá.

Bunaithe ar 2,442 fostaí san iomlán, is é 18.7% an mheánbhearna phá idir na hInscní do OÉ Gaillimh bunaithe ar shonraí mhí an Mhárta 2020 agus is é 12% an bhearna airmheánach phá idir na hInscní (féach Tábla 4).

Meánbhearna Phá = 18.7%	Bearna Phá Airmheánach = 12.0%
Meánbhearna Phá OÉ Gaillimh	Bearna Phá Airmheánach OÉ Gaillimh
2020 = 18.7%	2020 = 12.0%
2019 = 17.9%	2019 = 12.0%
2018 = 20%	2018 = 18.4%

Tábla 4

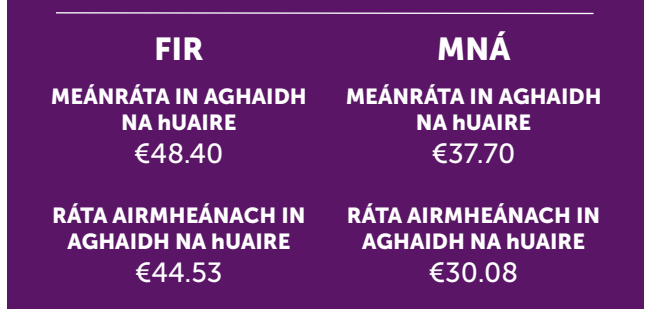


Fíor 7

## BEARNA PHÁ ACADÚIL

Mar a bhí i mblianta roimhe seo, tá an bhearna phá idir na hInscní in OÉ Gaillimh de bharr na bearna pá Acadúil:

Meánbhearna Phá Acadúil = 22.1%  
Bearna Phá Airmheánach = 5.9%



Fíor 8: Foireann Acadúil

<b>BEARNA PHÁ NA FOIRNE SEIRBHÍSÍ TACAÍOCHTA</b>		<b>BEARNA PHÁ NA FOIRNE TAIGHDE</b>	
Meánbhearna Phá = 12.7%		Meánbhearna Phá = 7%	
Bearna Phá <b>Airmheánach</b> = 10.9%		Bearna Phá <b>Airmheánach</b> = 2.2%	
<b>FIR</b>	<b>MNÁ</b>	<b>FIR</b>	<b>MNÁ</b>
<b>MEÁNRRÁTA IN AGHAIDH NA hUAIRE</b>	<b>MEÁNRRÁTA IN AGHAIDH NA hUAIRE</b>	<b>MEÁNRRÁTA IN AGHAIDH NA hUAIRE</b>	<b>MEÁNRRÁTA IN AGHAIDH NA hUAIRE</b>
€31.58	€27.56	€22.38	€21.38
<b>RÁTA AIRMHEÁNACH IN AGHAIDH NA hUAIRE</b>	<b>RÁTA AIRMHEÁNACH IN AGHAIDH NA hUAIRE</b>	<b>RÁTA AIRMHEÁNACH IN AGHAIDH NA hUAIRE</b>	<b>RÁTA AIRMHEÁNACH IN AGHAIDH NA hUAIRE</b>
€29.23	€26.26	€21.39	€20.91

Fíor 9: Foireann Seirbhísí Tacaíochta agus Taighde

<b>Achoimre Thuairiscithe GPG OÉ Gaillimh</b>						
<b>Catagóir</b>	<b>Meánbhearna</b>			<b>Bearna Airmheánach</b>		
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Acadúil</b>	23.2%	21.3%	22.1%	11.8%	5.9%	5.9%
<b>Foireann na Seirbhísí Tacaíochta</b>	14.4%	12.8%	12.7%	16.8%	10.2%	10.9%
<b>Taighde</b>	7.6%	6.7%	7%	0.0%	0.0%	2.2%

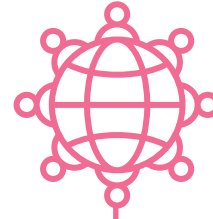
Tábla 5: Achoimre Thuairiscithe GPG OÉ Gaillimh

### Seo a leanas roinnt de na bearta atá á ndéanamh ag OÉ Gaillimh leis an GPG a laghdú:

- Tionscadal Arduithe Céime ina ndírítear ar arduithe céime chuig léachtóir sinsearach agus ollamh pearsanta – a thacóidh le suas le 15 bhean in aghaidh na bliana a ullmhú d'arduithe céime.
- Táthar ag déanamh monatóireacht cháiréiseach ar ghrúpa iarratasóirí agus ar ghearrliostaí le haghaidh gach post sinsearach, idir ghairmiúil agus acadúil. Is éard atá i gceist leis seo go bhfuiltear ag iarraidh go mbeidh ar a laghad 30% d'iarrthóirí bainearna i ngrúpaí iarratasóirí do gach post agus go mbeidh dáileadh 50:50 i ngearrliostaí do gach post sinsearach – ó thús na bliana acadúla 2019/2020 ar aghaidh.
- Cuireadh tús le próiseas ardaithe céime rollach maidir le hardú céime chuig léachtóir sinsearach agus chuig ollamh pearsanta (le dhá dheis le hiarratas a dhéanamh gach bliain) i mí na Nollag 2019.
- Tá sé i gceist Grád an Ollaimh Chomhlaigh a thabhairt ar ais an athair go OÉ Gaillimh i Lúnasa 2021.
- Tá deontais taighde do chúramóirí acadúla ag filleadh agus deontais d'fhorbairt acmhainne taighde Athena SWAN (suas le 10 in aghaidh na bliana) ar fáil ón mBliain Acadúil 2016-2017 i leith.
- Táthar ag déanamh monatóireacht ar iarratais agus ar thorthaí na scéime Coinneála de réir inscne agus táthar ag déanamh tuairiscíú bliantúil don Chomhairle Acadúil, EDICC agus Údarás na hOllscoile ó Mheitheamh 2019.
- Tá an Stiúrthóir AD i dteagmháil le piaraí ar fud earnáil na n-ollscoileanna le dul chun cinn a dhéanamh ar chur chuige earnála i leith Creat Meastóireachta Poist a fhorbairt d'Fhoireann Riaracháin/Theicniúil. Is ceist shuntasach i gcónaí í seo d'earnáil na n-ollscoileanna in Éirinn ó chuir an Creat Rialaithe Fostaíochta cosc ar arduithe céime a thabhairt d'fhoireann riaracháin/theicniúil.
- Tá tacaíochtaí d'fhorbairt gairme agus ceannaireachta – Clár Forbartha Ceannaireachta Aurora ar fáil do suas le 15-20 bean in aghaidh na bliana ó gach catagóir foirne. Tá cláir forbartha gairme, cláir mheantóireachta agus/nó cláir chóitseála ar fáil do gach comhalta foirne OÉ Gaillimh.
- Tá grúpa oibre ar Fhostaíocht Neamhbhuan faoi stiúir AD – ag socrú an t-am i láthair agus ag pleanáil don todhchaí.
- Beidh an creat inniúlachta do ghráid riaracháin mar chuid den scéim do mhéideanna poist, a gcuirfeadh tús leis i Meán Fómhair 2021.
- Cláir oiliúna do ghráid riaracháin, i.e. Gráid 2 - 5, chun a gcuid scileanna a fhorbairt do róil amach anseo.
- Tá tiomantas tugtha ag OÉ Gaillimh d'iniúchtaí bliantúla agus do thuairiscíú a dhéanamh ar an GPG.

