



NUI Galway  
OÉ Gaillimh

# Equality, Diversity and Inclusion Annual Report

2021/22





'Equality Emerging' sculpture by John Behan.

'Equality Is But Difference – Respected and Celebrated'.

Photo by Prof Chaosheng Zhang

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## Foreword

Having commenced as Vice-President for Equality, Diversity and Inclusion (VPEDI) at NUI Galway in January 2022, I would particularly like to express my appreciation to Aoife Cooke, Niamh Gallagher and Dr Laura Loftus for their warm welcome and support since I started. I am very fortunate to be working with such a dedicated and experienced team both in the Equality, Diversity and Inclusion office and alongside the Vice-Deans for EDI. We are delighted to be able to acknowledge several of the extensive activities to advance the NUI Galway EDI agenda undertaken throughout the academic year 2021/22 in the Equality, Diversity and Inclusion Annual report 2021/22. I would also like to acknowledge the contribution and support from the Deputy President and Registrar, Professor Pól Ó Dochartaigh, who had responsibility for the EDI agenda in the period prior to my taking on this post.

Building on the progressive approach to equality embedded under the previous VPED, Professor Anne Scott, the annual report demonstrates the exceptional engagement of so many members of the university community to advancing a strategic and practical emphasis on EDI within the university and the wider society. The multifaceted equality agenda outlined in this annual report illustrates the vision and commitment to addressing systemic and cultural change that informs this work.

Again this academic year, both staff and students were confronted by the effects of COVID-19 on our professional lives, and our family and friends. In addition, the attempted cyber-attack also presented numerous challenges and we are grateful to the widespread institutional effort to minimise the impact of this disruption. This report provides an overview of the activities of the Vice-Deans for EDI, institutional staff networks, many staff members in the Access Centre, University of Sanctuary, the Equality, Diversity and Inclusion Campus Committee (EDICC), Equality, Diversity and Inclusion Committee (EDIC) of Údarás na hOllscoile, wider academic and support services, and the work of the Office of the Vice-President for Equality, Diversity and Inclusion (OVPEI). The actions undertaken in 2021/22 are aligned to the five goals of the NUI Galway EDI Strategy 2020-2025. Furthermore, these actions specifically advance the high-level goals under the NUI Galway Strategy 2020-2025, particularly evident in the strategic values of Respect and Openness.

Internationally we continue to face multiple barriers as a result of the seemingly intractable nature of inequality which remains deep rooted and pervasive. This requires us to be proactive in shaping a counter narrative to the global discourse that legitimises and entrenches racial, gender, class, sexuality, age and ability hierarchies. Deepening critical awareness and understanding in conjunction with the expression of solidarity is central to creating substantive changes and an environment that values and respects all people equally, regardless of their identity characteristics. There are many ways to model these changes through our daily interactions within our university community, through our research and teaching, and empowering our support services.

I very much look forward to continuing to engage with both staff and students in progressing a transformative equality, diversity and inclusion agenda at NUI Galway. Systemic change requires courage and commitment, the capacity to be creative and innovative. I am encouraged by the possibilities that a collaborative process of change can deliver as we collectively strive to widen and deepen the EDI agenda in the years ahead.

**Dr Helen Maher**

Vice-President for Equality, Diversity and Inclusion.



## Message from President Ó hÓgartaigh



The Belfast poet Louis McNiece in his poem 'Of things being various', writes

*World is suddener than we fancy it.  
World is crazier and more of it than  
we think,  
Incorrigibly plural.*

Things are various here at NUI Galway, and we are proud of it.

This annual report illustrates this variousness, and the energy and engagement of the NUI Galway community in making it so, supporting this central pillar of the university's overarching strategy. The diversification of the work undertaken to progress equality is increasingly apparent in the type of activities that are being developed, led and implemented by NUI Galway.

Our staff networks are continuing to make an impact in deepening our understanding of EDI issues and the experiences of colleagues on the basis of specific aspects of their identity. I am also struck by the manner in which our focus on the affirmative recognition of Traveller ethnicity is now marked by a week-long series of events and an extensive programme of outreach and support for engaging members of the Traveller community. Furthermore, the launch of the process for developing the Respect Charter is very timely as we transition from the shadow of a global pandemic with a renewed sense of community and support for each other. The Respect Charter is an innovative and valuable aspect of our strategic commitment to embedding respect at all levels within the university. I have previously outlined that 'if we have respect, all else follows' and this is core, not solely to our equality, diversity and inclusion focus, but to all of our actions and the manner in which we impact

on our wider community, society and environment. Initiatives such as the documentary on Prof Afshin Samali's personal and professional journey and the EU PASSWORLD project are an indication of further innovation in our EDI actions. These are examples of the possibilities and opportunities the future may hold for our University of Sanctuary scholars.

During this academic year we renewed our institutional Athena Swan Bronze award and achieved new Bronze awards in the Schools of Nursing & Midwifery, Chemistry, Psychology, Natural Sciences, Mathematics, Statistics & Applied Mathematics, and Health Sciences in addition to renewing our Bronze award in the School of Medicine. The awarding of HEA performance funding in recognition of the progress made in relation to gender equality is valuable both in the context of progressing our gender equality commitments and expanding our focus on EDI.

The establishment of the Universal Design and Accessibility working group tasked with oversight of the UDA action plan and the launch of the UDA policy have been instrumental in progressing our commitments to universal design this academic year. This work complements the extensive initiatives that have been supported by the Enhancing Accessibility and Inclusion project.

I would like to express my sincere gratitude to colleagues who are involved in working to further EDI at NUI Galway, in particular members of EDICC, EDIC, Vice-Deans EDI, and colleagues in the OVPEDI.

**Professor Ciarán Ó hÓgartaigh**  
Uachtarán—President

As we approach the end of another academic year, I am delighted to write this message to acknowledge the commitment to EDI evidenced in the Equality, Diversity and Inclusion Annual Report 2021/22. Our activities in this area speak to our commitment to our values of respect, openness, excellence and sustainability, values which require a renewal and a rearticulation every day.

This year, we welcomed Helen Maher as our new Vice-President of Equality, Diversity and Inclusion on the retirement of Professor Anne Scott. In addition, I would like to commend our Deputy President and Registrar, Pól Ó Dochartaigh who held responsibility for the equality, diversity and inclusion directorate on an interim basis, prior to Helen's commencement in January. We added inclusion to the title as a mark of the manner of the role as we see it. Helen brings a wealth and range of experience in a variety of different settings which will further enhance our impact in this area, an impact which is profound for people's lives in so many ways.

## Introduction

The NUI Galway Equality, Diversity and Inclusion Strategy 2020-2025 provides a broad framework within which to progress our specific actions to support a diverse, equitable and inclusive university in a sustainable and transformative manner. The EDI Annual Report 2021/22 is structured in accordance with the five overarching goals of the EDI Strategy while recognising that many of the initiatives are relevant to several goals simultaneously, owing to their multifaceted nature.

A major achievement during this year was the successful outcome of the impact case study on gender equality submitted to the Higher Education Authority (HEA). The awarding of €1 million by the HEA is a significant recognition of the progress that has been made to date in addressing gender inequality at NUI Galway. The substantial focus on gender equality is evident in the number of Athena Swan Bronze awards that have been achieved at school level this year. In addition, the renewal of the Athena Swan Bronze Institutional award and the School of Medicine Bronze award is an indication of the ongoing commitment to supporting gender equality. The extensive range of activities for international women's week demonstrated the energy and diversity of approaches to supporting staff engagement on gender equality and the intersectional dimensions of gender inequalities.

NUI Galway has now gathered a comprehensive data set to measure the gender pay gap over a four-year period. This research is very current in the context of the legislative basis which requires organisations with over 250 employees to report on the gender pay gap in 2022. Trends emerging in gender pay gap data illustrate that there has been a marginal improvement in the mean gap over the past 4 years from 20% in 2018 to 18% in 2021. However, there are both positive and negative variations within this analysis when disaggregated in accordance with academic, support services and research staff categories. This evidence base is central to our understanding of the gendered nature of employment with reference to pay, recruitment, career progression, promotion, and leavers.

The awarding of HEA performance funding is very timely as it will support a specific programme of EDI activities over the next three years as we seek to expand our EDI emphasis. National research reports were published on **Race Equality in the Higher Education Sector**, and on the experiences of both students and staff in relation to **Sexual Violence and Harassment in Higher Education**. These reports provide a contemporary evidence base and illustrate the necessity of ensuring that we adopt a proactive approach to ending racial discrimination, sexual violence and harassment. The launch of online module **'Let's Talk about Race in the Higher Education Sector'** and the **'Speak Out'** tool are of specific relevance to the development of practical tools to increase awareness and to signpost the supports that are available for staff and students. In the context of race equality, the extensive programme of activities undertaken during Traveller Ethnicity Week are indicative of the leadership role that NUI Galway are playing within the higher education sector to proactively engage members of the Traveller community. The many events which were held played a critical role in contributing to local and national awareness of the multifaceted debates that are emerging in relation to Traveller ethnicity, identity and experience in higher education. The International Staff Network have also made a significant contribution to increasing awareness of the impact of racial inequality and discrimination in higher education through hosting webinars and staff discussions.

Recognising that economic, social and cultural barriers inhibit meaningful participation and engagement in higher education, the activities of the NUI Galway Access Centre illustrate that developing multifaceted access programmes and initiatives and providing appropriate supports can widen access and enhance the conditions to enable students to realise their potential. The Enhancing Access and Inclusion project is a particularly dynamic approach to addressing multiple forms of exclusion for students with disabilities. Similarly, the inclusive learning projects have added substantially to our capacity and expertise in understanding the obstacles and challenges experienced by a diverse cohort of students. This research centred on amplifying the student voice, proactively underpins the implementation of universal design for

learning, in tandem with other innovative and inclusive pedagogies. THE Impact Rankings under SDG10-Reduced Inequalities places NUI Galway at 58 of 796 institutions globally, further supporting the evidence of the effectiveness of this collective approach to widening access and supporting student outcomes.

The programme team at the OVPEDI is set to expand as we move into the next academic year, with new posts in relation to data management, sexual violence and harassment prevention and response, race equality and gender equality. There have also been some changes in relation to the Vice-Deans for EDI with Dr Katarzyna Goljanek-Whysall (CMNHS), Dr John Walsh (CASSCS) and Dr Deirdre Curran (CBPPL) taking up the position in their respective colleges. We would like to express our appreciation for their extensive and ongoing commitment to EDI to, Dr Sinéad Lydon, Dr Gerry Molloy and Dr Shivaun Quinlivan, whose terms are now complete. This annual report illustrates that a collaborative and collective commitment to EDI can create meaningful change for both staff and students. However, as is always the case with progressing equality, the necessity of a proactive approach to effect cultural and systemic change remains part of our ongoing EDI agenda.

The report concludes with a summary overview of the planned programme of work for the academic year 2022/23. Despite substantial progress, there remains further work to ensure that we continue to advance in a manner that is responsive to the complex intersectional and systemic nature of inequality. We are energised by the envisaged programme of work which will widen and deepen our commitment to EDI through developing a concentrated focus on race equality, universal design and accessibility, enhancing our data infrastructure, deepening our commitment to progressing gender equality in practice, and creating awareness raising campaigns and training programmes.

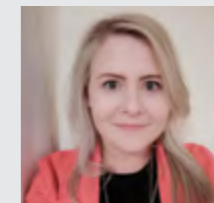
## OVPEDI Team



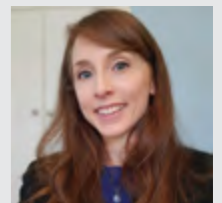
Dr Helen Maher, Vice-President for Equality, Diversity and Inclusion



Aoife Cooke, Head of Equal Opportunities

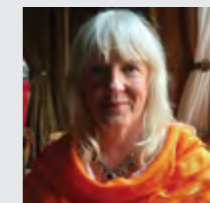


Dr Laura Loftus, Post-doctoral Researcher



Niamh Gallagher, Administrative Assistant

## Vice-Deans for EDI



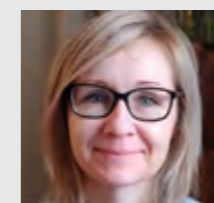
Dr Deirdre Curran, College of Business, Public Policy and Law (CBPPL)



Dr John Walsh, College of Arts, Social Sciences and Celtic Studies (CASSCS)



Mary Dempsey, College of Science and Engineering (CSE)



Dr Kasia Whysall, College of Medicine, Nursing and Health Sciences (CMNHS)

## EDI Goals

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 which will ensure that NUI Galway can perform to its full potential.

The following goals will fulfil that mission:

- 

**GOAL 1:**  
The contribution of all members of our university community is recognised and valued <sup>CR01</sup>
- 

**GOAL 2:**  
All staff and students are actively supported according to their needs to achieve their full potential <sup>CR05, CR10, CP02</sup>
- 

**GOAL 3:**  
NUI Galway will drive innovative EDI practices in the Higher Education Sector <sup>CP01, CE01</sup>
- 

**GOAL 4:**  
Foster a campus culture which is welcoming, inclusive, safe and free from discrimination <sup>CP02, CR01</sup>
- 

**GOAL 5:**  
Embed an equality perspective in the day-to-day working across all functions <sup>CR02</sup>

# Goal One

The contribution of all members of our university community is recognised and valued

## Athena SWAN



### Athena SWAN Awards

We are delighted to report that NUI Galway successfully renewed its institutional Bronze award in 2021. Feedback from the assessment panel highlighted that it was a strong application that demonstrates a number of achievements in the institution's gender equality journey, while still recognising there are on-going and significant challenges.

In particular, the panel commended actions taken to address the underrepresentation of women at senior academic grades and the impact at Senior Lecturer (SL) and Personal Professor (PP) grades. The panel also noted future actions to mitigate the negative impact of COVID-19 on career progression, especially for carers, and acknowledged the removal of disadvantage related to work permits and visa restrictions on travel for international staff. The use of an external advisory group (EAG) to provide external expertise, guidance, and assurance on progressing gender equality via an annual visit and report to UMT and Governing Authority was likewise commended. The panel encouraged the institution to address persistent issues in data collection and noted that additional work could be done to analyse and reflect on issues around staff culture, particularly around bullying and harassment.

The Institution award is valid until April 2025, at which time NUI Galway must apply for a Silver award in order to continue to access research funding from the IRC, HRB and SFI. It is possible to submit sooner than this deadline if the university wishes to do so.

7 Schools (100% applicants) were also successful in their application for Bronze awards; Nursing & Midwifery, Chemistry, Psychology, Medicine (renewal), Natural Sciences, Mathematics, Statistics & Applied Mathematics, and Health Sciences in the latest rounds (November 2020, April 2021 and November 2021). This brings the total of school awards to 9.

“We are delighted to report that NUI Galway successfully renewed its institutional Bronze award in 2021.”

The School of Engineering is actively working on a submission for a Silver award in the April 2022 round, with the Schools of Computer Science, Shannon College of Hotel Management and School of Law working on assessments with a view to submitting applications in 2022/23. The School of Political Science and Sociology and School of Geography, Archaeology and Irish Studies are currently engaged in the process of establishing Self-Assessment Teams (SATs).



Members of J.E. Cairnes School of Business & Economics' Self-Assessment Team (SAT), with their Bronze Athena SWAN award.

## School Awards

Awardees from the Schools of: Business and Economics (April 2020), Physics (April 2020), Nursing and Midwifery, Chemistry, Psychology, Medicine, Natural Sciences, Mathematics, Statistics & Applied Mathematics and the Institution were celebrated on the 20th of October 2021, in a virtual showcase event hosted by Advance HE, with Minister of Further and Higher Education, Research, Innovation and Science, Simon Harris TD in attendance.

| SCHOOL  | AWARDS         | ROUND         |
|---|----------------|---------------|
| Medicine                                      | Renewed Bronze | April 2021    |
| Physics                                       | Bronze         | April 2020    |
| Business & Economics                          | Bronze         | April 2020    |
| Nursing & Midwifery                           | Bronze         | November 2020 |
| Chemistry                                     | Bronze         | November 2020 |
| Psychology                                    | Bronze         | November 2020 |
| Mathematics, Statistics & Applied Mathematics | Bronze         | April 2021    |
| Natural Sciences                              | Bronze         | April 2021    |
| Health Sciences                               | Bronze         | November 2021 |



SAT members, School of Nursing and Midwifery, with their Bronze Athena SWAN award.

successful gender discrimination case against NUI Galway, and set in motion the institution's current quest for gender equality. While there is a world of difference between gender discrimination in academia and the gross and systematic human rights violations occurring against women, they are on the continuum of women not being regarded as equals. The lecture was delivered by Soraya Afzali, PhD student with the Department of Near and Middle Eastern Studies, member of the Network of Excellence Training on Hate (NETHATE) project at Trinity College Dublin, the Marie Curie Innovative Training Network, and recipient of the US Embassy Scholarship and Open Society Leadership Award. Over one hundred people registered to attend. The lecture was very well received, and served as timely reminder to engage with the Scholars at Risk programme and to support women scholars who risk their lives in the service of education.

Later in November, further to suggestions made at the September coffee mornings, the UWN hosted an online event 'Menopause in the workplace – personal and organisational responses'. The speaker was Catherine O'Keeffe (@WellnessWarrior.ie), Ireland's first menopause coach and an international corporate speaker. Catherine gave an initial overview of perimenopause and menopause, including the key symptoms of Menopause that impact in the workplace and reasonable adjustments and practical measures that can be taken to support employees. There was a high level of engagement, comments, and questions

from the 80 attendees, indicating that this is a topic of considerable interest to members. HR have committed to including the feedback from this event in a proposed Menopause at Work policy and a follow-up event.

In March we celebrated our 10-year anniversary with the delivery of a keynote address for International Women's Day. Our speaker was Dr Máire Geoghegan-Quinn, first woman to secure a Ministry since the foundation of the state, former European Commissioner for Research, Innovation and Science, Chair of the National Review of Gender Equality in Irish Higher Educational Institutions, and current Cathaoirleach of Údarás na hOllscoile. In an informal discussion format with Dr Helen Maher, the Vice-President for Equality, Diversity and Inclusion, Dr Geoghegan-Quinn spoke of the challenges facing women in public office in the 1970s, the achievements of the women's activism since then, but also the challenges remaining today for women in higher education.

More recently, in April, Mary-Jo Spanswick, author of 'Passionate Pursuit – 28 keys to Unlock Your Dream' provided a session on Successful Project Management & Life Planning. Mary-Jo's session was interesting and stimulating. She spoke about her own life experience in managing large engineering projects and offered useful tips on how to overcome problems, increase confidence and achieve our dreams.

## Staff Networks

### University Women's Network

Delighted at the prospect of being back on campus in September, the UWN invited all members to meet for coffee. Two coffee mornings took place in Sult, and were well attended. Members gave us some good suggestions for events that would be of interest for the forthcoming year.

By November we were driven online again as COVID-19 numbers were rising, and we held the third Sheehy Skeffington Annual Distinguished Lecture via zoom. This lecture series was established in honour of the courage and persistence shown by Hanna Sheehy Skeffington, founder of the Irish Women's Franchise League in 1908, and her granddaughter, our former colleague, Dr Micheline Sheehy Skeffington, who took a



Professor Margaret Hodgins, co-Chair of the University Women's Network, opening the International Women's Day event.



Dr Máire Geoghegan-Quinn with members of the University Women's Network.



## International Staff Network

Although the Network has been 'virtual' since its launch in spring 2020, the ISN continued its work remotely throughout 2021/22, with virtual coffee mornings and town hall meetings. Membership has increased to 150 registered members from approximately 35 countries around the world. The network held its first annual general meeting (AGM) on November 5th, 2021 and commended a few important changes to the ISN constitution. We successfully campaigned and reached our goal to be represented in the Academic Council and Údarás na hOllscoile: Five executive committee members of the ISN were elected to the Academic Council, and the Co-Chair was elected to the Údarás na hOllscoile. We are also represented on the Equality, Diversity and Inclusion Committee (EDIC). These are significant milestones for the ISN, and are in line with its objective of providing a clear voice and vision for diversity, inclusion, and representation at NUI Galway.

On March 11th we hosted an event entitled 'Progressing the Equality, Diversity and Inclusion agenda in Irish Higher Education Institutions' (speakers included Dr Marta Kempny and Dr Lucy Michael, the authors

of the *Race Equality in the Higher Education Sector in Ireland*, and Dr Helen Maher, the Vice-President for Equality, Diversity, and Inclusion in NUI Galway). The event was well attended and deliberated on the issues of race equality and the intersectional challenges of the EDI agenda.

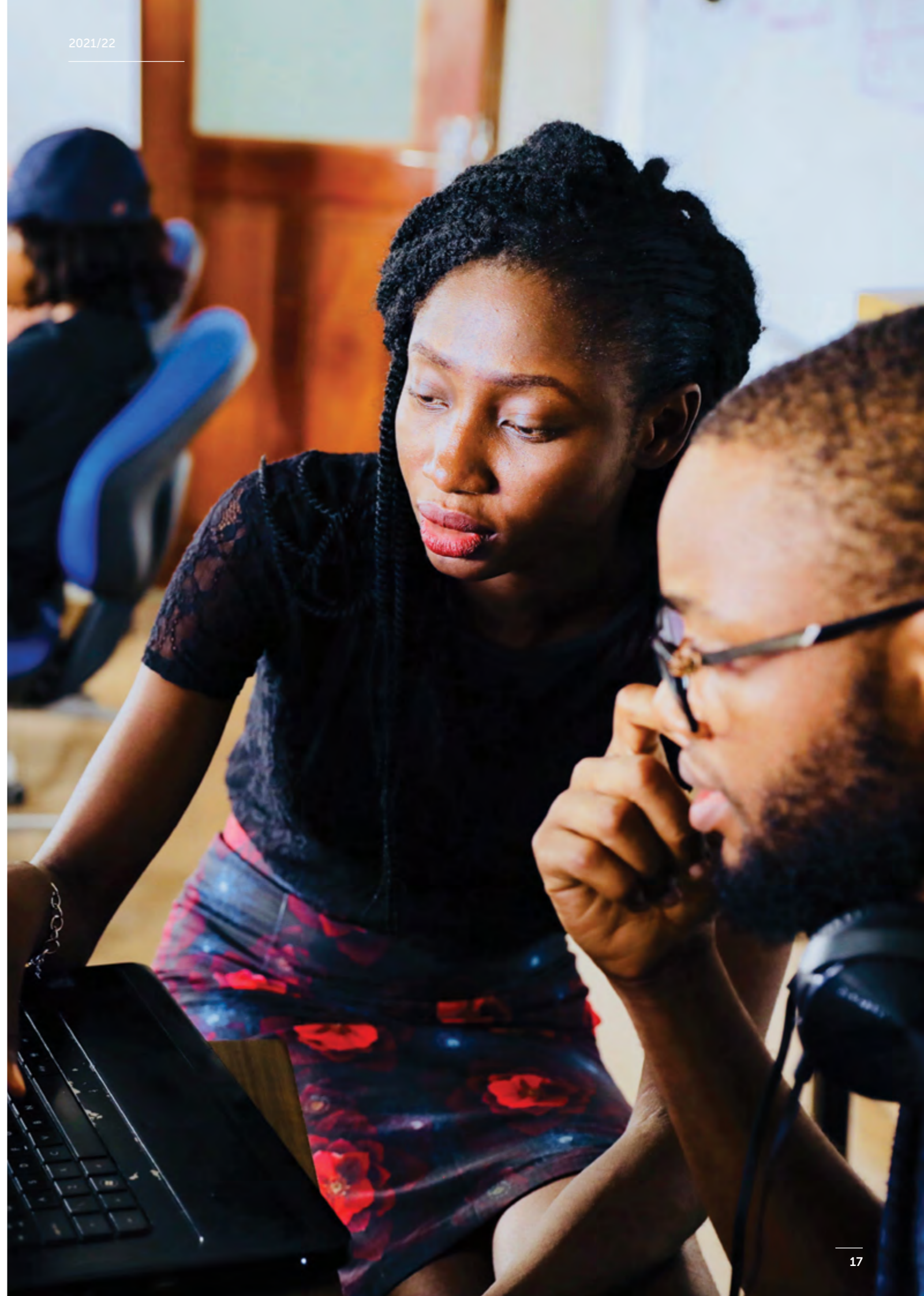
**"Membership has increased to 150 registered members from approximately 35 countries around the world."**

We improved the Welcoming Information that new staff receive from HR by including specific sections for international hires on tax issues, required documents and frequent obstacles, and have a standing information slot on induction days.

The ISN also held its first in-person event, 'Celebration of Spring', on April 27th 2022 on the University campus with a welcoming address by Dr Helen Maher, VP EDI. After an extended period of online events, the ISN was delighted to welcome a high number of attendees.



International Staff Network 'Celebration of Spring' event, April 27th 2022.





## LGBT+ Staff Network

As we conclude an academic year that began with virtual/blended events and concludes with the full resumption of on-campus activities, I would like to thank the committee and members of the LGBT+ Staff Network for their ongoing work and support for our aims in the midst of living and getting through challenging times. Throughout the academic year 2021/22, in our capacities as members of the Committee of the LGBT+ Staff Network, members of the committee have:

- as part of Galway Pride/Bród na Gallimhe, the LGBT+ Staff Network facilitated an open webinar 'Conversion Therapy in Ireland – Next Steps and Raising Awareness' involving Orlait h Nic Cába, Gender and LGBT Rights Officer, NUI Galway Students' Union, Bill Foley, Gay Health Network, and Steve Jacques and Adam Long, National LGBT Federation (11th August 2021);
- joined a campaign organised by Barra Ó Donnabháin, UCC, in opposition to the new Flourish Religious and Social Education programme at Primary Schools (September 2021)



NUI Galway LGBT+ pride parade on campus, 5th of April, 2019 (Picture credit: SIN). This image was chosen Dr Declan Coogan to represent one of the findings of the Mapping LGBT+ Lives Project, that staff members and students across the generations at NUI Galway worked together for equality on and off campus.

- resumed our First Friday of the month social gatherings for members of the Network, when COVID-19 related regulations permitted; the most recent one took place on the 6th of May 2022;
- submitted the final report on our Mapping LGBT+ Lives @ NUI Galway Research Project to the OVPEDI and published it on ARAN (October 2021) <https://doi.org/10.13025/ekzy-ty82>;

- attended meetings of the NUI Galway Equality Diversity and Inclusion Campus Committee;
- submitted a proposal and received funding for research on NUI Galway's institutional history exploring the role the university played in the development and promotion of the human rights of LGBT+ people (February 2022);
- facilitated a webinar on Promoting LGBT+ Inclusion in Higher Education Institutes with presentations from Dr Fiachra Ó Súilleabháin (UCC) and Dr Helen Maher (NUI Galway) (4th February 2022);
- promoted and facilitated an online panel discussion on the Struggle for LGBTQ+ Pride among Gypsy, Roma and Irish Travellers as part of Irish Traveller Ethnicity celebrations on the 28th of February and 1st of March 2022;
- promoted the Galway Vigils Against Hate following the murder of two men in Sligo (16th & 17th April 2022);
- continued work with the LGBT+ Ally Programme at NUI Galway through the Office of VP for EDI. This initiative is open to all NUI Galway staff members who support our vision of a safe and inclusive environment for all staff and students of all sexual identities and genders. Further information, resources and registration links are available at <https://www.nuigalway.ie/equalityanddiversity/lgbt/ally/#>
- Different members of the committee were involved in discussions/meetings with the President, the newly appointed VP for EDI, Dr Helen Maher, the EDI Campus Committee, the Sexual Violence and Harassment Prevention and Response Committee, and have liaised with other universities in the emerging All-Ireland LGBT+ Staff Network in HEIs.

There have been changes in the Executive Committee over the last year and since the AGM on the 4th of February 2022. I would like to say good-bye, thanks and best wishes to Katie Pattle, Niall McSweeney, Tim Murphy, and Tonya Watts. To our new/continuing members of the committee, I would like to say thanks and hello (again for some) to Aidan Harte, András Költő, Cameron Keighron, Chris Noone, Patrick Murphy and Lisa Walsh.

**Declan Coogan,**  
Chairperson Executive Committee of the NUI Galway LGBT+ Staff Network

# Recognising and rewarding outstanding contributions to EDI

## Michael McDonagh Award for Irish Traveller Ally Excellence

This year the inaugural NUI Galway Presidential Michael McDonagh Traveller Ally Excellence Award was established to recognise the outstanding efforts of staff who have shown leadership in engaging the public in Irish Traveller history and culture, encouraging the full participation of Irish Travellers in education, and advancing Irish Traveller human rights. The award is named in honour of the late Michael McDonagh, who advocated on behalf of the

Irish Traveller community for over fifty years. Dr Helen Casey and Dr Deirdre Hardiman received the award at NUI Galway's Traveller Ethnicity Day opening ceremony on the 28th of February for their outstanding work supporting Irish Travellers progressing into higher education. NUI Galway graduate Jason Sherlock was also honoured with lifetime membership of the Mincéirs Whiden Society.



Dr Deirdre Hardiman and Dr Helen Casey, who received the Michael McDonagh Award for Traveller Ally Excellence, pictured with President of NUI Galway, Professor Ciarán Ó hÓgartaigh, and President of Ireland, Michael D. Higgins.

## College of Medicine, Nursing and Health Sciences Dean's Award for EDI & #SayThanks campaign

The College of Medicine, Nursing and Health Sciences' (CMNHS) Vice-Dean EDI and Project Manager have been working to develop new staff recognition schemes to improve the overall EDI culture within the College. Two new initiatives were launched in 2020 to 2021, and further projects are in the planning stages.

The inaugural CMNHS Dean's Awards were developed over 2020 and 2021 with the intention to highlight and recognize the excellent work being undertaken across key work portfolios within the College. They are aligned with the Vice-Dean remits, and the awardees are decided by a sub-committee of the relevant College committee. The Vice-Dean EDI and Equality and Diversity Project Manager developed and managed the process.

The first call for CMNHS Dean's Awards launched in September 2021 and the awards were presented in December 2021. 22 individual nominations were received.

The #SayThanks 20/21 Staff Recognition scheme was launched in October 2020. Staff were encouraged to submit 'thank you notes' to their colleagues via the EDI bulletin each month. This campaign ran from Oct 2020 to July 2021. Overall, 65 individual #SayThanks submissions were received, and 11 staff were included in the monthly gift voucher draw. Staff feedback was incredibly positive from those submitting and those receiving thanks.

### Recipients of the CMNHS Dean's Awards 2021

Dean's Award for Equality, Diversity & Inclusion  
Dr András Költő

Dean's Award for Learning, Teaching and Assessment  
Mr Michael Smith

Dean's Award for Research & Graduate Studies  
Dr Aideen Ryan

Dean's Award for Civic Engagement  
Dr Yvonne Finn

Dean's Award for Global Engagement  
Prof Sanbing Shen

"The #SayThanks initiative is lovely. Well done and thanks."

"It's a simple reminder to say thanks in person/individually too, and a good way to hear about colleagues and what they do."

"Wow! I have been in such a great mood since yesterday after reading that. Such nice words."

"It turned my dull Thursday afternoon into a very bright happy one."

## Digital Badge in Universal Design for Learning (UDL)

Universal Design for Learning (UDL) is an approach to teaching and assessment that emphasises variety, flexibility and choice to offer students multiple means of engagement, representation of content, and action and expression. Embedding UDL is a flagship goal in the University's Strategic Plan 2020 to 2025, and a key means of achieving this has been through the Digital Badge in UDL. This is a micro-credential developed by the National Forum for the Enhancement of Teaching and Learning in Higher Education, which seeks to encourage and motivate staff to develop their understanding of UDL in a 'light touch', but nationally recognised, manner. To earn the badge, staff must complete an online course, facilitated locally, which offers a basic introduction to UDL. The course is designed to encompass about 25 hours of learner effort, including the implementation of a redesign activity where participants incorporate UDL elements into their teaching practice. Badge holders may also go on to complete a facilitator's course (five additional hours), which will enable them to facilitate the programme for others.

The badge was initially rolled out at NUI Galway in 2021 by the Inclusive Learning Project Team (funded by the National Forum). This year, the badge has been delivered by the Enhancing Access and Inclusion at NUI Galway Project (funded by the HEA's Fund for Students) in collaboration with the Enhancing Digital Teaching & Learning in Irish Universities (EDTL) project (funded through the Higher Education Authority's Innovation and Transformation Programme). To date, a total of 104 badges have been awarded to staff at NUI Galway.



National Forum for the Enhancement of Teaching and Learning's Open Badge logo for the Universal Design for Learning (UDL) (Creative Commons Attribution 4.0 License)

## Dean's Awards for Inclusive Teaching - College of Business, Public Policy and Law

The Dean's Awards for Inclusive Teaching were established in the College of Business, Public Policy and Law (CBPPL) in 2019 as a key part of a project to support inclusive learning in the College (joint project leads: Dr Shivaun Quinlivan and Dr Lucy-Ann Buckley). The primary aim of the Dean's Awards is to recognise and reward inclusive teaching practice, and anyone teaching a module in the College is eligible for nomination. A secondary aim is to promote inclusive pedagogy. For this reason, awardees are asked to make a short video describing their approach to teaching, and the recordings are made available to other staff through an online resource. Two awards were originally available each year, one for an individual, and one for a team. There have been over 300 nominations for the Awards since its inception, with seven individual awardees (following a split award in 2021) and three winning teams. Following a huge rise in individual nominations over the first three years, the scheme was reconfigured in 2022 to remove the team award and allow for four

individual award winners. Under the revised scheme, each award winner will receive a €500 teaching development grant and a digital badge that can be used on a CV or website. In 2021, Individual Awards went to Ursula Connolly (Law), Kristin Horan (Shannon) and Dr Brian Tobin (Law) and the Team Award went to Ger Ahearne and Maureen Maloney from the School of Business and Economics.



## Report of the Working Group on Research Staff

Contract research staff have been represented on Academic Council and the University Research Committee since 2018. With the approval of the President at an Academic Council meeting in June 2020, the Research Staff Working Group led by Dr Áine Ní Léime, Dr Oonagh Meade and Dr Michael Creane was established to prepare a report on the challenges identified by research staff at NUI Galway and to make recommendations.

Data indicate that the majority of research staff will pursue careers outside of academia, mainly owing to an increase in numbers of completed PhDs and the shortage of attractive and sustainable research careers in academia. In order to champion the core values of Excellence, Respect, Openness and Sustainability, the University needs to attract and retain talented research staff while also ensuring that research staff have the necessary skills and competencies to pursue their own career path.

The Report of the Working Group on Research Staff which was presented to Academic Council in February 2022, notes the significant contributions of research staff to the national and international profile of NUI Galway and

acknowledges some excellent supports and resources for research staff through the OVPRI, the Researcher Development Centre, the Research Office, the OVPEDI and HR. Nonetheless, a number of significant challenges have been identified in the three broad areas of:

1. Precarity of employment and career progression for research staff;
2. Equality, diversity and inclusion; and
3. Pensions

The Research Staff Working Group has made 22 recommendations that they feel are achievable within a reasonable timeframe. Representatives of the Group met separately with the President and the report was sent to UMT for discussion at the meeting on January 25th 2022.

Next steps will include the development of a SMART Action Plan with details of implementation for each of the recommendations. Updates on implementation will remain on the agenda for Academic Council.



# Goal Two

All staff and students are actively supported according to their needs to achieve their full potential

## Gender Equality

### Gender Equality Action Plan 3 (GEAP3)

The 3rd iteration of the Gender Equality Action Plan (GEAP3) was approved by EDIC and Údarás na hOllscoile in October 2021. The approved plan identifies actions under the broad themes of Organisational Culture and Work-Life balance; Gender balance in Leadership; Equal Opportunities Recruitment and Career progression; Gender in Research and Teaching; Gender-Based Violence including Sexual Harassment; and Gender Equality and Intersectionality. These themes are aligned with the 5 recommended content-related requirements of Horizon Europe gender equality action plans.

GEAP3 integrates the 2021 Athena SWAN action plan, gender equality actions from the EDI strategy 2020-2025, outstanding actions from GEAP 2 and an action which commits to the implementation of the Consent Framework to confront sexual violence and harassment.

### External Advisory Group on Gender Equality (EAG)

The fifth annual visit of the External Advisory Group on Gender Equality (EAG) was hosted virtually on Thursday May 13th 2021.

The EAG on Gender Equality, established in 2017 following the recommendation of the NUI Galway Gender Equality Task Force provides ongoing external expertise, guidance, and assurance on progressing gender equality to the University. The EAG met with the President, VP Research, Dean of Graduate



SDG5 – Gender Equality ranked 101-200 out of 938 institutions globally.

Studies, Director of HR and members of the Equality, Diversity and Inclusion Campus Committee and new Equality, Diversity and Inclusion Committee of Údarás na hOllscoile.

Current members of the EAG are: (from left to right) Professor Tomas Brage, Lund University, Professor Lesley Yellowlees, University of Edinburgh, Professor Paul Walton, University of York, Professor Penny Andrews, NY Law School.



## SALI (Senior Academic Leadership Initiative)

We are delighted to report that a new post, Professor of Chemistry in NUI Galway, has been awarded funding in the second round of the Senior Academic Leadership Initiative. This post has been advertised as part of an IUA led recruitment campaign in the Times Higher Education which went live on the 31st of March 2022.

A second post, Professor of Applied Economics for Public Policy has also been recommended for funding in this round but has not been approved at this time due to government budgetary constraints. The Professor of Applied Economics for Public Policy has been placed on a reserve list and is expected to be approved at a later stage when funding becomes available.