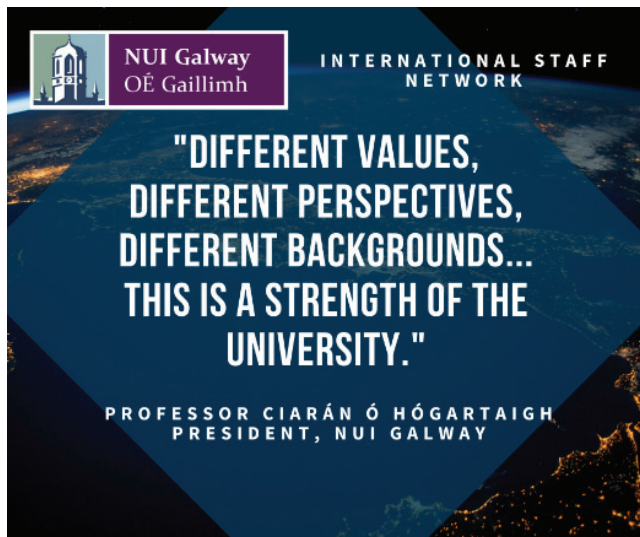
# 12. Saothar na Líonraí Foirne

i dTimpeallacht COVID-19



## An Líonra Foirne Idirnáisiúnta

Seoladh an Líonra Foirne Idirnáisiúnta in OÉ Gaillimh go hoifigiúil ar an 7 Bealtaine 2020. Reáchtáladh seoladh fíorúil ar ríomhphost agus ar na meáin shóisialta agus foilsíodh físeán fáiltithe le hUachtarán na hOllscoile, an tOllamh Ciarán Ó hÓgartaigh.



An Líonra Foirne Idirnáisiúnta OÉ Gaillimh

Cé gur líonra 'fíorúil' a bhí inár Líonra ó bunaíodh é, tá dul chun cinn déanta ag an Líonra i gcaitheamh 2020/21, a bhuíochas le hobair leanúnach ár Foirne Feidhmiúcháin tiomanta. Tá 142 ball chláraithe againn faoi láthair, ó tuairim is 35 tír ar fud an domhain. Reáchtáladh imeachtaí fíorúla i gcaitheamh na bliana acadúla seo le bonn a chur faoinár líonra. Reáchtáladh seacht maidin caifé shóisialta le tacaíocht a chur ar fáil, mar aon lé réimse éagsúil imeachtaí:

**16 Deireadh Fómhair** – an Chéad Chruinniú Oscailte den Líonra le tairní foirne idirnáisiúnta a phlé

**20 Samhain** – Cruinniú Oscailte faoi Rialachas na hOllscoile, inar tugadh ugach dár mbaill iad féin a gcur chun cinn le haghaidh coistí

**30 Nollaig** – Teacht le chéile sóisialta le linn dhúnadh na hOllscoile le foireann idirnáisiúnta a cheangal le chéile

**12 Márta** – Ócáid an Líonra chun ceiliúradh a dhéanamh ar Lá Idirnáisiúnta na mBan: 'Peirspictíochtaí Idirnáisiúnta: Mná i dTaighde a Cheiliúradh'

**Bealtaine 2021** – Bliain amháin ar an bhfód mar líonra foirne oifigiúil a cheiliúradh

Nuair a cuireadh tús lenár líonra bhí sé i gceist glór agus fíis shoiléir ar mhaithe le cuimsiú agus le hionadaíocht in OÉ Gaillimh a chur ar fáil. Agus muid ag dul chun cinn is iad seo a leanas ár bpríomhchuspóirí:

- Aghaidh a thabhairt ar leatrom ciníoch ar an gcampas
- Feasacht chultúrtha a fheabhsú
- Deiseanna líonraithe shóisialta a chur ar fáil dár mbaill
- Cion a dhéanamh d'obair na hOllscoile maidir le cuimsiú agus le hionadaíocht

Táimid ag súil le hoibriú lenár Líonra sa bhliain acadúil amach romhainn, agus muid ag druidim i dtreo ár dara bliain ar an bhfód agus ag oibriú le chéile ar ár spriocanna. Is féidir leat tuilleadh eolais a fháil faoinár líonra agus faoin gcaoi le bheith i do bhall ag [www.nuigalway.ie/isn](http://www.nuigalway.ie/isn)

## Líonra Foirne LGBT+

Agus bliain caite againn ag maireachtáil le COVID-19, ba mhaith liom buíochas a ghabháil le baill an choiste agus le baill an Líonra Foirne LGBT+ as ucht a gcuid oibre leanúnaí agus a dtacaíochta le linn na corraíola a bhaineann le maireachtáil le linn paindéime. Ó mhí Feabhra 2020 rinne baill na bearta seo a leanas:

- freastal ar imeacht chun Bratach Bhród na Gaillimhe a ardú (10 Lúnasa 2020);
- páirt a ghlacadh i seisiún plé beo ar líne le linn sheachtain Bhród na Gaillimhe (Folláine san Ionad Oibre – 11 Lúnasa 2020);
- tacú le comhghleacaithe in GMIT le Líonra Foirne LGBT+ a fhorbairt;
- freastal ar chruinnithe an Choiste Comhionannais, Éagsúlachta & Cuimsithe de chuid OÉ Gaillimh;
- tacú le críochnú an tionscadail taighde Mapping LGBTQ+ Lives at NUI Galway (a bhuíochas le gach duine a thacaigh leis an tionscadal seo an OPVED san áireamh, agus a bhuíochas leis an taighdeoir go háirithe);

- scríobh ar son ainmnithe do bhronnadh dochtúireachta oinigh agus ar son áitreabh nua do AMACH;
- i dteannta leis an nGréasán Ban na hOllscoile agus an Líonra Foirne Idirnáisiúnta, thug ugach do bhaill freastal ar imeacht toghchánaíochta an Údaráis ar an 16 Nollaig agus chuir rannpháirtíocht sa toghchán chun cinn;
- reáchtáil imeacht sóisialta ar líne do bhaill an Líonra ar an 11 Nollaig 2021;
- reáchtáil seimineár gréasáin ar an 18 Feabhra 2021: labhair an Dr Mary McAuliffe ar mhná réabhlóideacha agus chuir an Dr Declan Coogan i láthair torthaí an tionscadail Mapping LGBT+ Lives at NUI Galway. Thugamar cuireadh chuig an imeacht seo do chomhaltaí foirne GMIT.



*Labhair an Dr Mary McAuliffe, Ollamh Cúnta le Léann Inscne, COBÁC ar 'Having little use for men' (revolutionary women)' ag seimineár gréasáin an Líonra Foirne LGBT+ ar an 18 Feabhra 2021.*

Ba í an chéad mhórócaid fhíorúil inár bhféilire Léacht Bhliantúil Sheehy Skeffington ar an 30 Deireadh Fómhair 2020, a thug an t-iriseoir agus an feachtasóir an Dr Tom Clonan. Thug an Dr Clonan cuntas croiúil ar a scéin faoi mhéid na mí-úsáide gnéasaí laistigh d'fhórsaí armtha na hÉireann agus faoi na constaicí a bhí roimhe maidir le háitiú ar na húdaráis dul i ngleic leis an bhfadhb. Rinne sé cur síos freisin ar a shástacht maidir leis na leasuithe a raibh baint aigean a chur i bhfeidhm ar deireadh.

Agus muid ag dréim le Toghcháin Údarás na hOllscoile, d'óstálar imeacht 'Buail leis na hIarthóirí' ar an 16 Nollaig 2020, i gcomhar leis na Líonraí Foirne Idirnáisiúnta agus LGBT+. Rinne dháréag iarrthóirí a gcur i láthair agus d'fhreagair siad ceisteanna ón lucht féachana. Ba chúis áthais dúinn a fheiceáil gur toghadh beirt bhan mar thoradh ar an vótáil i ngach ceann de na trí chatagóir foirne.

Rinneamar Lá Idirnáisiúnta na mBan a cheiliúradh ar an 8 Márta 2021 ag ar thug Catherine Connolly, TD, an príomhléacht dar teideal 'Using Your Voice'. Arna vótáil mar an gcéad Leas-Cheann Chomhairle baineann le deireanas, ba rogha mhóréilimh í Connolly, mar b'fhollasach ar an slua mór a d'fhreastail ar an léacht. Labhair Connolly go paiseanta faoi thábhacht na Gaeilge, na timpeallachta agus an gá atá le hiogaireacht maidir le dul i ngleic leis na hábhair imní a bhí ag marthanóirí na dTithe Máithreacha agus Naionán.

## Gréasán Ban na hOllscoile

Tháinig paindéim Covid-19 i gceist agus cuireadh an chéad dianghlasáil i bhfeidhm sna laethanta beaga tar éis Lá Idirnáisiúnta na mBan in 2020 agus mhúnlaigh sé ár ngníomhaíochtaí ó shin i leith. Agus aird á tabhairt againn ar thaighde ina dtugtar le fios tionchar díréireach a bheith ag an bpaindéim ar mhná, mholamar suirbhé uile-foirne a dhéanamh ar thaithí a bheith ag obair ón mbaile. Arna dhearadh ag OVPED agus arna chur i bhfeidhm i mí an Mheithimh 2020, léiríodh sa suirbhé go raibh imní ghinearálta ann faoi spás fisiciúil agus faoi dhícheangal ón obair, ach ba chúis mhór imní iad freagrachtaí cúraim i measc roinnt comhaltaí foirne baineanna.



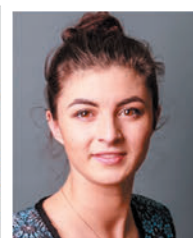
*Catherine Connolly, TD, príomhchainteoir do Lá Idirnáisiúnta na mBan, an 8 Márta 2021, á óstáil ag Gréasán Ban na hOllscoile*



*Léacht Bhliantúil Mór le rá Sheehy Skeffington: 'Sisters in Arms: Researching women soldiers in Ireland's Armed Forces – An Intellectual, Ethical & Personal Journey' - An Dr Tom Clonan.*

Bhí ár gCruinniú Ginearálta Bliantúil ar siúl seachtain ina dhiaidh sin. Thug sé sin deis baill nua an choiste a chur in aithne agus imeachtaí atá ar na bacáin a phoiblíú. Ina measc siúd bhí ceardlann a réachtáil an Phreasoifig ar an 19 Márta maidir le cion a dhéanamh do na meáin agus ceardlann eile a réachtáil Advance HE maidir le Comhionannas Ciníoch a mí Aibreáin. Arna comhbhunú ag an OPVED, mhol an Lónra an dara ceardlann mar fhreagra ar agóidí Black Lives Matter agus deartar í

le cuidiú le hoideachas a chur ar an gcoiste agus ar chomhaltai foirne sinsearacha ar fud na hollscoile maidir leis an gcao is fearr le comhionannas ciníoch a chinntiú in OÉ Gaillimh. Tasc eile atá le déanamh againn measúnú a dhéanamh ar thorthaí an tsuirbhé ríomhphoist chuig an bhfoireann ar fad 'Fir mar Ghníomhairí Athraithe' a scaipeamar le deireanas, a chomhlíonann tiomantas a tugadh faoin bPlean Gníomhaíochta Comhionannais Inscne.



Bhí clár cuimsitheach imeachtaí fíorúla ar siúl i mí an Mhárta, mar cheiliúradh ar Lá Idirnáisiúnta na mBan 2021.

**I measc na gcainteoirí bhí:** Catherine Connolly, TD agus Leas-Cheann Comhairle; an Dr Sinéad Ring, Ollscoil Mhá Nuad, an Dr Pádraig Mac Neela, OÉ Gaillimh agus an tOllamh Jason Last, Coláiste na hOllscoile, Baile Átha Cliath; Kerrie Power, HEAnet; Cliona O'Leary, RTÉ; an tOllamh Molly Byrne, OÉ Gaillimh; an Dr Mahaut Fanchini, Ollscoil Paris-Est Créteil, an Dr Laura William, Scoil Ghnó Greenwich, an Dr Nanna Bonde Thylstrup, Scoil Ghnó Chóbanhávan, agus an Dr Daniela Agostinho, Ollscoil Chóbanhávan agus Brigid MacCarthy, Tavistock/UEL; Aoibhin Sheedy, OÉ Gaillimh agus an Dr Anushree Dwivedi, CERENOVUS; an Dr Nata Duvvury, an Dr Katarzyna Gojanek-Whysall, Adriana Cardinot, agus an Dr Ioanna Tourkochorití, OÉ Gaillimh; an tOllamh Maria S. Floro, Ollscoil Mheiriceánach agus an Dr Srinivas Raghavendra, OÉ Gaillimh.



# 13. An Scéal is Déanaí maidir le Clár Oibre EDICC

i gcaitheamh na Bliana Acadúla 2020/21



## (i) Rochtain

Tá an Coiste maidir le Rannpháirtíocht a Fhairsingiú (WP) faoi lán seoil ó mhí Feabhra 2020 agus tháinig sé le chéile ceithre huaire go dtí seo.

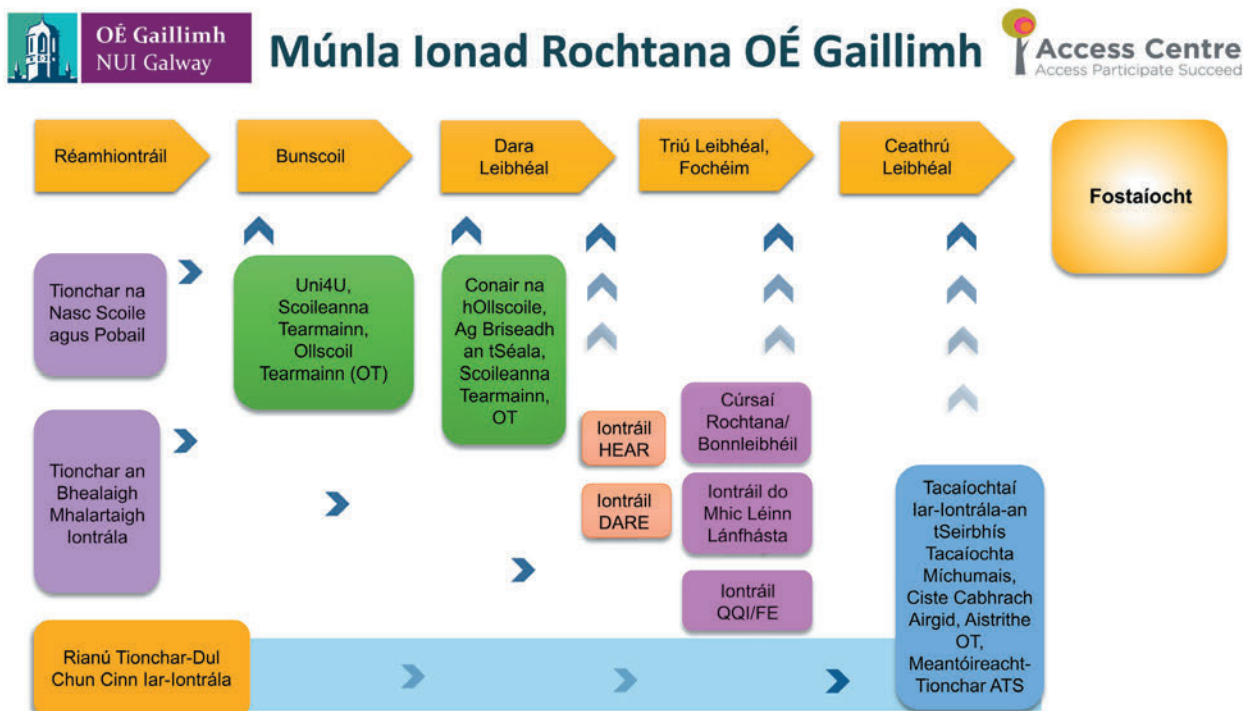
Is iad seo a leanas na Gníomhaíochtaí don Choiste WP faoi Sprioc 4.5 den straitéis EDI, 'Constaicí roimh an gcuimsiú do mhic léinn de réir cúnsí socheacnamaíocha agus stádais mhionlaigh a aithint agus a leagan síos':

1. Dea-chleachtas, straitéisí agus gníomhaíochtaí a aithint a chuireann ar chumas mac léinn atá faoi ghannionadaíocht páirt a ghlacadh agus dul chun cinn a dhéanamh, agus polasaithe a mholadh a chuirfidh le tuiscint agus le cur chun cinn gníomhach OÉ Gaillimh i réimsí an Chuimsithe Shóisialta, an Chomhionannais agus na hÉagsúlachta;
2. Machnamh a dhéanamh ar rátaí rannpháirtíochta, coinneála agus dul chun cinn do mhic léinn atá faoi ghannionadaíocht san Ollscoil agus nasc a dhéanamh

le hobair Choiste Eispéreas na Mac Léinn le moltaí a thabhairt agus próiseas le monatóireacht a dhéanamh ar dhul chun cinn i ndáil leis sin;

3. Plean a fhorbairt agus a mhaoirsiú le hinfeictheacht na hOllscoile a fheabhsú agus le clú na hOllscoile mar thimpeallacht chuimsitheach oideachais a fheabhsú agus le hoiliúint a chur ar chomhairleoirí rannpháirtíochta.