In total, 33 applications were made to the SALI 2020/21 round. Following an independent evaluation by a panel of international experts,

the HEA has awarded funding for 10 posts based on the recommendations of the panel. This builds on our success in the first round of calls in 2019/20, in which the HEA approved funding for 2 senior academic leadership posts for NUI Galway in the areas of Engineering and Older Adult Health. These posts are new additions to NUI Galway and the sector, and are funded by the Department of Education and Skills (DES) specifically to help progress gender balance among academic staff at senior levels. A key objective of the initiative is to attract outstanding female applications both from within the Irish Higher Education sector and internationally. The initiative will also assist in increasing the number of women involved in the decision-making processes in Higher Education Institutions, as advocated in the EU Commission strategy on Promoting Equality in Decision Making.

## International Women's Week 2022

A series of events were held across campus from the 7th – 12th March to celebrate International Women's Day 2022. Among the many events, the University Women's Network hosted Dr Máire Geoghegan-Quinn as keynote speaker as they celebrated their 10th anniversary.

## Johnson and Johnson WiSTEM2D programme

Johnson and Johnson launched its 2021/2022 WiSTEM2D programme in partnership with NUI Galway in October 2021. WiSTEM2D refers to Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design. The WiSTEM2D programme underlines Johnson & Johnson's commitment to developing and implementing high-impact strategies to support female students at critical

points in their education. The CSO reports that just 25% of STEM roles are performed by women with just 5% in leadership roles.

Ten College of Science and Engineering students at NUI Galway have been awarded J&J WiSTEM2D scholarships including extensive industry mentoring and leadership training.



Pictured at the announcement of the expansion of its 2021/2022 WiSTEM2D programme in partnership with NUI Galway are: Professor Peter McHugh, Professor of Biomedical Engineering, Anushree Dwivedi at Cerenovus (J&J), Michael Gilvray, General Manager at Cerenovus (J&J), Professor Ciarán Ó hÓgartaigh, President of NUI Galway, Associate Professor Mary Dempsey, Vice Dean for EDI, Aoibhin Sheedy, Biomedical Engineer and NUI Galway WiSTEM Founder and Auditor and Anna Rafferty, J&J WiSTEM2D University Lead and Director of Strategy, J&J Campus Ireland.



J&J WiSTEM2D scholarship recipients: Ailíse Roche; Biomedical Science; Kilmurry, Co. Clare; Aine Mitchell; General Science; Ballina, Co. Mayo; Aisling Hanrahan; Biomedical Engineering; Liscannor Co. Clare; Brenda Chanza; General Science; Swinford, Co. Mayo; Karen Gillooly; Financial Maths and Economics; Williamstown, Co. Galway; Luka Anna Mac Lochlainn; General Science; Moycullen, Co. Galway; Rida Naseer; General Science; Ballyhaunis, Co. Mayo; Sabrina Kinga Szalaj; General Science; Gorey, Co. Wexford; Shannon Hickey; General Science; Kilberry, Co. Kildare; Thalyra Costa; Biomedical Engineering; Gort, Co. Galway.

## Widening Student Participation

NUI Galway recognises that for large numbers of the population meaningfully participating in higher education can be impeded by a variety of economic, social, and cultural barriers. Accordingly, we have developed several supports across the student lifecycle to ensure that underrepresented groups in society can gain access to and participate in higher education. In terms of accessing higher education, NUI Galway provides a number of alternative admission routes to allow underrepresented students to access University (see Table 1 for New Entrants per year). These include:

- **Diploma in Foundation Studies/ Access Programme**
- **Higher Education Access Route (HEAR) Scheme**
- **Disability Access Route (DARE) Scheme**
- **Further Education and Training/ PLC Entry Route**
- **Mature Student Entry Route**

|                                 | 2017       | 2018       | 2019       | 2020       | 2021       |
|---------------------------------|------------|------------|------------|------------|------------|
| HEAR Merit                      | 181        | 166        | 149        | 162        | 113        |
| HEAR Supported                  | 56         | 68         | 77         | 68         | 77         |
| DARE Merit                      | 96         | 106        | 94         | 118        | 168        |
| DARE Supported                  | 35         | 59         | 67         | 70         | 79         |
| Foundation                      | 22         | 11         | 11         | 21         | 16         |
| FET/PLC                         | 46         | 92         | 99         | 153        | 134        |
| Mature Entry Route              | 77         | 66         | 73         | 79         | 86         |
| Mature Access Programme         | 35         | 26         | 23         | 29         | 34         |
| School Leavers Access Programme | 38         | 39         | 36         | 38         | 27         |
| <b>Total</b>                    | <b>586</b> | <b>633</b> | <b>629</b> | <b>738</b> | <b>734</b> |

Table 1: New Entrants per Year (HEAR, DARE, PLC, Access programme, Mature Student entry route)

Alternative entry routes for underrepresented students to access higher education have many benefits, but our approach to achieving real and meaningful access and participation for people from the most disadvantaged backgrounds goes significantly further. By collaborating with primary and post-primary schools and community groups, for example, we can build prospective student's educational, social and cultural capital so that progressing to NUI Galway represents a realisable objective for underrepresented groups. Some of the successful initiatives we have developed to do this include:

- **Breaking the Seal**
- **Schools of Sanctuary**
- **Cell Explorers**
- **Youth Academy**
- Medical Opportunities for Sanctuary Transition Years (MOST)
- In terms of making the transition to higher education, we provide support measures to ease student's transition into higher education. For example, we offer pre-orientation activities for students from underrepresented groups through our **Return to Learning** and HEAR orientation programmes. Furthermore, all students

- The University Trail programme
- **UNI4U**

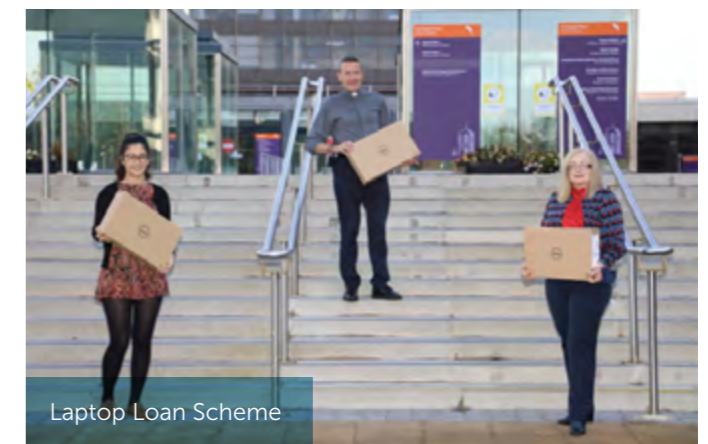
entering through alternative entry routes (above) are assigned a peer mentor through our **Attract-Transition-Succeed (ATS) Mentoring Programme**, which matches incoming 1st year students with current undergraduate students according to social background and subject interest.

At a post-entry level, measures are in place to ensure underrepresented students can reach their full potential and make the most of their time with us at NUI Galway. For example, we provide:

- **Scholarships** and **Bursaries** specifically developed for students in particular need of financial support
- Support for students with disabilities through our team of Disability Advisors, Occupational Therapists, Assistant Psychologists and Assistive Technology Officers
- Support for mature students and members of the Traveller Community through our Mature Student Officer and Traveller Education officer

- Support for Undergraduate Mathematics and Statistics (**SUMS**)
- The **Academic Writing Centre**
- The **Financial Aid Fund**
- **Laptop Loan scheme**
- Student support through College Student Advisors and **Pastoral Care** Worker
- As well as supporting students on full-time undergraduate programmes, we offer a number of more flexible learning options such as part-time online and blended courses through our **Centre for Adult Learning and Professional Development**.

All these measures (and more!) help to ensure that students are sufficiently equipped to reach their full potential, and the student body in NUI Galway is increasingly representative of our diverse society.



**10** REDUCED INEQUALITIES

THE Impact Rankings  
SDG10 – Reduced Inequalities ranked 58 of 796 institutions globally.

# Universal Design and Accessibility

## Universal Design and Accessibility Policy and Action Plan

The Universal Design and Accessibility (UDA) Policy was approved by Údarás na hOllscoile in 2021. The UDA policy aims to enhance the overall staff, student and visitor experience in tandem with enabling the delivery of improved education and accessible services. The policy focuses on a number of areas including disability audits, reasonable accommodation, planning, information and training, procurement, improving the NUI Galway Campus, teaching and learning, and student services.

The finalisation of the Universal Design and Accessibility (UDA) Action Plan is a significant outcome of the NUI Galway high-level accessibility audit, completed in 2021. The UDA plan is also informed by the legislative framework which underpins the rights of people with disabilities, and the National Disability Inclusion Strategy 2017 – 2021. The plan identifies a programme of work under ten action points across multiple units and areas of the university. A Working Group chaired by the VP EDI and reporting to the Equality, Diversity and Inclusion Campus Committee (EDICC) has been established to support the implementation of the Action Plan. The Action Plan details multiple actions in relation to:

- Accessibility, Universal Design and inclusivity training
- Human Resources and Reasonable Accommodation
- Consultation, Feedback and Planning
- Information, Publicity and Events
- Procurement of Goods, Products and Services
- Addressing accessibility in relation to NUI Galway Campus, Buildings, Estates, Facilities and Health and Safety
- Teaching, Learning and Curriculum Development
- Student Services, Specialist Student Supports and Careers Education

Although the implementation of the Action Plan has just commenced, there has been substantial progress through the work undertaken by the team involved in the multi-faceted project on Enhancing Accessibility and Inclusion. In addition, the Access Centre has continued to make progress in relation to embedding universal design and supporting accessibility and inclusion for students.

- Universally designed services
- Auditing existing levels of accessibility to our services and campus buildings

## Enhancing Access and Inclusion at NUI Galway Project

The purpose of this project is to drive excellence in teaching and learning, and to build an environment for the benefit of all students, but specifically for students with disabilities. Five pillars will transform the university to create an inclusive environment across all stages of the student lifecycle. These pillars are:

**1. Embedding UDL:** Our University is committed to embedding Universal Design for Learning (UDL) throughout our campus, particularly in the areas of

teaching, learning and assessment. As part of our core values of Respect, Openness, Sustainability and Excellence, Universal Design for Learning has been identified as a priority in the Strategic Plan 2020 to 2025.

UDL is a design approach to teaching, learning and assessment for universal accessibility and inclusion. By considering the needs of students most at risk of exclusion and designing teaching and learning activities to reach and support them, all students stand to benefit, and no students are disadvantaged.

**2. Accessible Campus:** Enhancing the physical accessibility of the campus and buildings is a key pillar of this project. Health and safety is an integral part of the project brief, particularly relating to fire safety and personal emergency evacuation planning (PEEPs) for students with additional needs.

The pillar has adopted the open NUI Galway flagship goal for 2025. 'We will adopt the Principles of Universal Design in our learning and working environment to increase accessibility, accommodate different approaches to learning and enable students to fulfil their potential (AP02).' The PEEPs process is directly informed by

guidance under principles (3) Simple and Intuitive Use and (5) Tolerance for Error.

**3. Assistive Technology:** Over the past four years, the number of students registered with NUI Galway's Disability Support Service has increased by 64%. Increasing the amount of assistive technology support for students with special learning needs provides independence and accessibility to meet their needs, allowing for greater independence and autonomy, as well as increased engagement with the learning process. The first Autism sensory space was installed as part of the project, making NUI Galway an Autism-Friendly Campus.



At the opening of the Cubbie Sensory Hub: student Gad Muzinga with NUI Galway President, Professor Ciarán Ó hÓgartaigh.

## 4. Fostering Mental Health and Wellbeing:

For many students, the transfer to third-level study is a big life event that can be exceedingly stressful. Mental illness, mental distress, and low sense of wellbeing are on the rise among students in higher education (IPPR 2017; McLafferty et al 2017). There are three related projects:

- **Project 1 – Decider Skills Programme.** Cognitive Behavioural Therapy to teach students to recognise their own thoughts, feelings and behaviours, allowing them to monitor and manage their own emotions and mental health
- **Project 2 – Enhancement of Wellness Recovery Action Plan (WRAP®),** and development of Creidim, peer support group to combine both online and face to face meet ups
- **Project 3 – Delivery of an awareness campaign to promote use of JAM (Just a Minute) Cards on campus**

## 5. Supporting Transitions via mentoring and placement planning:

This pillar focusses on supporting students with disabilities as they move into third-level education with all the new information, responsibility, environmental and social change that entails. The project commissioned research to examine the role and potential benefits of peer-based mentoring during this phase of the academic journey for students with disabilities.

Work placement programmes at NUI Galway have expanded dramatically: 78% of programmes now include a compulsory or optional work placement element. The pillar has formalised systems of support with all Colleges to assist students with disabilities and provided equal opportunities to access placement-planning support.



# “Centring the Student Voice in Higher Education”

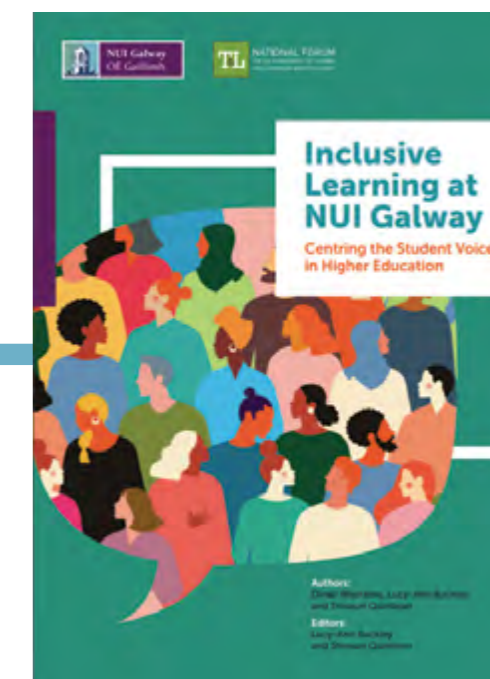
## Inclusive Learning at NUI Galway: Centring the Student Voice in Higher Education

Dr Lucy-Ann Buckley and Dr Shivaun Quinlivan (joint leads) successfully concluded two projects on inclusive learning. The first project (2018-2021), funded primarily by the NUI Galway Student Project Fund, focused on the learning experiences of undergraduate students in the College of Business, Public Policy and Law (CBPPL). The second project (2020-2021), funded by the National Forum for the Enhancement of Teaching and Learning in Higher Education, focused on postgraduate students in CBPPL, the School of Physics and the School of Mathematics, Statistics and Applied Mathematics. Co-designed with student participants, both projects centered the student voice to identify barriers to learning through online surveys, focus groups and individual interviews. While the projects sought to promote an inclusive learning environment for all students, they particularly focused on the experiences of students with disabilities, international and intercultural students, LGBT+ students, students with caring responsibilities, and students of different genders. The timing of the projects also enabled an exploration of the impact of the COVID-19 pandemic on student learning, from an inclusion perspective. A report on the experiences of postgraduate students was published in December 2021 (available at <http://whitakerinstitute.ie/project/inclusive-learning-at-nui-galway-centring-the-student-voice-in-higher-education/>); the report of the undergraduate project will be published shortly.

The postgraduate report highlighted a broad range of educational issues prior to the pandemic, including in-class barriers and issues such as social isolation. Many of these were exacerbated after the move to remote learning, though some students found online learning more inclusive. In addition to pedagogical barriers, students identified attitudinal and systemic barriers, including negative assumptions relating to race and institutional structures and processes, that impacted negatively on certain groups. The lack of suitable childcare was a major barrier to learning for many students who were parents, and the lack of affordable accommodation was a very significant problem for international students, many of whom also experienced racial discrimination in the private rental sector. International students with children faced even greater barriers in respect of both these issues. The issue of accessibility was consistently raised by students with disabilities. Postgraduate research students also identified

the university's unpaid work requirements as a major barrier that impacted their learning experience; this has since been addressed.

A key element of both projects was the development of inclusive pedagogy and capacity building for inclusive learning. The undergraduate project included staff training events on inclusive pedagogy, racism in higher education and universal design for learning (UDL). The postgraduate project included the institutional roll-out of the digital badge in UDL, and is now supported at institutional level by a UDL Coordinator. This project also supported the institutional acquisition of Ally for LMS. This software enables staff to make the material they post online more accessible, and also allows students to download learning materials in multiple formats to support their learning needs. This proved particularly important as a student support during periods of remote learning. Since it has been acquired, there have been over 193,000 student Ally downloads of materials in alternative formats. The project also provided seminars on inclusive teaching practices, racism in higher education, inclusive teaching practices and UDL. Finally, an international symposium on inclusive learning was held in April 2021, with over 500 registrations. A recording of the symposium is available at <https://www.nuigalway.ie/centre-excellence-learning-teaching/newsevents/conferences/inclusivelearningsymposium2021/>.



## Crowd4Access - Campus Accessibility Pillar Collaboration

The Enhancing Access and Inclusion at NUI Galway project is led by the Access Centre, NUI Galway and funded by the Higher Education Authority (HEA) through its Fund for Students with Disabilities (FSD) Strategic Initiatives funding. The purpose of this project is to drive excellence in the student experience, teaching and learning, and in the built environment, for the benefit of all students, but specifically for students with disabilities, at NUI Galway. Enhancing the physical accessibility of the NUI Galway campus and buildings is a key pillar of this project. An important aspect of this project pillar is to identify the most accessible routes on the NUI Galway campus.

Crowd4Access is a Citizen Science project. It is a partnership between citizens and professional technology researchers who have come together to map the accessibility of footpaths of Irish cities.

Everyone has challenges when navigating the footpaths of a city, or a university campus. The wheelchair user and the parent pushing a buggy may need access ramps, the runner may need an even surface, the user of crutches may need shorter street crossings, the person with low eyesight may need a good contrast between footpath and the street, whereas the blind may need tactile pavement.

Together, the FSD Campus Accessibility Project Coordinator, Deirdre McHugh, and the

Crowd4Access Project Coordinator at NUI Galway for the Insight SFI Research Centre for Data Analytics, Brendan Smith, reached out to our university community of students, academics and professional colleagues, and invited its members to volunteer as Citizen Scientists to map campus footpaths and building surrounds and make this information publicly available. Their response was overwhelmingly positive and enthusiastic.

Volunteers met online for a workshop, to learn about how different people use footpaths in different ways; how to identify major obstacles to footpath accessibility; and how to use a smartphone app to record footpaths on campus. At a second online workshop, they learned how to input the footpaths and such elements as tactile pavements, pedestrian street crossings, bollards and ESB poles into an open-sourced online mapping programme.

On Friday 3rd of June, a group of over twenty NUI Galway staff and students, including our University President, Professor Ciarán Ó hÓgartaigh, came together to map the accessibility of footpaths on the NUI Galway campus. Most importantly, the group included some of our students with disabilities, whose insights and experience are invaluable in ensuring that our University Campus is accessible for all.