Bunaíodh foghrúpa Tasc agus Cur i gCrích le tuairisc a chur ar fáil a thabharfaidh sainmhíniú ar Rochtain agus Rannpháirtíocht a Leathnú in OÉ Gaillimh, agus a thacóidh le príomhshruthú WAP. Ó mhí Feabhra 2021 i leith, rinne an grúpa seo cumarsáid le gach coláiste agus stiúrthóir cláir maidir le gníomhaíochtaí coláiste, scoile nó cláir a bhaineann le WAP faoi dhúshraitheanna éagsúla de chuid Mhúnla an Ionaid Rochtana (**féach Fíor 10**). Dá éis sin, déanfar suirbhé ar na coláistí uile maidir le WAP, agus seolfar an tuarascáil fhoilsithe ina dhiaidh sin féin.



Fíor 10: Múnla an Ionaid Rochtana





Léiríodh clár faisnéise gearr *‘Travellers in Higher Education – Building a Sense of Belonging’* mar chuid d’arrachtaí Oifig Rochtana na hOllscoile tacú le Taistealaithe mar eiseamláirí agus lena rannpháirtíocht san oideachas. Is féidir breathnú ar an gclár faisnéise ag: <https://youtu.be/U-G-ujKtu8w>



**An Clár Aistrithe chuig Fostaíocht**

Is tionscnamh rannpháirtíochta méadaithe bliantúil é an Clár Aistrithe chuig Fostaíocht a réachtálann an tIonad Forbartha Gairme. Féachann sé le tacú le mic léinn atá faoi mhíchumas nó a bhfuil riocht meabhairshláinte orthu agus atá ag ullmhú don aistriú chuig an ionad oibre. D’fhéadfadh sé a bheith sách crua ar mhic léinn poist a chuardach má tá siad buartha faoina míchumas a nochtadh d’fhostóir. Tá an clár cúig bliana ar an bhfód agus cuireadh ar an ngearrliosta é do Ghradam Dhomhanda Zero Project 2021, a thacaíonn le Coinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Míchumas (CRPD) a chur i bhfeidhm.

Is éard atá sa Chlár Aistrithe sraith de cheithre cheardlann a chuireann eolas luachmhar ar fáil maidir le haistrithe a bhainistiú, nochtadh, ceangal le fostóirí, agus tacaíochtaí leantacha tar éis na céime. Cuireadh an clár ar fáil go fóirúil mar fhreagra ar Covid-19



agus ghlac 75 mac léinn páirt sna ceithre sheisiún. I gcaitheamh na sraithe chuireamar fáilte roimh ionadaithe fostóirí ó Apple, Fidelity Investments, Northern Trust agus an BSL. Chuir comhoibriú le AHEAD, Specialisterne agus Employability Galway eolas luachmhar ar fáil do mhic léinn ar nochtadh agus ar chláir intéirneachta do chéimithe faoi mhíchumas. I measc na dteistiméireachtaí ó mhic léinn bhí na ráitis seo a leanas;

*‘D’fhoghlaim mé go leor faoi na roghanna maidir le cathain agus cad chuige a ndéanfar nó nach ndéanfar míchumas a nochtadh d’fhostóir’*

*‘Míle buíochas le Marie agus le Claire as aíonna den sórt sin a chur os ár gcomhair i gcaitheamh na seachtainí. Chuir sé dóchas orm faoin todhchaí. Is mór agam é’*



Bhí an chéad chruinniú den Ghrúpa Stiúrtha don Inrochtaineacht/Dearadh Uillíoch, faoi chathaoirleacht an Uachtaráin, Ciarán Ó hÓgartaigh, ar siúl ar an 19 Eanáir 2021

## (ii) Grúpa Oibre an Champais Idirchultúrtha

Athbhunaíodh Grúpa Oibre an Champais Idirchultúrtha le deireanas mar cheann de shruthanna oibre EDICC na hOllscoile. Is é an Leas-Uachtarán Idirnáisiúnta a dhéanann cathaoirleacht ar an ngrúpa oibre agus tá ionadaithe air ón Líonra Foirne Idirnáisiúnta, an Oifig Idirnáisiúnta, an Ollscoil Tearmainn, Comhaltas na Mac Léinn, AD, agus an OPVED. Tá cúram ar an nGrúpa Oibre aghaidh a thabhairt ar cheisteanna a chuireann teorainn leis an taithí idirchultúrtha in OÉ Gaillimh agus céimeanna dearfacha a spreagadh i dtreo ollscoil a chruthú a chuimsíonn éagsúlacht chultúrtha agus a bhfuil meas aici uirthi.



*Cruinniú Ghrúpa Oibre an Champais Idirchultúrtha, Márta 2021*

D'aithin an grúpa ceithre phríomhthéama a ndíreoidh sé orthu le linn na bliana atá amach romhainn:

### Ciníochas

Is téama lárnach, uileghabhálach de chuid an ghrúpa oibre é seo. Is féidir le ciníochas tionchar tubaisteach a bheith aige ar mhic léinn agus ar an bhfoireann araon. Léiríonn eachtraí ar an gcampas agus taobh amuigh den champas araon gur gá do OÉ Gaillimh tuiscint agus feacht ar chiníochas follasach agus folaithe agus ar mhicreai-ionsaithe ciníocha a fheabhsú. Tagann ciníochas freisin ar scair ar ghnéithe eile neamhionannais amhail neamhionannais inscne agus mhíchumais, rud a léiríonn gréasán casta neamhionannais ar gá aghaidh a thabhairt go hiomlánaíoch air.