NUI Galway campus footpath mapping volunteers



## Making Respect a Core Value in Universities

On Wednesday, 27th April 2022, over 100 participants gathered to attend this hybrid event to discuss the value of respect and launch the project *Embedding Respect in NUI Galway*, which will develop a Respect Charter for NUI Galway. The event was opened by President Prof Ciarán Ó hÓgartaigh, who set the tone by challenging the participants to think of respect as not about what we are going to do but what we are going to be.

Niall Crowley, former chief executive officer of the Equality Authority and co-founder of the Values Lab, spoke passionately on the meaning of respect. He identified it as the bedrock of human rights, as well as being a personal value, an organisational value and a societal value. He emphasised the importance of including those staff and students who face 'the oppression of a respect deficit.'

Professor Nandini Ramanujam, McGill University, shared insights from her role as co-chair of the McGill's Task Force on Respect and Inclusion. One key lesson was the value and power of listening, which was implemented by the Taskforces in numerous ways resulting in cross-cutting themes of mission, governance, communications, space and trust.

Patricia King, General Secretary of ICTU, focused on the importance of respect in workplace relationships where respect means treating every person with the dignity you would expect yourself. To successfully embed it in an organisation the management has to drive it, champion it, and demonstrate zero tolerance for any other type of behaviour. Patricia also shared her personal workplace motto: 'give, earn and expect Respect'.

## People Strategy

At the time of print, the People and Culture strategy is in draft format. The strategy was developed with inputs of both independent external feedback (HR Quality Review, KeepWell Post Assessment report, External Audit), internal feedback (HR Surveys), and consultation with our People as well as reviewing the HR requirements from the University and other internal strategies.

Senator Alice-Mary Higgins spoke of how there were two parts to the work ahead: defining respect and embedding respect. The latter involves the University focusing on what gets valued, what gets prioritised and what gets resourced and supported. She warned that a respect policy cannot simply be an aspiration for the future but must recognise that it's coming from a situation where there has been disrespect in the past.

Dr Helen Maher, VP for EDI, closed the session, noting that systemic change is recognising the patterns of disrespect and the patterns of inequality, and made a firm commitment to work with Dr Shivaun Quinlivan, Dr Rachel Hilliard, Dr Lucy-Ann Buckley and Dr Deirdre Halloran to progress this strategic objective conceptually and practically and support the next phase of the project.



Pictured at the Embedding Respect in NUI Galway event, 27 April 2022: Dr Deirdre Halloran, Dr Lucy-Ann Buckley, Dr Rachel Hilliard, Senator Alice-Mary Higgins, Dr Helen Maher, Dr Shivaun Quinlivan, and Niall Crowley.

Through our Consultation fora, our people believe there is scope for cultural change. By embedding our values and delivering the People and Culture Strategy, the stage will be set to influence organisational change. This strategy is shaped by our people, for our people and its purpose is to optimise the experience at work of all our people.

“support our people to develop personally fulfilling and socially transformational careers, regardless of their entry point or onward trajectories”

## Mentoring Programmes

The **University Mentoring Scheme** was launched at the end of 2021 with the aim of supporting staff to build their skills and achieve their career goals. Support is offered at NUI Galway through a partnership of senior staff members and early career colleagues, with the aim of enabling staff to realise their potential. This scheme operates alongside other mentoring programmes such as Aurora and Collaborate.

Since the start of 2022, over 100 staff have registered to act as a Mentor, and over 40 staff have signed up to participate as a Mentee. Training workshops for both Mentors and Mentees have been provided, with further workshops planned throughout the year. In addition to this, 1 hour Mentor Action Learning Sets are scheduled 3 months after the initial Mentor workshop.

The plan is to increase and build on the Mentor Panel in 2022 to accommodate the expected increase in Mentee numbers this year. To manage the process effectively, an intake of both Mentors and Mentees is scheduled for January and July of each year.

In order to maintain momentum and build awareness of the scheme, Mentoring Champions have been created locally. The Mentoring Champion acts as a point of contact for staff locally and works closely with Learning and Development on the pairing process and local communication and updates.

All staff have free access to the LinkedIn Learning Platform, and **Learning Paths dedicated to Mentoring** have been created for NUI Galway staff as an additional support and resource. A mentoring webpage is also available to staff with up-to-date resources and materials.

In March 2022, NUI Galway, in collaboration with TCD, UCC, TUD, QUB and UL, launched an inter-institutional mentoring scheme (**‘Collaborate’**). 5 staff members from each University are currently participating in the scheme. The programme aims to provide staff with peer mentoring support from staff in similar roles within the participating institutions and build a network of support external to their place of work. The current pilot programme is aimed at staff who are new to People Management roles within the last 2 years. It is hoped that another session, aimed at a different cohort of staff, will run later this year.

Future plans include:

- An interactive Mentoring Platform to host the profiles of all Mentors and allow Mentees to become more involved in the pairing process.
- The establishment of an internal Mentoring Staff Network that would meet regularly to review and support the process.

## Governance Review of Professional Services Resources in the College of Arts, Social Sciences and Celtic Studies (CASSCS)

The Governance Review of Professional Services Resources in Schools and Disciplines of the CASSCS was a major initiative under the People portfolio during 2021-2022. It was the second stage of the review, the first of which was completed in September 2021, and focused on professional services resources in the College Office. The work of the Review Group aligns with the commitments in the College Strategy to ‘support our people to develop personally fulfilling and socially transformational careers, regardless of their

entry point or onward trajectories’, and to ‘review the School structures to ensure all units are fully optimised in terms of intellectual coherence, programme delivery and operational efficiency’. Stage 2 was chaired by Vice-Dean for EDI and People, Dr John Walsh, and completed in May 2022. The Review made 12 College-wide recommendations and 7 recommendations relevant to individual Schools about future distribution and structure of professional services resources.

## Goal Three

NUI Galway will drive innovative EDI practices in the Higher Education Sector

### Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 has introduced a legislative basis for gender pay gap reporting in Ireland with new regulations under the Act published in June 2022. Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022.

The gender pay gap (GPG) is designed to capture the extent to which women are represented evenly across an organisation in salary terms. It is usually reported in terms of mean and median pay gaps. The mean (average) GPG is most commonly reported nationally and internationally. It is the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women expressed as a percentage of average hourly pay for men in an organisation regardless of the nature of the work, role or seniority. The mean represents the 'typical' salary of all employees, and is of particular interest since it summarises salary differences for the entire cohort and its calculation includes every individual member of staff. As such, it is sensitive to any outliers: in an organisation with a large mean GPG, typically most highly paid staff are men, while women are overrepresented among the lower paid.

The median GPG represents the earnings of the typical member of staff; if all staff are listed by their earnings from highest to lowest, the median pay is that of the person in the middle of the lists of male and female employees. The median pay gap is not influenced by any outliers, and so reflects data for 'typical' individuals. Together, both metrics highlight the impact of an organisation's employment and pay practices, and help explain the drivers of pay differentials.

The GPG should not be confused with the concept of equal pay for equal work or pay parity – which is enshrined in equality legislation.

"The gender pay gap (GPG) is designed to capture the extent to which women are represented evenly across an organisation in salary terms."

## NUI Galway GPG Report on March 2021 data

In anticipation of these legislative requirements, NUI Galway initiated the gender pay gap project in 2018 and working with external consultants, have conducted annual audits and reported GPG for 4 years (2018, 2019, 2020, 2021).

The 2021 GPG report is based on a snapshot of employees' pay on March 31st 2021. At that point, based on 2,583 staff across the organisation, the mean gender pay gap was 18% and the median pay gap was 10.9%. This infers that there is a difference of 18% in the average hourly pay of men and women expressed as a % of average hourly pay for men regardless of the nature of the work, role or seniority. Or, when we compare median hourly pay, a woman earns 89c for every €1 a man earns.

As in previous years, the mean GPG is most pronounced in the academic staff category (mean 22.6%) which largely reflects the representation of men and women in senior academic grades (Table 1). A major driver is that proportionally, a higher percentage of academic men are at Senior Lecturer grade or above than academic women. Additionally, a disproportionate number of women are employed on part-time teaching contracts.

Trends emerging in gender pay gap data for NUI Galway show a marginal improvement in the mean gap over the past 4 years from 20% in 2018 to 18% in 2021 (Table 2). Slight improvements are discernible on 2020 data, due to the net impact of employee movement (joiners -1.9% and leavers +1.5%) and pay changes (-0.2%).

While it is clear from the data that it will take time to significantly reduce the gender pay gap, annual GPG analysis has enabled a deeper understanding of the underlying gender issues across recruitment, career progression, promotion, and leavers.

In line with NUI Galway's Strategy 2020-2025 and EDI Strategy 2020-2025 which commits to substantially reducing the gender pay gap, concrete measures have been put in place to address this gap including;

- A 2 phase promotions project to accelerate promotions to SL and PP including career and leadership development of academic staff at lecturer and SL grades and the provision of a Research Consolidation Grant for female SLs, to consolidate research development, as a key element of

making a strong application for promotion to Personal Professor. 10 women received the grant in 2020, and 6 women in 2021.

- Support for schools applying for new Professorship posts under the SAL initiative
- Careful monitoring of applicant pools and shortlists for all senior posts, professional services and academic to achieve gender representation since AY 2019/20.
- Introduction of a new academic promotion scheme providing bi-annual opportunities to apply for promotions to senior academic grades.
- Introduction of a new Associate Professor grade in 2022 to create more promotion opportunities.
- Collaboration on a new Preparation for Academic Advancement (PAA) programme, funded by the GEEF with UL (lead) and MU. In the pilot phase NUI Galway provided 8 mentors to the programme and 5 participants. The focus of the PAA programme is to support women to apply for promotion to Professor within the next 2 years, taking the impact of COVID-19 on individuals' careers into consideration.
- 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 and are now well established across the institution.
- Monitoring of uptake of the Retention scheme for academic staff.
- The roll out of a Job Sizing/Evaluation Framework for Administrative Staff from May 2022 to facilitate progression of professional services staff in post, in addition to promotion opportunities via internal recruitment.
- Supports for career and leadership development – the Aurora Leadership Development programme is available annually for up to 20 women per year from across all staff categories.
- Introduction of a new mentoring scheme in AY 2021/22 for all staff categories.
- A UMT led working group on Precarious Employment – sorting out the present and planning for the future was established. Terms of Reference for the Working Group were agreed in May 2019.

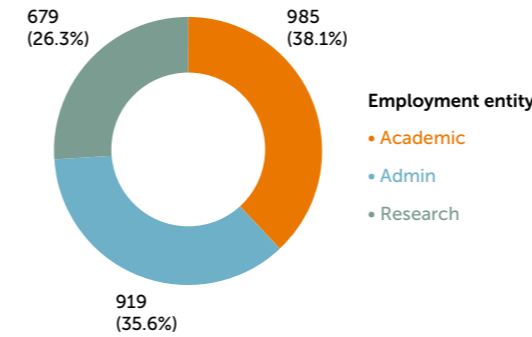


Figure 1: Distribution of staff across staff categories

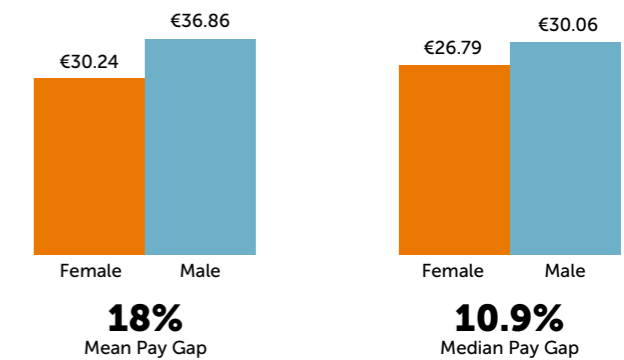


Figure 2: Gender Pay Gap, NUI Galway: March 31st 2021 data

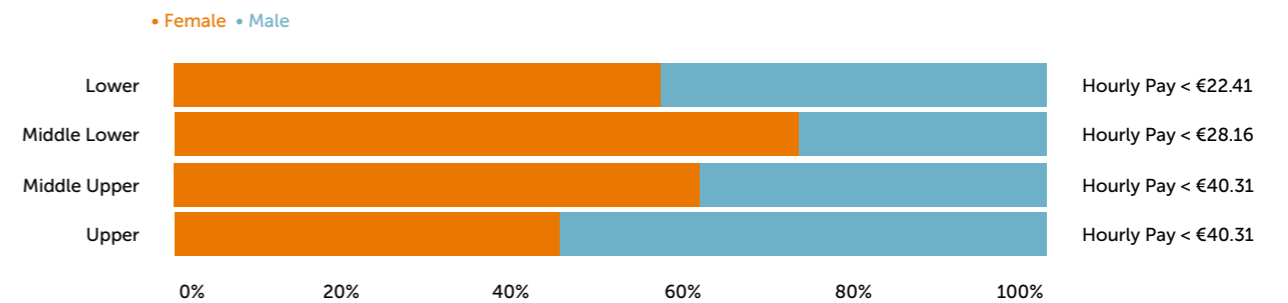


Figure 3: Proportion of Employees in each Quartile

| Category         | Mean Gap |       |       |       | Median Gap |       |       |       |
|------------------|----------|-------|-------|-------|------------|-------|-------|-------|
|                  | 2018     | 2019  | 2020  | 2021  | 2018       | 2019  | 2020  | 2021  |
| Academic         | 23.2%    | 21.3% | 22.1% | 22.6% | 11.8%      | 5.9%  | 5.9%  | 11.8% |
| Support Services | 14.4%    | 12.8% | 12.7% | 13.2% | 16.8%      | 10.2% | 10.9% | 12%   |
| Research         | 7.6%     | 6.7%  | 7%    | 4.6%  | 0%         | 0%    | 2.2%  | 2.5%  |

Table 1: Gender Pay Gap (2018-2021) by Staff Category

| Mean Pay Gap NUI Galway | Median Pay Gap NUI Galway |
|-------------------------|---------------------------|
| 2021 = 18%              | 2021 = 10.9%              |
| 2020 = 18.7%            | 2020 = 12%                |
| 2019 = 17.9%            | 2019 = 12%                |
| 2018 = 20%              | 2018 = 18.4%              |

Table 2: Gender Pay Gap (2018-2021)

## NUI Galway's Domestic Violence Leave Policy

NUI Galway was the first Irish Higher Education Institution to introduce a Domestic Violence Leave Policy. The Policy was launched by the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris on the 26th of May 2021. The Policy provides for a period of paid time away from work for staff members who have suffered or are suffering from domestic violence or abuse. This leave will enable the staff member to take the time they need to seek assistance in a structured and supported environment. Minister Harris commented: 'The introduction of the Domestic Violence Leave Policy at NUI Galway marks a critical step forward in ensuring that Higher Education Institutions are safe and supportive workplaces. I really want to commend NUI Galway for this important work, and I hope it will be the first of many institutions

to adopt such a policy.' Following this statement, Minister Harris wrote to every college in the country in June last year, urging them to follow suit. TCD, UCC, UCD and DCU have all committed to introducing similar policies in 2022. NUI Galway is a leader in the area and Dr Nata Duvvury has collated a **case study** exploring how ground-breaking research at NUI Galway on domestic violence as an economic issue, has had a fundamental role in shaping the global research agenda, legislation and policy.

**"NUI Galway was the first Irish Higher Education Institution to introduce a Domestic Violence Leave Policy."**

## StartsWithAName initiative

The College of Science and Engineering EDI Committee are piloting the StartsWithAName initiative at the CSE. StartsWithAName is premised on respecting the correct use of people's names supported by individuals putting the phonetic pronunciation of their name on their e-mail signature/name badge/Zoom name etc. The pilot is also included in NUI Galway's Institutional Athena SWAN Action Plan.

The Student Digital Pathways project is in the process of including functionality to the registration system to enable students to voluntarily add a phonetic spelling of names as part of student profiles. There may also be an option to upload an audio file to aid pronunciations.

**Learn more about StartsWithAName here.**



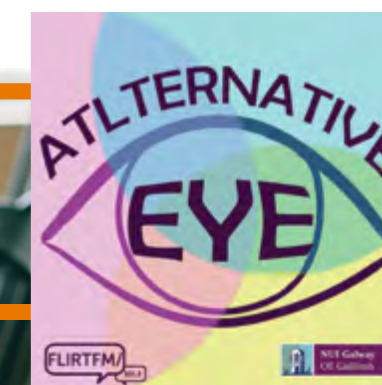
Watch the StartsWithAName video here: <https://www.youtube.com/watch?v=sblPgJDyOqU>

## The Alternative Eye - Pilot podcast series

The Alternative Eye is a new podcast series for broadcast on Flirt FM and additional community radio stations, and will be released for streaming on the main online platforms. The aim of this pilot series is to hear reflections on various themes relating to EDI in a higher education context at NUI Galway. The idea is to take the listener on a journey through people's personal experiences and how they play out in everyday life and in the educational sphere, all with a Galway slant.

Difference is not always what we think it is, and the episodes explore a variety of themes including contributors telling their own stories about neurodiversity, providing

sanctuary, studying as an Irish Traveller and navigating the world with a physical disability. Devised and produced by the award-winning independent audio producer Orla Higgins, the series is financially supported by the EDI budget of the College of Arts, Social Sciences and Celtic Studies, NUI Galway. Additional support is provided from the University of Sanctuary, and recordings took place at Flirt FM studios. It is hoped that the pilot can be expanded into a regular series that will provide the listener not only with insights into the unseen lives of others but also with the opportunity to consider solutions that can improve the world of education for everyone.



# Goal Four

Foster a campus culture which is welcoming, inclusive, safe and free from discrimination

## Consent Framework Implementation

### Sexual Violence and Harassment Prevention and Response Committee

The Consent Framework Implementation Working Group has been renamed the Sexual Violence and Harassment Prevention and Response Committee to reflect sectoral norms and the wider remit regarding sexual violence and harassment within this group.

### Speak Out

Speak Out, a new online tool for anonymous disclosures on campus for staff and students, was officially launched in NUI Galway on the 5th of November 2021.

Speak Out is a key goal for the NUI Galway Consent Framework Action Plan and will enable the University to collect data on incidents of bullying, cyberbullying, harassment, discrimination, hate crime, coercive behaviour, stalking, assault, sexual harassment, sexual assault, and rape, to assist us in the implementation of educational and policy initiatives and to signpost individuals to support services and help.

Speak Out is available at <https://nuig.speakout.ie/>.

### First Point of Contact Training

NUI Galway and Galway Rape Crisis Centre (GRCC) recently concluded the second round of First Point of Contact training for staff and students in positions of responsibility. This training includes disclosure training, with a particular focus on the university environment, and incorporating cultural change.