### An Deighilt a bhaineann le Taithí na Mac Léinn Idirnáisiúnta

Is minic a fhaigheann mic léinn idirnáisiúnta leibhéal éagsúil airde, tacaíochta agus taithí le hais na mac léinn Éireannach; mar sin féin, is minic a thagann riachtanais na mac léinn idirnáisiúnta ar scair ar riachtanais na mac léinn Éireannach. Tosaíonn an dealú seo idir an chaoi a gcaitear leis na mic léinn idirnáisiúnta/taithí na mac léinn idirnáisiúnta chomh luath leis an gcéim earcaíochta agus buanaítear é le linn a n-aistir. Déantar na difríochtaí seo níos measa de bharr deighiltí idir mic léinn idirnáisiúnta ón Tuaisceart Domhanda i gcomparáid leis an Deisceart Domhanda, agus, mar shampla, srian ar shaoirse gluaiseachta agus deiseanna go leor mic léinn de bharr srianta víosa.

Trí Thionscadal Global Galway, táthar ag spreagadh athrú cultúrtha gan úsáid a bhaint as teanga dhiúltach (neamh-AE) ach ina áit úsáid a bhaint as an bhfocal 'idirnáisiúnta'.

### Tacaíocht agus Taithí na Foirne Idirnáisiúnta

Tá easpa tacaíochta ann do chomhaltaí foirne idirnáisiúnta earcaithe agus iad ag ullmhú le taisteal go hÉirinn, lena n-áirítear tacaíocht a bhaineann le hiarratais ar víosaí, páipéarachas agus lóistín a shocrú, scolaíocht, baincíteacht, etc. a eagrú roimh theacht chun na tíre dóibh. Tá gá freisin le tacaíocht a thabhairt d'fhoireann idirnáisiúnta lena gcomhtháthú san Ollscoil agus in Iarthar na hÉireann.

### Coinneáil Foirne Idirnáisiúnta

Is beag sonraí atá ann faoi láthair lenar féidir rianú a dhéanamh ar choinneáil foirne idirnáisiúnta. Tugann sonraí cáilíochtúla le fios go bhféadfadh fadhanna a bheith ann maidir le coinneáil, agus d'fhéadfadh go n-áireofaí leis seo míbhuntáistí a bhaineann le dul chun cinn laistigh de struchtúir na hOllscoile. Bíonn dúshláin ar leith roimh chomhaltaí foirne idirnáisiúnta, mar shampla, agus cuireann srianta taistil teorainn le comhar taighde agus le freastal ar chomhdhála. Ní mór dúinn na dúshláin sin a aithint agus réitigh a chur ar fáil ina leith.



*Is tionscnamh é seo ina bhfuil mic léinn agus comhaltaí foirne páirteach chun plean idirnáisiúnta a réiteach don Ollscoil a chomhlíonann na spriocanna atá leagtha amach i bhFis agus Straitéis na hOllscoile 2020-2025. Is tionscnamh uailmhianach é, ina ndéantar athbhreithniú ar gach gné de ghníomhaíochtaí idirnáisiúnta na hOllscoile, agus ina ndéantar na bearnaí atá ann faoi láthair agus ár spriocanna don am atá le teacht a aithint. Faigh tuilleadh eolais faoin tionscnamh ar **láithreán gréasáin** an tionscnaimh nó trí bhreathnú ar an **bhfiseán** seo.*

## (iii) Inscne

Féach leathanaigh 14-16 agus 22-24 thuas.



*Iarratas Athena SWAN 2021*



OÉ Gaillimh  
NUI Galway

## PLEAN GNÍOMHAÍOCHTA COMHIONANNAIS INSCNE 2019-2021

BAINEANN NA GNÍOMHAÍOCHTAÍ SA PHLEAN SEO LE CEITHRE CHÁIPÉIS A NDÉANTAR TAGAIRT DÓIBH LAISTIGH DE GHNÍOMHAÍOCHTAÍ SONRACHA. CÁIPÉISÍ AGUS AN SUÍOMH IS FÉIDIR TEACHT ORTHU:

Tuarascáil Deiridh an Tascfhórsa Comhionannais Inscne, OÉ Gaillimh, Bealtaine 2016 (GEAP)  
Athbhreithniú Náisiúnta an ÚAO ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann, Meitheamh 2016 (ÚAO)

[AR FÁIL ANSEO](#)

[AR FÁIL ANSEO](#)

[AR FÁIL ANSEO](#)

[AR FÁIL ANSEO](#)

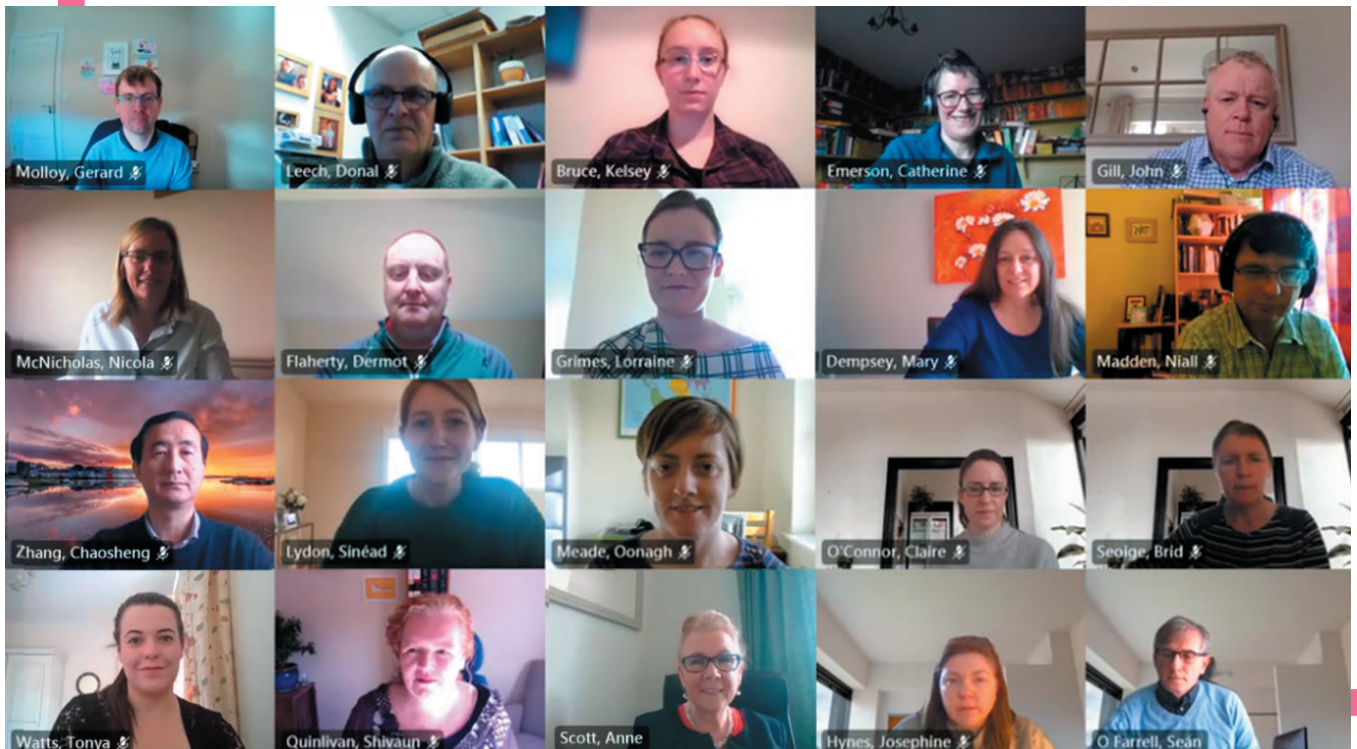
Iarratas Cré-umha Athena SWAN OÉ Gaillimh, Samhain 2017 (AS)