### UniSAFE

NUI Galway are participating in UniSAFE, a three-year EU project to provide measurable evidence on the prevalence of gender-based violence in universities and research organisations. UniSAFE conducted a survey among staff and students in 46 participating EU higher education/research performing organisations. Participating institutions in Ireland also include Maynooth University and University College Cork. Survey results will be integrated with qualitative evidence in a multi-level study design, analysed and translated into operational tools for research performing organisations and policymakers. We have also supported the project through developing material for a case study on NUI Galway and the provision of related data.



NUI Galway Speak Out launch, 5th November 2021: James McCormack, Head of Student Counselling; Gemma MacNally, Student Counsellor; Professor Ciarán Ó hÓgartaigh, NUI Galway President; Dr Pádraig MacNeela, Lecturer with the School of Psychology and Active\* Consent Programme Co-Lead; and Róisín Nic Lochlainn, NUI Galway Students' Union President.

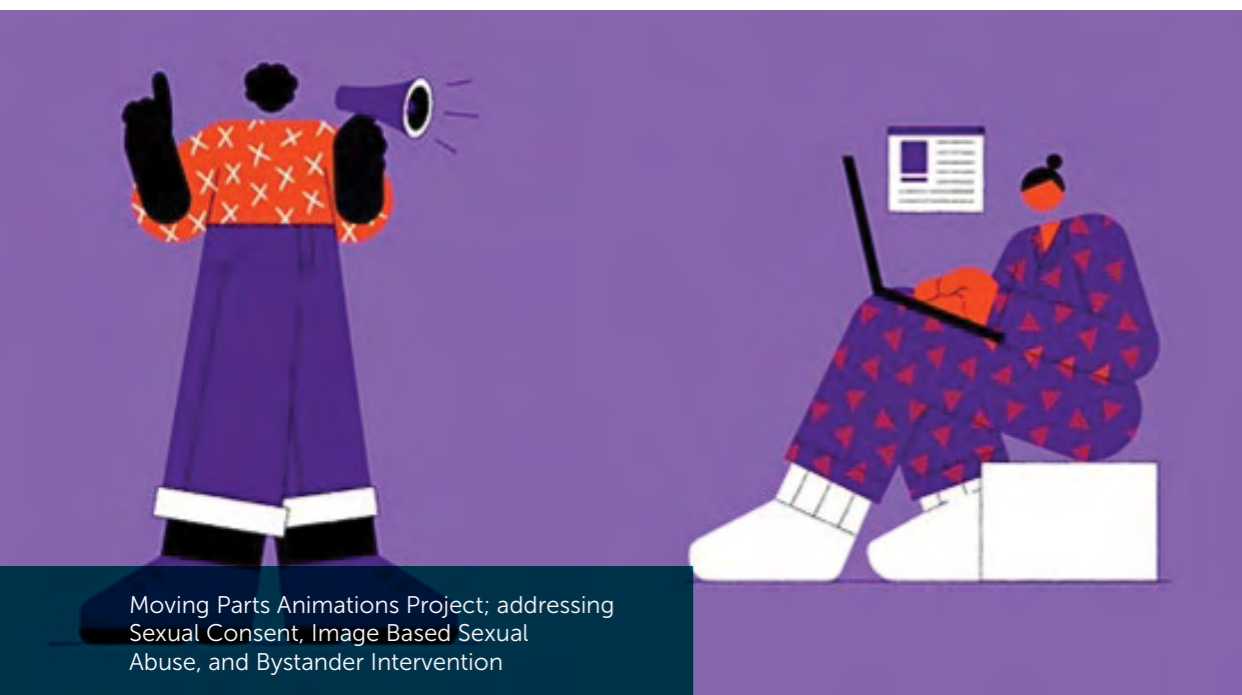
### Launch of National Survey Reports on Sexual Violence and Harassment in Higher Education

The reports of the 'National Survey on Sexual Violence and Harassment in Higher Education' pertaining to students and staff were published in February: <https://www.gov.ie/en/publication/09bb5-report-on-surveys-of-experiences-of-sexual-violence-and-harassment-in-higher-education/#>. This research was led by a team of NUI Galway researchers.

### Moving Parts

The 'Moving Parts' collaborative project with IADT, UCC and NUI Galway was launched on the 23rd of March 2022. Moving Parts is a student-led animation project which draws attention to sexual consent, bystander intervention, and image-based sexual abuse from the perspective of third-level students. Several powerful animations, in English and Irish, were developed to raise awareness of these critical issues, as part of an active collaboration between students and staff at IADT, NUI Galway Active\* Consent, and UCC Bystander Intervention: <https://iadt.ie/about/equality-diversity-inclusion/moving-parts/>.

“Moving Parts is a student-led animation project which draws attention to sexual consent, bystander intervention, and image-based sexual abuse from the perspective of third-level students.”



Moving Parts Animations Project; addressing Sexual Consent, Image Based Sexual Abuse, and Bystander Intervention

### Green\* Light

Green\* Light is a new podcast collaboration between Active\* Consent and the Glow West podcast, that explores how consent, sexual violence, and relationships are depicted in and shaped by pop culture, from film and TV to music and more. Hosts Dr Caroline West, Dr Charlotte McIvor, and Alex Black from the Active\* Consent team are joined by some very special guests to dissect these topics and look at how we can create a better world for everyone to explore consent and positive sexual experiences.

Both Active\* Consent and Glow West work to build a consent culture in Ireland through the use of workshops, research, creative learning interventions, e-learning modules, and of course - podcasts!

Green\* Light is now available to stream on the **Consent Hub**, as well as Amazon Music, Deezer, Blubrry, Jiosaavn, Podchaser and Tunein (coming soon to Spotify and Apple Music).



### University of Sanctuary

The 2021 academic year began with much uncertainty and in light of this the University of Sanctuary (UoS) Steering Committee focused primarily on welcoming 12 new 'Sanctuary Scholars' to NUI Galway as part of the UoS Scholarship Programme. The programme is currently in its third year, and is open to International Protection applicants, refugees, vulnerable immigrant groups and Irish Travellers. In collaboration with the University's four Colleges, the programme has welcomed 30 students from 19 different countries to the University to date. To support this cohort of incoming scholars on their educational journey they are paired with both support and academic mentors, with mentors receiving bespoke training developed in collaboration with Spirasi, Foróige, and the Galway Traveller Movement (GTM). The programme is always looking for new mentors, and has proven a fantastic way for University staff to develop meaningful relationships with some of the most disenfranchised students who experience discrimination in their daily lives.

In addition to the scholarship programme, the UoS focused on supporting students experiencing technological inequalities resulting from the pandemic. In collaboration with the Insight Institute for Data Analytics, the Galway Chamber, Camara Education Ireland and Trinity Access, the UoS Steering Committee provided 40 much-needed refurbished laptops to regional Irish Traveller and Roma support groups, and 12 desktops

to a local direct provision centre through the Tech2Students initiative. Sanctuary Scholars who were not eligible for the Government's Laptop Loan Scheme also received laptops resulting from collaborative efforts between the Access Centre, Student Services, the Chaplaincy, and the Hardiman Library.

The UoS Steering Committee commenced 2022 preparing for an ENLIGHT webinar which took place in February. ENLIGHT is a cross-European partnership between 9 universities which aims to undertake a fundamental transformation of European higher education, empowering learners as globally engaged citizens to promote equitable quality of life and sustainability. The webinar was well attended with over 80 attendees and served to highlight NUI Galway's efforts to welcome 'Sanctuary' cohorts to the University. Plans for future collaboration are ongoing between member universities so watch this space.

“a fantastic way for University staff to develop meaningful relationships with some of the most disenfranchised students who experience discrimination in their daily lives.”

Of course, for those fleeing war in Afghanistan and other flash points across the globe, 2022 commenced painfully like 2021. Furthermore, with the outbreak of war in Ukraine, much focus turned to offering support to Ukrainian refugees while remaining conscious of those already seeking International Protection in Ireland. In this regard, Professor Afshin Samali and Mary Dempsey, Vice-Dean for EDI in the CSE, facilitated a mini open day for 20 Afghan refugees in March. The UoS committee hosted two further information events in April and May, providing information on pathways to education and employment to broader audiences.

As the summer months fast approach, our attention is now focused on delivering a needs-based Education Transition Programme on campus, in collaboration with the Traveller Education Officer, while expanding the Schools of Sanctuary initiative in the region. We will also undertake a review of the UoS Scholarship Programme to improve our efforts in providing equitable access to education for all, so onwards and upwards!



NUI Galway President, Professor Ciarán Ó hÓgartaigh, welcomes Afghan refugees to campus for a mini open day event.



## UNHCR PASSWORLD Project

NUI Galway is the UNHCR's Irish Higher Education Institution partner to design and pilot education corridors for refugee students under the EU PASSWORLD initiative. In solidarity, world leaders have pledged responsibility-sharing with host countries (including developing countries) to guarantee resettlement and complementary pathways for education and employment opportunities for refugees.

Ireland, Italy, and Belgium have committed to design policies for Labour and Education, Complementary Pathways for people in need of international protection, and to implement education and work programs centred on linking legal pathways to community engagement. The goal for 2030 is to achieve enrolment of 15% of college-eligible refugees in tertiary or connected higher education programmes in host and third countries. It is expected that enrolment of young refugee women should be equal with young men.

Led by Caritas Italy, the EU 2022-24 EU-PASSWORLD project is funded through the

EU's Asylum, Migration & Integration Fund and is coordinated in Ireland by the UNHCR, Ireland and the Migrant and Refugee Rights Centre (Nasc). The EU-PASSWORLD project aims to widen labour and education pathways linked to community sponsorship in Europe. Community sponsorship is key to local integration and results in improved outcomes for refugees. It enriches and strengthens host communities, in addition to promoting positive attitudes towards refugees and migration.

In May 2022, the President of NUI Galway, Professor Ciarán Ó hÓgartaigh signed the manifesto on expanding refugee tertiary education pathways in Europe. This manifesto underpins NUI Galway's commitment to work towards common advocacy, strategies, and the design of operational frameworks to further expand and create tertiary education pathways for refugees in Europe. It also builds on other successful programmes, such as the Italian UNICORE programme, the German DAAD Leadership for Syria and Africa and the Student Refugee Program (SRP) in Canada managed by WUSC.



Front row: Enda O'Neill, UNHCR Head of Office, Aoibhinn Helly, Policy & Advocacy Officer, Professor Ciarán Ó hÓgartaigh, President of NUI Galway, Dr Helen Maher, Vice-President for EDI, Back row: Dr Andrew Flaus, Vice Dean for Internationalisation, Associate Professor Mary Dempsey, Vice Dean for EDI, Aidan Harte, University of Sanctuary Co-ordinator, Charlotte Bertrand, UNHCR Associate, Professor Walter Gear, Executive Dean, College of Science and Engineering and Stacey Dunne, NASC Ireland.

“The goal for 2030 is to achieve enrolment of 15% of college-eligible refugees in tertiary or connected higher education programmes in host and third countries. It is expected that enrolment of young refugee women should be equal with young men.”



## Diversity documentary - 'From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist'

The College of Science and Engineering launched a short documentary - 'From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist' in May 2022. By highlighting Professor Samali's story, NUI Galway - a designated University of Sanctuary - hopes to inspire its community to be more accepting of cultural differences, open to new experiences and to better participate in welcoming our diverse community. The production tells the story of Professor Samali, Professor for Cancer Biology at NUI Galway, who came to Ireland as a refugee in his late teens in 1985. The short film highlights Professor Samali's family's experience escaping a conflict zone and their integration into Irish society. Professor Samali

was born in Iran and is a member of the Bahá'í faith which advocates peace and unity and equality between men and women. As one of the Bahá'í leaders, Afshin's stepfather was wanted by the authorities and potentially faced imprisonment and execution, like other Bahá'í leaders. Rather than denounce their religion, Afshin's family abandoned their privileged life, and raised money to pay smugglers to take them from Iran, navigating traitorous mountains, ravines and deserts, and negotiated with boarder control to Pakistan where they registered as refugees with UNHCR. As part of a group of 26 refugees, Afshin's family as were resettled in Ireland in response to Ireland's humanitarian remit, and in December in 1985 the Samali family began their new life in Sligo.



Watch the video 'From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist' on YouTube here: <https://www.youtube.com/watch?v=WbFrGUyMDPw>



Samali-Golroo family with Professor Ciarán Ó hÓgartaigh, President of NUI Galway

## Mincéirs Misl'd in Education: Embedding Irish Traveller Culture and History

The 1st of March 2017 was an historic and momentous day for the Irish Traveller community when the Irish Government formally recognised Irish Travellers as a distinct ethnic group. Irish Traveller Ethnicity Day marks the anniversary while celebrating Irish Travellers culture and heritage including music, craft traditions and language. The, now annual, celebration of Irish Traveller Ethnicity Day at NUI Galway is organised by the University's Access Centre in collaboration with the Mincéirs Misl'd in Education project

(MMIE), and continues the University's tradition of partnerships with community groups and organisations to support and contribute to cultural and educational development, regionally and nationally.

The MMIE project is about empowering Irish Travellers to transition and build a sense of belonging in Higher Education, and it brings together a consortium of partners (NUI Galway Access Centre, Galway Traveller Movement, Involve CLG, Mayo Sligo Traveller Support

Group, Sligo Traveller Support Group, Western Traveller Intercultural Development Centre, TULSA, Higher Education Authority, and Student representatives) working together to remove barriers to higher education.

The NUI Galway Irish Traveller Ethnicity Day celebrations was founded and organised by Owen Patrick Ward in 2019, with support from Imelda Byrne, Head of the Access Centre. The event was in partnership with NUI Galway's Access Centre, School of Nursing and Midwifery, as well as the Office of the Vice-President for Equality and Diversity. The Equality, Diversity and Inclusion Project Fund sponsored the event<sup>1</sup>. With a group of 25 Traveller students attending the first event in 2019, the celebration continues to go from strength to strength with approximately 1,500 people attending various events during the celebrations this year.

President of Ireland, Michael D Higgins, led the opening of the week-long celebrations with a keynote address exploring rights and other issues for the Traveller community. There were

further contributions from President of NUI Galway, Professor Ciarán Ó hÓgartaigh, VP for EDI, Dr Helen Maher, Traveller Education Officer, Owen Ward, and music by award winning traditional singer Thomas McCarthy.

**"The MMIE project is about empowering Irish Travellers to transition and build a sense of belonging in Higher Education."**

The range of panel discussions, workshops and cultural exhibitions that occurred for the week offered a variety of opportunities for staff, students, and the public to discover more about Irish Traveller culture and history. Several schools, with whom the NUI Galway Access Centre works closely, were welcomed onto campus for a series of workshops by Cell Explorers, Youth Academy, Schools of Sanctuary, and Traveller organisations that gave a taster of subjects they might one day study as part of our campus community, as well as an insight and knowledge of Irish Traveller traditions.



President of Ireland, Michael D. Higgins, Sabina Higgins, President of NUI Galway, Prof Ciarán Ó hÓgartaigh, Vice-President for Equality, Diversity and Inclusion, Dr Helen Maher, Traveller Education Officer, Owen Ward with Mincéirs Whiden Society Committee members (2021/22), Michelle Mitchell, Aurora Gifford, Ann Marie Ward, Bernard McDonagh, Luke Silke, Rebecca Sherlock, Anna Keane, Jason Sherlock and Emma Ward.



Gliondar, Athenry Community Arts Group, L-R: Alanna Doyle, Kaley Hayes and Meg Bhogal.

<sup>1</sup> NUI Galway Celebrates Irish Traveller Ethnicity Day, 25th February 2019, Available at: <https://www.nuigalway.ie/about-us/news-and-events/news-archive/2019/february/nui-galway-celebrates-irish-traveller-ethnicity-day.html>

## Embedding Gender Identity Expression & Diversity Training - Promoting Best Practice in Irish HEIs

The Gender Identity Expression and Diversity project is a HEA funded collaborative partnership between five HEIs, including NUI Galway under the Gender Equality Enhancement Fund. This project builds on the capacity of a previous HEA funded project to further embed the Gender Identity, Expression and Diversity Training Programme for higher education staff which was initially developed and piloted in 2020/21 across five HEIs in the sector.

- Development of an online resource hub relevant for staff across the Higher Education sector
- Development of Gender Identity and Expression Equality officer network for the sector

This project is for all staff members with additional tailored sessions for HR staff and senior management.

Discrimination against LGBTQ+ people is often rooted in narrowly defined gender norms. By tackling these ideas, this initiative also seeks to tackle these discriminatory norms, thereby challenging unconscious bias and progressively embedding gender and sexual equality in institutional culture.

The core objectives of the Gender Identity and Expression project are:

- Expanded delivery of the bespoke synchronous training programmes through interactive online workshops facilitated by Shout Out
- Train the trainer sessions for designated key HEI contacts from across the sector in the form of a Gender Identity and Expression Equality Officer Training Programme



## Let's Talk About Race in the Higher Education Sector

To coincide with International Day for the Elimination of Racial Discrimination 2022, the OVPEDI launched the new Race Equality Awareness online module 'Let's Talk About Race in the Higher Education Sector' in NUI Galway. This 30-minute Race Equality Awareness online module, which has been funded by IUA Vice-Presidents for EDI, aims to:

- Develop greater awareness of the nature of racism, and in particular provide an understanding of how racism may take the form of inequality and bias that is embedded in our universities in a systemic way;
- Provide staff with the insights to enable the conversation about racism; and

- Calls us to action to take responsibility to reduce racism in our university.

This programme for staff is an early step in raising awareness of racism in the Higher Education sector, including the prevalence of micro-aggressions, which may be much more prevalent issues than more overt forms of racism. We encourage widespread take up of this programme by staff to help us collectively understand and address the institutional policies, processes and practices which embed and reproduce inequalities between staff and students of different backgrounds.

'Let's Talk About Race in the Higher Education Sector' is available on: <http://nuigalway.learnupon.com>.

## 'Understanding race, antiracism and identities in the workplace' - Workshop by Dr Eburn Joseph

The College of Arts, Social Sciences and Celtic Studies (CASSCS), in collaboration with the Moore Institute, hosted a workshop on 'Understanding race, antiracism and identities in the workplace' on the 7th of March 2022, delivered by Dr Eburn Joseph, Race relations consultant, Director of the Institute of Antiracism and Black Studies and Chairperson of the African Scholars' Association Ireland (AFSAI). 80 people registered for the workshop, which was aimed at raising awareness about the importance of anti-racism measures within CASSCS, in anticipation of a university strategy on the issue. There was discussion on key terms and how they can influence workplace interactions, as well as an exploration of local and global reports of racism and how the experience of minorities in the workplace reconstructs identities. Participants were encouraged to take steps to become allies, active bystanders and antiracists.



## Goal Five

Embed an equality perspective in the day-to-day working across all functions

### Equality Impact Assessment (EIA)

A panel of colleagues across NUI Galway with expertise in equality and human rights has been established to assist policy owners conduct equality impact assessments as a standard part of: (i) the development of all new policies in the institution, and (ii) the revision of all existing policies as part of the normal policy review cycle (i.e. every 7 years at minimum).

Mainstreaming the EIA process was approved by Údarás na hOllscoile in October 2020 and has been built into the policy development requirements in QA002 Policies and Procedures. EIA Guidelines are available at: [http://www.nuigalway.ie/media/equality/files/QA153-EIA-Assessment-Guidelines-approved-June-2019-\(Final\).pdf](http://www.nuigalway.ie/media/equality/files/QA153-EIA-Assessment-Guidelines-approved-June-2019-(Final).pdf).

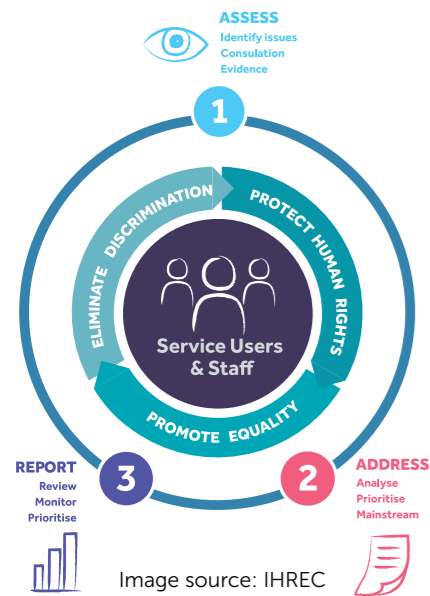
### Collection of Diversity Data

In January 2021 the OVPEDI launched a campaign to encourage staff to use the **Employee Self Service (ESS)** facility on the Core staff portal to input their own diversity characteristics; as we currently have very little insight into the diversity profile of our staff group. The purpose is to establish a baseline so we can identify gaps and plan and develop actions to address staff needs in terms of developing new policies and identifying evidence-based interventions.

All members of staff are actively encouraged to complete their diversity characteristics on ESS to help provide the evidence base to ensure appropriate diversity and inclusion policies and interventions for all staff in the future.

## Implementing the Public Sector Equality and Human Rights Duty - IUA Project

The EDI office are participating in an IUA supported project on implementing the Public Sector Equality and Human Rights Duty (Duty) across the university sector which commenced in December 2021. The Duty places a 'statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of those to whom they provide services and staff when carrying out their daily work' (IHREC, 2019). It puts equality and human rights at the heart of how public bodies execute their functions. This ongoing obligation on public bodies is also integral to the university's strategic planning cycle.



approach, assessment of human rights and equality issues, and validation of the assessment by the universities engaged in the project, in consultation with members of the identified groups under the Duty. The agreed core values which support the implementation of the public sector duty within the university system comprise:



Key outcomes of the project include the completion of a participative and evidence-based assessment of the equality and human rights issues for the identified groups under the Duty which have relevance to the functions of the university. This assessment is inclusive of the nine grounds enshrined in legislation, with the addition of socio-economic status. The assessment refers to disadvantage in relation to the type of resources available, including access to education and training, as well as employment. The recognition of diversity and specific needs in accordance with the identity of the group also forms part of the assessment. Each university will adapt the assessment in terms of institutional commitment and adherence to the implementation of the public sector duty.

The Irish Human Rights and Equality Commission have launched a new eLearning module to support and enable staff within public bodies to understand and meet their obligations under the Duty: **Public Sector Duty eLearning - IHREC - Irish Human Rights and Equality Commission**

Useful links: [IHREC\\_Public\\_Sector\\_Duty\\_Final\\_Eng\\_WEB.pdf](#)

As a public body, our commitment to the Public sector duty includes:

- 1. Assess** the key human rights and equality issues of relevance to higher education.
- 2. Address** policies, plans and actions in place, or proposed, to address the issues from the assessment.
- 3. Report** on developments and achievements on an annual basis.

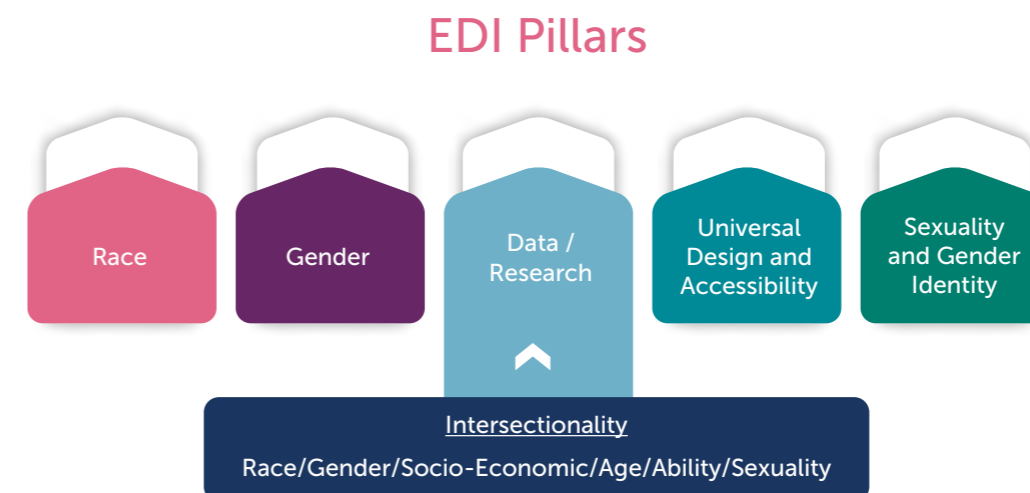
The project is facilitated nationally by Values-Lab who are tasked with developing a coordinated approach for universities to implement the Public Sector Equality and Human Rights Duty. The process involved the determination of a values-based

## Priorities for AY 2022/23

The EDI Team is set to expand in 2022/23 with several new posts funded through university strategic and support services funding and the allocation of HEA performance funding. As we commence the next academic year, the EDI Team will be reconfigured as follows:



Looking ahead to the next academic year, there is an extensive programme of work planned in relation to progressing the EDI Strategy 2020-2025 and furthering the NUI Galway Strategic Plan 2020-2025. The main activities of the EDI office will relate to the pillars of work outlined below:



## Race Equality

NUI Galway is fortunate to have been allocated HEA funding for its work in EDI, some of which will be used to undertake a set of inter-related projects and initiatives to advance our commitment to race equality. There are a number of planned actions which overlap with the recommendations outlined in the HEA commissioned report on race equality launched in 2021: **Race Equality in the Higher Education Sector**. The race equality programme of work will include data gathering and analysis (quantitative and qualitative); the development of a Race Equality Strategy and Action Plan; design and implementation of an institutional Anti-racism campaign; development of policies and procedures that specifically address racial discrimination; creation of an intersectionality index; attention to pedagogy and the decolonisation of the curriculum; and anti-racism training.



## Gender Equality

In 2022/23 the emphasis on gender equality will include the continued commitment to the development of Athena Swan applications and the implementation of school and institutional actions plans for awardees. The Institutional Athena Swan Steering Group will have responsibility for driving the implementation of the institutional Action Plan.

The third iteration of the Gender Equality Action Plan will also form a central focus of the work on gender equality.

The VPEDI will continue to engage with the working group tasked with reviewing the Workload Allocation Model, associated principles and implementation. The EDI team will also actively support the implementation of the revised 'Performance for Growth', Performance Management Development System which is a significant mechanism for monitoring workloads and supporting employee development and progression.

The External Advisory Group on Gender Equality will visit in October 2022.



## Sexual Violence and Harassment Prevention and Response

The programme of work to support our focus on sexual violence and harassment prevention and response in 2022/23 includes implementing the institutional, national and international actions. At institutional level we will continue to implement our objectives as outlined in the NUI Galway Consent Framework Implementation plan. We will also oversee the commencement of a policy integration project to review our overall policy framework for staff and students with reference to sexual violence and harassment. Key objectives are to ensure that policies and procedures are underpinned by a trauma-informed approach. The delivery

of consent awareness training will remain a central objective in supporting student well-being, sexual health and safety. In addition, 'First Point of Contact' training for staff and students in positions of responsibility will continue to be rolled out. The EDI office will also support the broader sectoral objectives and activities of the Active\* Consent Programme.

Our engagement in the European-wide UniSAFE project in 2022/23 will include engaging in sharing good practice, analysis of the survey responses, policy development, and the creation of interactive tools.

## Universal Design and Accessibility

The implementation of the Universal Design and Accessibility action plan is the priority objective in enhancing access and inclusion for staff and students with disabilities. The working group have also prioritised the development of reasonable accommodation policies and procedures, training and awareness raising, buildings and estates

physical accessibility, UDL, and information sharing in relation to student accommodations. Identified actions also relate to publicity and events, procurement, and health and safety. We hope to build on the capacity developed through the existing initiatives which have been progressed in 2021/22.

## Data Management

The NUI Galway data infrastructure is a core element of the progression of EDI actions in relation to staff and students. Our emphasis on data management in the next academic year will include a comprehensive review, development and implementation of appropriate processes and procedures to fully utilise capacity within existing software

and record systems to ensure the availability of consistent high-quality data to the OVPEDI and stakeholders. This will include defining the system requirements for EDI collection, reporting and management in collaboration with HRIS, the Student Digital Pathways Project Team and ISS staff.

## Fostering an EDI Research Agenda

In 2022/23 the EDI office would like to collaborate with colleagues on the EDIC, EDICC and across the university to develop a profile of the existing research which has supported the broad field of research relevant to equality, diversity and inclusion. The development of a repository of published research by colleagues and students will strengthen both the theoretical and empirical evidence base which reinforces

our EDI strategy. With this initial starting point, we would like to expand to develop a programme of research which will increase the effectiveness, impact and prominence of our work in the higher education sector. The commencement of the research process to develop an intersectionality index at the Centre for Global Women's studies is one of the many examples where a research-informed approach can support our strategic objectives.

## Sexuality, Gender Identity and Expression

Supporting the work of the LGBT+ staff network and student society is a key aspect of our equality agenda. Over the next academic year, we aim to increase the visibility of this work and to host networking and seminar events which help to shape the national agenda for promoting the rights and inclusion of LGBT+ people. Having sensitivities to the diverse needs

and experiences of our LGBT+ community will also be integral to our policy and strategy actions in relation to gender, consent, race and accessibility. We aim to contribute to national initiatives to mark Pride and to increasing the national emphasis on LGBT+ in higher education with our colleagues in the IUA.



## Thank You

As always, this work is dependent on the continued engagement, commitment and creativity of the Vice-Deans for EDI, the members of our committees and working groups, and our colleagues and students across the NUI Galway community. The EDI team would like to thank everyone for contributing to progressing the EDI Strategy 2020-2025 in such a dynamic manner.



NUI Galway  
OÉ Gaillimh

## Equality, Diversity and Inclusion Annual Report 2021/22

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NUI Galway  
OÉ Gaillimh

# Comhionannas, Éagsúlacht agus Cuimsiú Tuarascáil Bhliantúil

2021/22





Dealbh 'Equality Emerging' le John Behan.

'Equality Is But Difference – Respected and Celebrated'.

Photo by Prof. Chaosheng Zhang

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## Intreoir

Agus tús curtha agam le mo théarma mar Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe (VPEDI) in OÉ Gaillimh in Eanáir 2022, ba mhaith liom mo bhuíochas a ghabháil go speisialta le Aoife Cooke, Niamh Gallagher agus leis an Dr Laura Loftus as an bhfáilte chroíúil agus an tacaíocht a thug siad dom ó thosaigh mé. Tá an t-ádh liom a bheith ag obair le foireann chomh díograiseach sin san Oifig Comhionannais, Éagsúlachta agus Cuimsithe a bhfuil an oiread sin taithí acu, agus in éineacht leis na Leas-Déin EDI. Tá ríméad orainn a bheith in ann aitheantas a thabhairt sa Tuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú 2021/22 do roinnt de na gníomhaíochtaí forleathana ar tugadh fúthu chun clár oibre EDI OÉ Gaillimh a chur chun cinn i rith na bliana acadúla 2021/22. Ba mhaith liom freisin mo bhuíochas a chur in iúl as an obair agus an tacaíocht a thug an tUachtarán Ionaid agus Meabhránaí, an tOllamh Pól Ó Dochartaigh, a bhí freagrach as clár oibre an EDI sa tréimhse sular ghlac mise leis an bpost seo.



Ag tógáil ar an gcur chuige forásach i leith an chomhionannais a neadaíodh faoin VPED roimhe seo, an tOllamh Anne Scott, léiríonn an tuarascáil bhliantúil a rannpháirtí is a bhí an oiread sin de phobal na hollscoile maidir le béim straitéiseach agus phraiticiúil ar EDI a chur chun cinn san ollscoil agus sa tsochaí i gcoitinne. Léiríonn an clár oibre comhionannais ilghnéitheach seo atá leagtha amach sa tuarascáil bhliantúil seo an fhís agus an tiomantas chun dul i ngleic leis an athrú córasach agus cultúir atá mar bhonn eolais don obair seo.

Arís sa bhliain acadúil seo, chuaigh an fhoireann agus na mic léinn i ngleic le héifeachtaí COVID-19 ar ár saol gairmiúil, agus ar ár dteaghlach agus ár gcairde. Ina theannta sin, chruthaigh an iarracht cibirionsaithe dúshláin éagsúla agus táimid buíoch as an móriarracht institiúideach chun tionchar an chur isteach seo a íoslaghdú. Tugtar léargas sa tuarascáil seo ar ghníomhaíochtaí na Leas-Déan EDI, líonraí foirne institiúideacha, go leor comhaltaí foirne san Ionad Rochtana, an Ollscoil Tearmainn, Coiste Campais Comhionannais, Éagsúlachta agus Cuimsithe (EDICC), Coiste Comhionannais, Éagsúlachta agus Cuimsithe (EDIC) Údarás na hOllscoile, seirbhísí acadúla agus tacaíochta níos leithne, agus obair Oifig an Leas-Uachtaráin Comhionannais, Éagsúlachta agus Cuimsithe (VPEDI). Tá na gníomhaíochtaí a rinneadh in 2021/22 ailínithe leis na cúig sprioc i Straitéis EDI OÉ Gaillimh 2020-2025. Ina theannta sin, cuireann na gníomhaíochtaí seo chun cinn go sonrath na spriocanna ardleibhéil faoi Straitéis OÉ Gaillimh 2020-2025, atá le feiceáil go háirithe sna luachanna straitéiseacha Meas agus Oscailteacht.

Go hidirnáisiúnta leanaimid orainn ag tabhairt aghaidh ar iliomad bacainní mar gheall ar chomh hachrannach atá an éagothroime atá fréamhaithe go láidir fós. Éilíonn sé seo orainn a bheith réamhghníomhach agus insint mhalartach á múnú againn chun dul i ngleic leis an dioscúrsa domhanda faoina ndéantar ordlathais cine, inscne, aicme, gnéasachta, aoise agus cumais a dhlísteánú agus a threisiú. Tá léiriú an mhisnigh agus na dlúthpháirtíochta lárnach má táthar chun athruithe móra a dhéanamh agus timpeallacht a chruthú ina bhfuil meas ar chách, beag beann ar a saintréithe féiniúlachta. Is iomaí bealach atá ann na hathruithe seo a eiseamláiriú trínár n-idirghníomhaíochtaí laethúla laistigh dár bpobal ollscoile, trínár gcuid taighde agus teagaisc, agus trínár seirbhísí tacaíochta a chumhachtú.

Táim ag tnúth go mór le leanúint leis an teagmháil leis an bhfoireann agus leis na mic léinn chun clár oibre comhionannais, éagsúlachta agus cuimsithe a chur chun cinn in OÉ Gaillimh. Éilíonn athrú córasach misneach agus tiomantas, an cumas a bheith cruthaitheach agus nuálaíoch. Is ábhar misnigh dom na féidearthachtaí a d'fhéadfadh teacht as próiseas comhoibríoch athraithe agus muid ag obair i gcomhpháirt chun an clár EDI a fhorbairt sna blianta amach romhainn.

### An Dr Helen Maher

An Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe

# Teachtaireacht ón Uachtarán Ó hÓgartaigh



Scríobh file Bhéal Feirste Louis McNiece ina dhán 'Of things being various'

*World is suddener than we fancy it.  
World is crazier and more of it than we think,  
Incorrigibly plural.*

Tá rudaí éagsúla anseo in OÉ Gaillimh, agus táimid bródúil astu.

Léirítear an éagsúlacht sin sa tuarascáil bhliantúil seo, mar aon le fuinneamh agus rannpháirtíocht phobal OÉ Gaillimh i gcothú na héagsúlachta sin, agus é mar thaca leis an ngné lárnach seo de straitéis na hollscoile. Tá an éagsúlacht oibre a dhéantar chun comhionannas a chur chun cinn ag éirí níos follasaí sa chineál gníomhaíochtaí atá á bhforbairt, á stiúradh agus á gcur i bhfeidhm ag OÉ Gaillimh.

Tá tionchar leanúnach ag ár líonraí foirne ar an tuiscint atá againn ar shaincheisteanna EDI agus ar thaithí comhghleacaithe ar bhonn gnéithe sainiúla dá bhféiniúlacht. Leag mé suntas chomh maith ar an gcaoi a bhfuil ár bhfócas ar aitheantas dearfach ar eitneachas na dTaistealaithe á cheiliúradh anois le sraith imeachtaí seachtaine agus le clár fairsing for-rochtana agus tacaíochta chun teagmháil a dhéanamh leis na Taistealaithe. Ina theannta sin, tá seoladh an phróisis chun an Chairt Measa a fhorbairt an-tráthúil agus braistint athnuaite pobail agus tacaíochta againn dá chéile i ndiaidh dúinn scáil na paindéime domhanda a fhágáil inár ndiaidh. Is gné nuálach agus luachmhar í an Chairt Measa dár dtiomantas straitéiseach chun meas a neadú ag gach leibhéal san ollscoil. Tá sé ráite againn cheana, 'má tá meas againn, is amhlaidh a bheidh na luachanna eile againn freisin' agus tá sé seo lárnach, ní hamháin dár bhfócas ar chomhionannas, éagsúlacht agus cuimsiú, ach dár ngníomhartha go léir agus don chaoi a mbíonn tionchar againn ar ár bpobal níos leithne, ar an tsochaí agus ar an timpeallacht. Is léiriú iad na tionscnaimh ar nós an chláir faisnéise ar thuras

pearsanta agus gairmiúil an Ollaimh Afshin Samali agus an tionscadal EU PASSWORLD ar nuálaíocht bhreise inár ngníomhaíochtaí EDI. Is samplaí iad seo de na féidearthachtaí agus na deiseanna a d'fhéadfadh a bheith ann amach anseo dár scoláirí san Ollscoil Tearmainn.