Plean Gníomhaíochta Inscne na Roinne Oideachais agus Scileanna 2018-2020 (An Roinn Oideachais agus Scileanna)

### ACHOIMRE SONRAÍ GNÍOMHAÍOCHTA

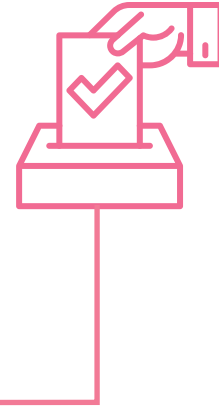
		Stádas				
		Níl sé Tosaithe	Ar Bun – Mar a beartaíodh	Ar Bun – Moill air	I mBaol	Críochnaithe
<b>Gníomhaíochtaí Iomlána:</b>		<b>89</b>	<b>2</b>	<b>16</b>	<b>11</b>	<b>49</b>
<b>Gníomhaíochtaí Iomlána de réir catagóire:</b>	Cultúr					
	Institiúideach	24	1	7	3	11
	Rialachas	14	0	0	0	13
	Athena SWAN	8	0	2	0	6
	Oiliúint agus Forbairt	14	1	2	4	6
	Earcaíocht	13	0	0	1	4
	Ardú Céime	16	0	5	3	5

Nuashonrú & Dul Chun Cinn GEAP (2)



Cruinniú SAT Institiúideach Athena SWAN, Feabhra 2021

# 14. Forbairtí agus Nuashonruithe ar Pholasaithe



## (i) Forbairtí ar Pholasaithe AD

Ó 2018 i leith, tá athbhreithniú cuimsitheach á dhéanamh ar gach polasaí AD, lena n-áirítear polasaithe a bhaineann le EDI, ag an Oifig Acmhainní Daonna. Is gá go ndéantar nuashonrú reachtach ar an iomad polasaithe ar bhonn leanúnach faoi mar a measadh go raibh polasaithe eile i gcomhréir leis an bpróiseas comhairliúcháin comhaontaithe trí bhithin grúpaí leasa foirne, ceardlanna agus iarratais ar aiseolas ó pháirtithe leasmhara éagsúla. Rinneadh Measúnú Tionchair Comhionannais ar gach polasaí sular tugadh faomhadh dó.

Comhaontaíodh an Polasaí Frithbhulaíochta do Chomhaltaí Foirne in 2019 agus tugadh faomhadh don Pholasáí Foirne maidir le Ciapadh agus Gnéaschiapadh in 2020. Le deireanas, thug Foireann Bainistíochta na hOllscoile faomhadh don Pholasáí Saoire Breoiteachta leasaithe agus don Pholasáí Earcaíochta agus Coinneála Foirne Leasaithe agus tá siad araon ar fáil ar láithreán gréasáin AD.

Ainmníodh agus oileadh teagmhálaithe tacaíochta chun tacú le foireann a bhraitheann go bhfuil bulaíocht, ciapadh, nó ciapadh gnéis á d(h)éanamh orthu san ionad oibre.

Tá polasaithe nua á bhforbairt faoi láthair freisin. Tar éis comhairliúcháin agus aiseolas ó pháirtithe leasmhara, thug Foireann Bainistíochta na hOllscoile faomhadh do Pholasáí nua maidir le Caidreamh Comhthoilithe in 2021. Ina theannta sin, thug grúpa oibre foirne faoi Pholasáí maidir le hOibair Chianda a fhorbairt le deireanas.

Cuireadh tús le sraith Seisiún Eolais maidir le Caidreamh le Fostaithe in 2019 chun forléargas a thabhairt agus aird na foirne a dhíriú ar na polasaithe agus na scéimeanna saoire infheidhme. Tá Oiliúint Pholasaithe do Bhainisteoirí beartaithe don dara ráithe de 2021 agus tá sé socraithe go gcuirfeadh ar fáil don fhoireann go léir i Meán Fómhair 2021.

Tá na polasaithe go léir ar fáil ar láithreán gréasáin AD.