Le linn na bliana acadúla seo rinneadh athnuachan ar ár ngradam institiúideach Cré-umha Athena Swan agus ghnóthaigh muid gradaim nua Chré-umha i Scoileanna an Altranais & an Chnáimhseachais, Ceimic, Síceolaíocht, Eolaíochtaí Nádúrtha, Matamaitic, Staitisticí & Matamaitic Fheidhmeach, agus sna hEolaíochtaí Sláinte chomh maith lenár ngradam Cré-umha a athnuachan i Scoil an Leighis. Tá maoiniú feidhmíochta an ÚAO luachmhar ó tharla gur bronnadh é mar aitheantas ar an dul chun cinn atá déanta maidir le comhionannas inscne i gcomhthéacs ár dtiomantais chomhionannais inscne a chur chun cinn agus ár bhfócas ar EDI a leathnú.

Bhí bunú an Ghrúpa Oibre don Dearadh Uilíoch agus Inrochtaineacht (UDA), a bhfuil an fhreagracht air as súil a choinneáil ar phlean gníomhaíochta an UDA, agus seoladh an pholasaí UDA rithábhachtach chun ár dtiomantas maidir le dearadh uilíoch a chur chun cinn an bhliain acadúil seo. Comhlánaíonn an obair seo na tionscnaimh fhairsinge ar thacaigh an tionscadal Inrochtaineacht agus Cuimsiú a Fheabhsú leo.

Ba mhaith liom buíochas ó chroí a ghabháil le comhghleacaithe atá páirteach san obair chun EDI a chur chun cinn in OÉ Gaillimh, go háirithe baill EDICC agus EDIC, na Leas-Déin EDI, agus comhghleacaithe san OVPEDI.

**An tOllamh Ciarán Ó hÓgartaigh**  
Uachtarán, OÉ Gaillimh

Agus muid ag druidim le deireadh bliana acadúla eile, tá an-áthas orm an teachtaireacht seo a scríobh chun aitheantas a thabhairt don tiomantas do EDI atá léirithe sa Tuarascáil Bhliantúil do Chomhionannas, Éagsúlacht agus Cuimsiú 2021-2022. Léiríonn ár ngníomhaíochtaí sa réimse seo ár dtiomantas dár luachanna, mar atá, meas, oscailteacht, barr feabhais agus inbhuanaitheacht, luachanna a chaithfear a athnuachan agus a athrá gach lá.

I mbliana, chuireamar fáilte roimh Helen Maher mar Leas-Uachtarán nua Comhionannais, Éagsúlachta agus Cuimsithe i ndiaidh don Ollamh Anne Scott dul ar scor. Ina theannta sin, ba mhaith liom moladh a thabhairt don Uachtarán Ionaíd agus Meabhránaí, an tOllamh Pól Ó Dochartaigh, a bhí freagrach as an stiúrtóireacht comhionannais, éagsúlachta agus cuimsithe ar bhonn eatramhach, sular thosaigh Helen i mí Eanáir. Chuireamar cuimsiú leis an teideal chun aitheantas a thabhairt don ról mar a fheicimid é. Tá cuimse agus réimse leathan taithí ag Helen i raon suíomhanna éagsúla, agus cuirfidh an taithí sin lenár dtionchar sa réimse seo, rud a dhéanfaidh an oiread sin difir do shaol daoine ar go leor bealaí.

## Réamhrá

Soláthraíonn Straitéis OÉ Gaillimh don Chomhionannas, Éagsúlacht agus Cuimsiú 2020-2025 creat leathan inar féidir ár ngníomhaíochtaí sonracha a chur chun cinn chun tacú le hollscoil atá éagsúil, cothrom agus cuimsitheach ar bhealach inbhuanaithe agus bunathraithe. Tá Tuarascáil Bhliantúil EDI 2021/22 leagtha amach de réir chúig sprioc uileghabhálacha na Straitéise EDI agus chomh maith leis sin aithnítear go bhfuil go leor de na tionscnaimh ábhartha do roinnt spriocanna ag an am céanna, mar gheall ar chomh hilghnéitheach agus atá siad.

Éacht mór i rith na bliana ná an toradh rathúil a bhí ar an gcás-staidéar tionchair ar chomhionannas inscne a cuireadh faoi bhráid an Údarás um Ard-Oideachas (ÚAO). Is aitheantas suntasach é an €1 milliún a bhronn an ÚAO ar an dul chun cinn atá déanta go dtí seo maidir le dul i ngleic le héagothroime inscne in OÉ Gaillimh. Tá an bhéim ar chomhionannas inscne le sonrú sa líon gradam Cré-umha Athena Swan a baineadh amach ag an leibhéal scoile i mbliana. Ina theannta sin, is léiriú é athnuachan an ghradaim Institiúide Cré-umha Athena Swan agus gradam Cré-umha Scoil an Leighis ar an tiomantas leanúnach tacú le comhionannas inscne. Léirigh an raon leathan gníomhaíochtaí do sheachtain idirnáisiúnta na mban fuinneamh agus éagsúlacht na foirne ar chomhionannas inscne agus na gnéithe trasnacha de neamhionannas inscne.

Tá tacar sonraí cuimsitheach bailithe ag OÉ Gaillimh anois chun an bhearna pá inscne thar thréimhse ceithre bliana a thomhas. Baineann ábharthacht faoi leith leis an taighde seo i láthair na huairé i gcomhthéacs an bhunús reachtaíochta a cheanglaíonn ar eagraíochtaí a bhfuil breis is 250 fostaí acu tuairisciú ar an mbearna pá inscne in 2022. Léiríonn treochtaí atá ag teacht chun cinn sna sonraí don bhearna pá inscne go bhfuil feabhas beag tagtha ar an meánbhearna le 4 bliana anuas ó 20% in 2018 go 18% in 2021. Mar sin féin, tá éagsúlachtaí dearfacha agus diúltacha san anailís seo nuair a dhéantar iad a imdhealú de réir catagóirí foirne acadúla, seirbhísí tacaíochta agus taighde. Cuireann an bonn fianaise seo lenár dtuiscint ar thréithe inscneacha na fostaíochta maidir le pá, earcaíocht, dul chun cinn gairme, ardú céime agus lucht fágála.

Tá maoiniú feidhmíochta an ÚAO an-tráthúil mar go dtacódh sé le clár sonracha gníomhaíochtaí EDI sna trí bliana amach romhainn agus muid ag iarraidh cur leis an mbéim a leagaimid ar EDI. Foilsíodh tuarascálacha taighde náisiúnta ar **Chomhionannas Ciníochas san Earnáil Ardoideachais**, agus ar thaithí mac léinn agus comhaltaí foirne araon maidir le **Foréigean Gnéis agus Ciapadh san Ardoideachas**. Tugann na tuarascálacha seo bonn fianaise comhaimseartha agus léiríonn siad an gá atá le cinntiú go nglacfaimid chugainn féin cur chuige réamhghníomhach chun deireadh a chur le hidirdhealú ciníoch, foréigean gnéasach agus ciapadh. Baineann ábharthacht faoi leith le seoladh an mhodúil ar líne **'Let's Talk about Race in the Higher Education Sector'** agus an uirlis **'Speak Out'** sa mhéid is gur uirlisí praiticiúla iad a forbraíodh chun a chur le feasacht, agus an tacaíocht atá ar fáil don fhoireann agus do mhic léinn a phoiblíú. I gcomhthéacs an chomhionannais chiníochas, léiríonn an clár fairsing gníomhaíochtaí a reáchtáladh le linn Sheachtain Eitneachta na dTaistealaithe an ról ceannaireachta atá ag OÉ Gaillimh san earnáil ardoideachais chun dul i ngleic go réamhghníomhach leis an bpobal Taistealaithe. Bhí ról ríthábhachtach ag na himeachtaí ar fad a reáchtáladh sa mhéid is gur chuir siad le feasacht ag an leibhéal áitiúil agus náisiúnta ar na díospóireachtaí ilghnéitheacha atá ag teacht chun cinn maidir le heitneacht, féiniúlacht agus eispéireas na dTaistealaithe san ardoideachas. Chuir an Líonra Foirne Idirnáisiúnta go mór freisin le feasacht a mhéadú ar thionchar an neamhionannais chiníochas agus an idirdhealaithe san ardoideachas trí sheimineáir ghréasáin agus trí phlé foirne a reáchtáil.

Agus aitheantas á thabhairt ar an srian a chuireann bacainní eacnamaíochas, sóisialta agus cultúrtha ar rannpháirtíocht bhríoch san ardoideachas, léiríonn gníomhaíochtaí Ionad Rochtana OÉ Gaillimh gur féidir le clár agus tionscnaimh rochtana ilghnéitheacha agus tacaíochtaí cuí rochtain a mhéadú agus na coinníollacha a fheabhsú chun a chur ar chumas na mac léinn a lánacmhainneacht a bhaint amach. Is cur chuige thar a bheith dinimiciúil é an tionscadal Rochtana agus Cuimsiú a fheabhsú chun dul i ngleic le cineálacha éagsúla eisiaimh do mhic léinn faoi mhíchumas. Ar an gcaoi chéanna, chuir na tionscadail chuimsitheacha foghlama go mór lenár gcumas agus lenár saineolas maidir leis na constaicí agus na dúshláin a bhíonn roimh chohórt éagsúil mac léinn a thuiscint. Dhírigh an taighde seo ar ardán a thabhairt do ghuth an mhic léinn, agus tacaíonn sé go réamhghníomhach le cur chun feidhme

dearadh uilíoch don fhoghlaim, in éineacht le hoideolaíochtaí nuálacha agus cuimsitheacha eile. De réir Ranguithe Tionchair Times Higher Education (THE) faoi Sprioc Forbartha Inbhuanaithe (SDG) 10-Éagothroime Laghdaithe, tá OÉ Gaillimh anois sa 58ú áit sa rangú as 796 institiúid ar fud an domhain, rud a léiríonn éifeachtacht an chomhchur chuige seo maidir le rochtain a leathnú agus tacú le torthaí mac léinn.

Táthar le cur leis an bhfoireann cláir in OVPEDI roimh an gcéad bhliain acadúil eile, agus líonfar poist nua i mbainistíocht sonraí, cosc agus freagra ar fhoréigean gnéasach agus ciapadh, comhionannas cine agus comhionannas inscne. Rinneadh roinnt athruithe freisin maidir leis na Leas-Déin EDI nuair a chuaigh an Dr Katarzyna Goljanek-Whysall (CMNHS), an Dr John Walsh (CASSCS) agus an Dr Deirdre Curran (CPPPL) i mbun poist ina gcoláistí féin. Ba mhaith linn ár mbuíochoas a ghabháil leis an Dr Sinéad Lydon, an Dr Gerry Molloy agus an Dr Shivaun Quinlivan as a ndíograis fadbhunaithe don EDI. Tá a dtéarmaí istigh anois ag an Dr Sinéad Lydon agus ag an Dr Shivaun Quinlivan. Léirítear sa tuarascáil bhliantúil seo gur féidir le tiomantas comhoibríoch agus comhchoiteann don EDI athrú fiúntach a chruthú don fhoireann agus do na mic léinn araon. Mar sin féin, chun comhionannas a chur chun cinn, is cuid dár gclár oibre EDI leanúnach i gcónaí an gá le cur chuige réamhghníomhach chun athrú cultúir agus córasach a chur i bhfeidhm.

Cuirtear clabhsúr leis an tuarascáil le léargas achomair ar an gclár oibre atá beartaithe don bhliain acadúil 2022-2023. In ainneoin dul chun cinn suntasach, tá tuilleadh oibre fós le déanamh chun a chinntiú go leanfaidh an dul chun cinn ar bhealach a fhreagraíonn do chastacht thrasnach agus chórasach an éagothroime. Tá ugach faighte againn ónár gclár oibre beartaithe. Is clár é a dhaingneoidh ár dtiomantas don EDI trí dhírú ar chomhionannas ciníochas, dearadh uilíoch agus inrochtaineacht, ár mbonneagar sonraí a fheabhsú, cur lenár dtiomantas do chomhionannas inscne a chur chun cinn i gcleachtas, mar aon le feachtais ardaithe feasachta agus cláir oiliúna a fhorbairt.

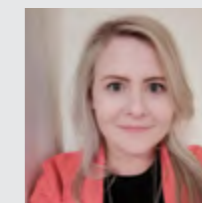
## Foireann OVPEDI



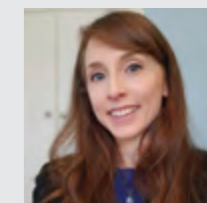
An Dr Helen Maher, An Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe



Aoife Cooke, Ceannasaí Comhdheiseanna

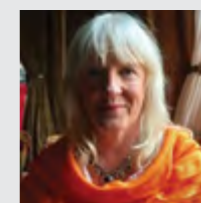


An Dr Laura Loftus, Taighdeoir Iardhochtúireachta



Niamh Gallagher, Cúntóir Riaracháin

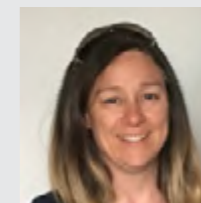
## Leas-Déin EDI



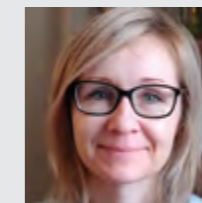
An Dr Deirdre Curran, Leas-Déan EDI, Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CPPPL)



An Dr John Walsh, Leas-Déan EDI, Coláiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS)



Mary Dempsey, Leas-Déan EDI, Coláiste na hEolaíochta agus na hInnealtóireachta (CSE)



An Dr Kasia Whysall, Leas-Déan EDI, Coláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS)

## Spriocanna EDI

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

Comhlíonfaidh na spriocanna seo a leanas an misean sin:

- 
- SPRIOC 1:**  
Aithnítear cion gach duine i bpobal na hollscoile agus tá meas air <sup>CR01</sup>
  - SPRIOC 2:**  
Tugtar tacaíocht ghníomhach do gach comhalta foirne agus mac léinn de réir a gcuid riachtanas chun barr a gcumais a bhaint amach <sup>CR05, CR10, CP02</sup>
  - SPRIOC 3:**  
Déanfaidh OÉ Gaillimh cleachtais nuálacha EDI a thiomáint san Earnáil Ardoideachais <sup>CP01, CE01</sup>
  - SPRIOC 4:**  
Cothófar cultúr campais atá fáilteach, cuimsitheach, sábháilte agus saor ó idirdhealú <sup>CP02, CR01</sup>
  - SPRIOC 5:**  
Peirspictíocht an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmeanna go léir <sup>CR02</sup>

## Sprioc 1

Aithnítear cion gach duine i bpobal na hollscoile agus tá meas air

2021/22

## Athena SWAN

### Gradaim Athena SWAN

Tá lúcháir orainn a thuairisciú gur éirigh le OÉ Gaillimh a gradam institiúideach Cré-umha a athnuachan in 2021. Léirigh aiseolas ón bpainéal measúnaithe gur iarratas láidir a bhí ann inar léiríodh roinnt d'éachtaí na hinstitiúide agus í ag féachaint le cothroime inscne a bhaint amach, agus ag an am céanna aithnítear go bhfuil dúshlán leanúnacha agus suntasacha ann i gcónaí.

Mhol an painéal go háirithe na bearta a rinneadh chun aghaidh a thabhairt ar ghannionadaíocht na mban ag gráid acadúla shinsearacha agus an tionchar ag gráid Léachtóra Sinsearaigh (SL) agus Ollaimh Phearsanta (PP). Nótáil an painéal freisin gníomhaíochtaí atá beartaithe don todhchái chun tionchar diúltach COVID-19 ar dhul chun cinn gairme a mhaolú, go háirithe do chúramóirí, agus thug sé aitheantas go gcuirfí deireadh leis an míbhuntáiste a bhaineann le ceadanna oibre agus srianta víosaí ar thaisteal d'fhoireann idirnáisiúnta. Moladh mar an gcéanna go bhfuil úsáid á baint as grúpa comhairleach seachtrach (EAG) chun saineolas, treoir agus dearbhú seachtrach a sholáthar maidir le comhionannas inscne a chur chun cinn trí chuairt bhliantúil agus tuarascáil chuig UMT agus chuig Údarás na hOllscoile. Mhol an painéal don institiúid aghaidh a thabhairt ar shaincheisteanna leanúnacha i mbailiú sonraí agus nótáil sé go bhféadfaí obair bhreise a dhéanamh chun anailís agus machnamh a dhéanamh ar shaincheisteanna a bhaineann le cultúr na foirne, go háirithe maidir le bulaíocht agus ciapadh.

Tá an gradam Institiúide bailí go dtí Aibreán 2025, agus faoin tráth sin ní mór do OÉ Gaillimh iarratas a dhéanamh ar Ghradam Airgid chun bheith in ann maoiniú taighde a fháil ar bhonn leanúnach ón IRC, HRB agus SFI. Is féidir iarratas a dhéanamh níos luaithe ná sin más mian leis an ollscoil é.

D'éirigh le 7 Scoil (100% iarratasóirí) lena n-iarratas ar ghradam Cré-umha; Altranas & Cnámhseachas, Ceimic, Síceolaíocht, Leigheas (athnuachan), Eolaíochtaí Nádúrtha, Matamaitic, Staitisticí & Matamaitic Fheidhmeach, agus Eolaíochtaí Sláinte sna babhtá is déanaí (Samhain 2020, Aibreán 2021 agus Samhain 2021). Ciallaíonn sé sin go bhfuil 9 ngradam san iomlán ag scoileanna.

“Tá lúcháir orainn a thuairisciú gur éirigh le OÉ Gaillimh a gradam institiúideach Cré-umha a athnuachan in 2021.”

Tá Scoil na hInnealtóireachta ag obair go gníomhach ar iarratas ar ghradam Airgid i mbabhta Aibreán 2022, agus tá Scoil na Ríomheolaíochta, Coláiste Ósta na Sionainne agus Scoil an Díl ag obair ar mheasúnuithe agus iad ag súil le hiarratais a dhéanamh in 2022/23. Tá Scoil na hEolaíochta Polaitiúla agus na Socheolaíochta agus Scoil na Tíreolaíochta, na Seandálaíochta agus an Léinn Éireannaigh i mbun próisis faoi láthair chun Foirne Féinmheasúnaithe (SATanna) a bhunú.



Baill d'Fhoireann Féinmheasúnaithe (SAT) Scoil Ghnó & Eacnamaíochta J.E. Cairnes, lena ngradam Cré-umha Athena SWAN.