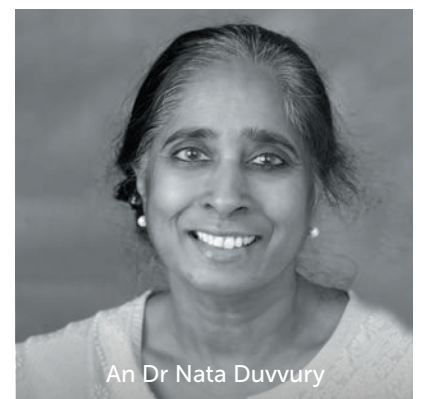
## (ii) Polasaí Saoire Foréigin Baile

Is é Coiste Campais EDI (EDICC) a leagann amach an creat comhionannais maidir le soláthar seirbhísí agus fostaíocht ar fud na hOllscoile trí chlár oibre oibríochtúla a fhorbairt. Fócas tábhachtach de chuid phlean oibre 2020/21 an

EDICC is ea Polasaí Saoire Foréigin Baile a fhorbairt i gcomhar leis an Oifig AD.

Tharraing an Dr Nata Duvvury, a bhfuil a cuid taighde dírithe ar na costais shóisialta agus eacnamaíocha a bhaineann le foréigean baile a dhéanamh amach i dtíortha go leor ar fud an domhain, aird an EDICC ar cheist an fhoréigin baile in Earrach na bliana 2020. Chaith sí léas ar iarmhairtí tromchúiseacha an fhoréigin baile a bhaineann an bonn de bhisiúlacht, d'inniúlacht, agus d'fholláine mharthanóirí an fhoréigin sin. Phléigh sí an gá le gníomhú agus chaith sí léas ar an gcleachtas domhanda atá ag teacht chun cinn i measc institiúidí (príobháideacha agus poiblí) chun aghaidh a thabhairt ar an bhforéigean baile a tharlaíonn do chomhaltaí foirne, mar aon le tiomantas rialtas na hÉireann do reachtaíocht a bhaineann le polasaithe saoire foréigin baile a achtú chomh maith. D'iarr an EDICC ar fhochoiste polasaí saoire foréigin baile a fhorbairt do OÉ Gaillimh.

D'fhorbair an fochoiste (ina raibh an Dr Nata Duvvury, Sinead Wynne agus Daniel O'Hara) dréachtpholasáí Saoire Foréigin Baile. Sa pholasáí glacadh le sainmhíniú leathan ar fhoréigean baile chun an réimse taithí a d'fhéadfadh a bheith ag gach comhalta foirne, lena n-áirítear foréigean dlúthpháirtí, foréigean a dhéanann baill teaghlaigh aosaigh eile, agus foréigean leanaí ar thuismitheoirí a chuimsiú. Tugadh faoi phróiseas comhairliúcháin le baill de EDICC, leis na ceardchumann, agus le líonraí foirne inar aithníodh an polasaí mar cháipéis chaolchúiseach a léiríonn na riachtanais éagsúla a bhaineann le ról foirne éagsúla. Thug Foireann Bainistíochta na hOllscoile faomhadh don pholasáí i mí Aibreáin 2021. Tá sé i gceist againn an polasaí seo a chur i bhfeidhm láithreach. Cuireann sé seo OÉ Gaillimh chun cinn mar cheannaire in earnáil an ardoideachais maidir le haghaidh gníomhach a thabhairt ar fhoréigean baile – ceist a nglactar léi go minic mar shárú ar chearta, ach atá lasmuigh de 'sainchúram na hinstiúidí'.



An Dr Nata Duvvury



# 15. Clár Oibre EDICC

don BA 2021/22



## Sruth Oibre Rochtana

San obair leanúnach atá á déanamh ag an nGrúpa Oibre Rochtana tugtar tosaíocht don mhéid seo a leanas don Bhliain Acadúil 2021/22:

- Príomhshruthú a dhéanamh ar Rochtain agus Rannpháirtíocht a Fhairsingiú (WAP) ar fud gach coláiste.
- Tar éis an chleachtaidh iniúchta tosaigh a cuireadh i gcrích sa Bhliain Acadúil 2020/21 beidh suirbhé ar gach coláiste maidir le WAP, agus déanfar anailís ar shonraí an tsuirbhé agus foilseofar tuairisc chun eolas a chur ar fáil do thionscnaimh WAP a dhéanfar amach anseo ar fud OÉ Gaillimh.

## Sruth Oibre Comhionannais Inscne

Bíonn ionchur ó thrí ghrúpa oibre i gceist leis an sruth oibre seo:

- SAT Institiúideach Athena SWAN
- An Grúpa Oibre do Chur i bhFeidhm an Chreata Toilithe
- An Grúpa Oibre do Chur i bhFeidhm na Straitéis EDI

Is é a bheidh sa chlár oibre lárnach forbairt agus cur i bhfeidhm an tríú GEAP do OÉ Gaillimh, na gnéithe seo a leanas san áireamh:

- Plean Gníomhaíochta Athena SWAN (2021)
- An Plean Gníomhaíochta maidir leis an gCreat Toilithe
- Gnéithe inscne an Phlean Feidhmiúcháin do Straitéis EDI

## Sruth Oibre an Champais Idirchultúrtha

D'aithin an grúpa oibre ceithre phríomhthéama a ndíreoidh sé orthu le linn na bliana atá amach romhainn:

- Ciníochas
- An deighilt a bhaineann le taithí na mac léinn idirnáisiúnta
- Tacaíocht agus taithí na foirne idirnáisiúnta
- Coinneáil mac léinn idirnáisiúnta

## Sruth Oibre don Dearadh Uilíoch agus Inrochtaineacht

Is éard a bheidh i gceist le dul chun cinn na hoibre faoin sruth oibre seo don Bhliain Acadúil 2021/22:

- An Grúpa Oibre don Dearadh Uilíoch agus Inrochtaineacht a bhunú
- Tús a chur le cur i bhfeidhm an Phlean Gníomhaíochta 3 bliana don Dearadh Uilíoch agus Inrochtaineacht

## Sruth Oibre an Phlean Feidhmiúcháin do Straitéis EDI

Monatóireacht, cur i bhfeidhm agus tuairisciú ar dhul chun cinn an Phlean Feidhmiúcháin do Straitéis EDI.



Roinnt ball den EDICC ag cruinniú i mí Aibreáin 2021





OÉ Gaillimh  
NUI Galway

# Comhionannas, Éagsúlacht agus Cuimsiú

Tuarascáil Bhliantúil 2020/21

Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta  
OÉ Gaillimh  
Bóthar na hOllscoile  
Gaillimh

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