## Gradaim Scoile

Buaiteoirí ó na Scoileanna seo a leanas: Gnó agus Eacnamaíocht (Aibreán 2020), Físic (Aibreán 2020), Altranais agus Cnáimhseachas, Ceimic, Síceolaíocht, Leigheas, Eolaíochtaí Nádúrtha, Matamaitic, Staitisticí & Matamaitic Fheidhmeach agus an Institiúid. Rinneadh ceiliúradh ar a gcuid éachtaí an 20 Deireadh Fómhair 2021 ag taispeántas fíorúil a réachtáil Advance HE, agus bhí an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris TD, i láthair.

| SCOIL  | GRADAIM            | BABHTA       |
|--|--------------------|--------------|
| Leigheas   | Cré-umha Athnuaite | Aibreán 2021 |
| Físic  | Cré-umha           | Aibreán 2020 |
| Gnó & Eacnamaíocht                               | Cré-umha           | Aibreán 2020 |
| Altranais & Cnáimhseachas                        | Cré-umha           | Samhain 2020 |
| Ceimic   | Cré-umha           | Samhain 2020 |
| Síceolaíocht                                     | Cré-umha           | Samhain 2020 |
| Matamaitic, Staitisticí & Matamaitic Fheidhmeach | Cré-umha           | Aibreán 2021 |
| Eolaíochtaí Nádúrtha                             | Cré-umha           | Aibreán 2021 |
| Na hEolaíochtaí Sláinte                          | Cré-umha           | Samhain 2021 |



Baill SAT, Scoil an Altranais agus an Chnáimhseachais, lena ngradam Cré-umha Athena SWAN.

tús leis an iarracht atá ar bun san institiúid anois ar chomhionannas inscne a bhaint amach. Cé go bhfuil difríocht ollmhór idir leatrom inscne sa saol acadúil agus na sárúithe córasacha uafásacha ar chearta an duine a tharlaíonn in aghaidh na mban, tá siad ar an leanúntas céanna ó thaobh gan mná a bheith comhionann. Ba í Soraya Afzali, mac léinn PhD le Roinn Léann an Neasoirthir agus an Mheánoirthir, a thug an léacht, ar ball i den tionscadal Network of Excellence Training on Hate (NETHATE) i gColáiste na Tríonóide, Baile Átha Cliath, ball de Líonra Oilíúna Nuálaíoch Marie Curie, agus buaiteoir Scoláireacht Ambasáid Mheiriceá agus Gradam Ceannaireachta na Sochaí Oscailte. Chláraigh breis is céad duine don léacht. Bhí daoine an-mholtach faoin léacht, agus is meabhrúchán tráthúil a bhí ann tacú leis an gclár Scholars at Risk agus le scoláirí mná atá i mbaol a mbeatha i seirbhís an oideachais.

Níos déanaí i mí na Samhna, de bharr moltaí a rinneadh ag maidineacha caife Mheán Fómhair, réachtáil an UWN imeacht ar líne "Meanapás san ionad oibre – freagraí pearsanta agus eagraíochtúla". Ba í Catherine O'Keeffe (@WellnessWarrior.ie) an cainteoir, arb í an chéad chóitseálaí meanapáis in Éirinn agus cainteoir corparáideach idirnáisiúnta. Thug Catherine léargas tosaigh ar Pheirimheanapás agus ar Mheanapás, lena n-áirítear na príomh-airíonna Meanapáis a mbíonn tionchar acu san ionad oibre, agus ar na hathruithe réasúnta agus céimeanna praiticiúla is féidir a ghlacadh chun tacú le fostaithe. Bhí neart tuairimí agus ceisteanna ón 80 duine a bhí i láthair, rud a léiríonn gur ábhar spéise nach beag é seo do bhaill. Tá gealltanais tugtha ag Acmhainní Daonna an t-aiseolas ón

imeacht seo a áireamh i bpolasaí molta Meanapáis san Ionad Oibre agus in imeacht leantach.

I mí an Mhárta rinneamar ceiliúradh ar na 10 mbliana atá caite ó thámgamar ar an bhfód le heochairóráid do Lá Idirnáisiúnta na mBan. Ba í an Dr Máire Geoghegan-Quinn, an chéad bhean a toghadh ina hAire ó bunaíodh an stát, a thug an óráid. Is Iar-Choimisinéir Eorpach um Thaighde, Nuálaíocht agus Eolaíocht í, Cathaoirleach an Athbhreithnithe Náisiúnta ar Chomhionannas Inscne in Institiúidí Ardoideachais na hÉireann, agus tá sí ina Cathaoirleach ar Údarás na hOllscoile faoi láthair. I bplé neamhfhoirmiúil leis an Dr Helen Maher, an Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe, labhair an Dr Geoghegan-Quinn ar na dúshláin a bhí roimh mhna in oifig phoiblí sna 1970idí, ar éachtaí gníomhaíochta na mban ó shin i leith, ach ar na dúshláin freisin atá fós ann do mhna san earnáil ardoideachais.

I mí Aibreáin, labhair Mary-Jo Spanswick, údar 'Passionate Pursuit – 28 keys to Unlock Your Dream' ag seisiún ar Bhainistíocht Rathúil Tionscadal & Pleanáil Saoil. Bhí seisiún Mary-Jo suimiúil agus spreagúil. Labhair sí faoina tairbhí saoil féin ar thionscadail mhóra innealtóireachta a bhainistiú agus thug sí leideanna úsáideacha ar conas fadhbanna a réiteach, muinín a mhéadú agus ár bhfiseanna a bhaint amach.

## Gréasáin Foirne

### Gréasán Ban na hOllscoile

Agus muid ag tnúth le bheith ar ais ar an gcampas i mí Mheán Fómhair, thug an Gréasán cuireadh do gach ball teacht le chéile le haghaidh caife. Réachtáladh dhá mhadain chaife i Sult, agus bhí neart i láthair. Thug na baill roinnt moltaí maithe dúinn maidir le himeachtaí a mbeadh spéis acu iontu don bhliain romhainn.

Faoi mhí na Samhna bhíomar ar ais ar líne de bharr méadú a bheith tagtha ar an líon le COVID-19, agus réachtáladh tríú Mórléacht Bhliantúil Sheehy Skeffington ar Zoom. Bunaíodh an tsraith léachtaí seo in ómós don mhísneach agus don mharthanacht a léirigh Hanna Sheehy Skeffington, bunaitheoir Chonradh Chearta Vótála na mBan in Éirinn i 1908, agus a garinion, ár n-iar-chomhghleacaí, an Dr Micheline Sheehy Skeffington, a thóg cás idirdhealaithe inscne i gcoinne OÉ Gaillimh agus ar éirigh léi, rud a chuir



An tOllamh Margaret Hodgins, comh-Chathaoirleach Líonra Ban na hOllscoile, ag oscailt imeacht Lá Idirnáisiúnta na mBan.



An Dr Máire Geoghegan-Quinn le baill Líonra Ban na hOllscoile.



## Líonra Foirne Idirnáisiúnta

Cé gur Líonra 'fíorúil' ó seoladh é in earrach 2020 é, lean an ISN lena chuid oibre go cianda i rith na bliana 2021/22 le maidineacha caife fíorúla agus cruinnithe halla an bhaile. Tá 150 ball cláraithe againn faoi láthair, ó thuairim is 35 tír ar fud an domhain. Thionóil an líonra an chéad chruinniú cinn bliana an 5 Samhain 2021 agus moladh roinnt athruithe tábhachtacha ar bhunreacht an ISN. Reáchtálar feachtas agus bhaineamar ár sprioc amach ionadaíocht a bheith againn ar an gComhairle Acadúil agus ar Údarás na hOllscoile: Toghadh cúigear de choiste feidhmiúcháin an ISN ar an gComhairle Acadúil, agus toghadh an Comhchathaoirleach ar Údarás na hOllscoile. Tá ionadaíocht againn freisin ar an gCoiste Comhionannais, Éagsúlachta agus Cuimsithe (EDIC). Is buaicphointí suntasacha iad seo don ISN, agus tá siad ag teacht lena chuspóir glór agus fíis shoiléir a sholáthar don éagsúlacht, don chuimsiú agus don ionadaíocht in OÉ Gaillimh.

Ar an 11 Márta reáchtálar imeacht dar teideal 'Progressing the Equality, Diversity and Inclusion agenda in Irish Higher Education Institutions' (ar na cainteoirí bhí an Dr Marta Kempny agus an Dr Lucy Michael, údair *Race Equality in the Higher Education Sector in Ireland*, agus an Dr Helen Maher, an Leas-Uachtarán Comhionannais,

Éagsúlachta agus Cuimsithe in OÉ Gaillimh). Bhí slua maith i láthair agus pléadh saincheisteanna an chomhionannais ciníochá agus na dúshlán trasnacha a bhaineann le clár oibre an EDI.

**“Tá 150 ball cláraithe againn faoi láthair, ó thuairim is 35 tír ar fud an domhain.”**

Chuireamar leis an Eolas Fáilte a fhaigheann comhaltaí foirne nua ó Acmhainní Daonna trí rannóga ar leith a chur isteach dóibh siúd a fhostaítear ó thíortha eile ar shaincheisteanna cánach, cáipéisí riachtanacha agus constaicí rialta, agus cuirimid eolas rialta ar fáil ar laethanta ionduchtúcháin.

Reáchtáil an ISN a chéad imeacht ar an láthair, 'Ceiliúradh an Earraigh', an 27 Aibreán 2022 ar champas na hOllscoile agus ba í an Dr Helen Maher, Leas-Uachtarán EDI, a thug an t-aitheasc fáiltithe. Bhí lúcháir ar an ISN fáilte a chur roimh líon ard daoine tar éis a chuid imeachtaí a bheith ar líne le tréimhse fada.



Imeacht 'Ceiliúradh an Earraigh' de chuid an Líonra Idirnáisiúnta Foirne, 27 Aibreán 2022.



## Líonra Foirne LGBT+

Agus deireadh tagtha le bliain acadúil a thosaigh le himeachtaí fíorúla/cumaisc agus a chríochnaigh le gach gníomhaíocht a bheith ar ais ar an gcampas arís, ba mhaith liom buíochas a ghabháil leis an gcoiste agus le baill Líonra Foirne LGBT+ as a gcuid oibre leanúnach agus an tacaíocht a thug siad dár n-aidhmeanna i rith thréimhse thar a bheith dúshlánach. Le linn na bliana acadúla 2021/22, mar bhaill de Choiste Líonra Foirne LGBT+, tá na nithe seo a leanas déanta ag baill an choiste:

- mar chuid de Galway Pride/Bród na Gallimhe, rinne Líonra Foirne LGBT+ áisitheoireacht ar sheimineár oscailte 'Conversion Therapy in Ireland – Next Steps and Raising Awareness' ina raibh Orlaith Ní Cába, Oifigeach Cearta Inscne agus LGBT, Comhaltas na Mac Léinn in OÉ Gaillimh, Bill Foley, Líonra Sláinte Aeraigh, agus Steve Jacques agus Adam Long, Cónaidhm Náisiúnta LGBT (11 Lúnasa 2021);
- chuidigh le feachtas a d'éagraigh Barra Ó Donnabháin, Coláiste na hOllscoile, Corcaigh, in aghaidh Flourish, an clár nua Oideachais Reiligiúin agus Shóisialta i mBunscoileanna (Meán Fómhair 2021);



Paráid Bhród LGBT+ OÉ Gaillimh ar an gcampas, 5 Aibreán 2019 (Pictiúr de chuid SIN). Roghnaigh an Dr Declan Coogan an pictiúr seo mar léiriú ar cheann de thorthaí an Tionscnaimh Mapping LGBT+ Lives, is é sin gur oibrigh an fhoireann agus mic léinn as na glúine ar fad in OÉ Gaillimh le chéile ar son an chomhionannais laistigh den champas agus lasmuigh de.

- cuireadh tús an athuir leis na cruinnithe sóisialta do bhaill an Líonra ar an gcéad Aoine gach mí, de réir mar a scaoileadh na rialacháin a bhain le COVID-19; reáchtáladh an ceann is déanaí an 6 Bealtaine 2022;
- cuireadh tuarascáil deiridh Mapping LGBT+ Lives at NUI Galway faoi bhráid an OVPEDI agus foilsíodh ar ARAN i (Deireadh Fómhair 2021) <https://doi.org/10.13025/ekzy-ty82>;
- d'fhreastail ar chruinnithe an Choiste Comhionannais, Éagsúlachta agus Cuimsithe de chuid OÉ Gaillimh;

- moladh curtha isteach agus maoiniú faighte le haghaidh taighde ar stair institiúideach OÉ Gaillimh ina ndéanfar fiosrú ar an ról a bhí ag an ollscoil i bhforbairt agus i gcur chun cinn chearta an duine do dhaoine LGBT+ (Feabhra 2022);
- rinne áisitheoireacht ar sheimineár gréasáin ar Chuimsiú LGBT+ a Chur Chun Cinn in Institiúidí Ardoideachais. Rinne an Dr Fiachra Ó Súilleabháin (UCC) agus an Dr Helen Maher (OÉ Gaillimh) cur i láthair (4 Feabhra 2022);
- rinne poiblíocht agus áisitheoireacht ar phlé painéil ar líne ar an Streachailt do Bhród LGBTQ+ i measc na nGipseach, na Romach agus Taistealaithe na hÉireann mar chuid de cheiliúradh Eitneachta Taistealaithe na hÉireann an 28 Feabhra agus an 1 Márta 2022;
- thacaigh le Bigil na Gaillimhe i gcoinne an Fhuatha nuair a dúnmharaíodh beirt fhear i Sligeach (16 & 17 Aibreán 2022);
- obair leanúnach leis an gClár Comhghuaillithe LGBT+ in OÉ Gaillimh trí Oifig an Leas-Uachtarán EDI. Tá an tionscnamh seo oscailte do chomhaltai foirne uile OÉ Gaillimh a thacaíonn lenár bhfís go mbeidh timpeallacht shábháilte agus chuimsitheach ann don fhoireann agus do na mic léinn ar fad beag beann ar a bhféiniúlacht ghnéis agus inscne. Tá tuilleadh eolais, acmhainní agus naisc chlárúcháin ar fáil ag [www.nuigalway.ie/equalityanddiversity/lgbt/ally/#](http://www.nuigalway.ie/equalityanddiversity/lgbt/ally/#)
- Bhí baill éagsúla den choiste páirteach i bplé/cruinnithe leis an Uachtarán, an Leas-Uachtarán nuacheaptha don EDI, an Dr Helen Maher, Coiste Campais EDI, an Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh, agus bhí siad i dteagmháil le hollscoileanna eile sa Líonra Foirne LGBT+ Uile-Éireann nua sna Institiúidí Ardoideachais.

Tá athruithe tagtha ar an gCoiste Feidhmiúcháin le bliain anuas agus ó bhí an Cruinniú Cinn Bhliana ann an 4 Feabhra 2022. Ba mhaith liom slán a fhágáil le Katie Pattle, Niall McSweeney, Tim Murphy agus Tonya Watts, buíochas a ghlacadh leo agus gach rath a ghuí orthu. Ba mhaith liom buíochas a ghlacadh agus fáilte a chur (an athuir do roinnt acu) roimh Aidan Harte, András Költő, Cameron Keighron, Chris Noone, Patrick Murphy agus Lisa Walsh, baill nua nó leanúnacha an choiste.

**Declan Coogan,**  
Cathaoirleach Choiste Feidhmiúcháin  
Líonra Foirne LGBT+ OÉ Gaillimh

## Aitheantas a thabhairt dóibh siúd a bhfuil obair éachtach déanta acu do EDI

### Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann

Bunaíodh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann i mbliana chun aitheantas a thabhairt d'iarrachtaí sármhaithe na gcomhaltaí foirne sin a léirigh ceannaireacht maidir le rannpháirtíocht an phobail a chothú i stair agus i gcultúr Taistealaithe na hÉireann, rannpháirtíocht iomlán Taistealaithe na hÉireann san oideachas a spreagadh, agus cearta an duine Taistealaithe na hÉireann a chur chun cinn. Ainmníodh an gradam in ómós do Michael McDonagh, nach

maireann, a sheas an fód ar son Taistealaithe na hÉireann le breis agus caoga bliain. Bronnadh an gradam ar an Dr Helen Casey agus ar an Dr Deirdre Hardiman ag searmanas oscailte Lá Eitneachta na dTaistealaithe OÉ Gaillimh an 28 Feabhra as an obair éachtach atá déanta acu chun tacú le Taistealaithe na hÉireann dul ar aghaidh chuig an ardoideachas. Bronnadh ballraíocht saoil i gCumann Mincéirs Whiden ar chéim de chuid OÉ Gaillimh, Jason Sherlock, freisin.



An Dr Deirdre Hardiman agus an Dr Helen Casey, ar bronnadh Gradam Michael McDonagh do Shármhaitheas Lucht Tacaíochta Phobal Taistealaithe na hÉireann orthu. Sa phictiúr chomh maith tá Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, agus Uachtarán na hÉireann, Micheál D. Ó hUiginn.

### Gradam Dhéan Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte do EDI & an feachtas #SayThanks

Tá Leas-Déan EDI agus Bainisteoir Tionscadail Choláiste an Leighis, an Altranais agus na nEolaíochtaí Sláinte (CMNHS) ag obair chun scéimeanna nua aitheantais foirne a fhorbairt chun an cultúr EDI iomlán laistigh den Choláiste a fheabhsú. Seoladh dhá thionscnamh nua idir 2020 agus 2021, agus tá tionscadail eile á bpleanáil faoi láthair.

Forbraíodh Gradaim Dhéan CMNHS in 2020 agus 2021 chun aird a tharraingt ar an tsár-obair atá ar bun sna príomhphortfóilióina oibre sa Choláiste agus chun aitheantas a thabhairt di. Tagann siad le sainchúraimí an Leas-Déin, agus roghnaíonn fochoiste de choiste ábhartha an Choláiste cé air a mbronnfar gradam. Rinne an Leas-Déan EDI agus an Bainisteoir Tionscadail Comhionannais agus Éagsúlachta an próiseas a fhorbairt agus a bhainistiú.

Seoladh an chéad ghairm ar Ghradam Dhéan CMNHS i Meán Fómhair 2021 agus bronnadh na gradaim faoi Nollaig 2021. Fuarthas 22 ainmniúchán aonair.

Seoladh an scéim Aitheantais Foirne #SayThanks 20/21 i mí Dheireadh Fómhair 2020. Spreagadh an fhoireann chun 'nótaí buíochais' a chur chuig a gcomhghleacaithe gach mí tríd an bhfeasachán EDI. Bhí an feachtas seo ar siúl ó mhí Dheireadh Fómhair 2020 go dtí mí Iúil 2021. Ar an iomlán, fuarthas 65 teachtaireacht aonair faoin haischlib #SayThanks, agus cuireadh 11 chomhalta foirne san áireamh sa chrannchur míosúil do dhearbhan bronnánais. Bhí aiseolas na foirne thar a bheith dearfach uathu siúd a sheol teachtaireacht buíochais agus iad siúd a fuair ceann.

#### Buaiteoirí Ghradam Dhéan CMNHS 2021

Gradam an Déin don Chomhionannas, don Éagsúlacht agus don Chuimsiú  
An Dr András Költő

Gradam an Déin don Fhoghlaim, don Teagasc agus don Mheasúnú  
An tUasal Michael Smith

Gradam an Déin le haghaidh Taighde & Staidéar Iarchéirne  
An Dr Aideen Ryan

Gradam an Déin le haghaidh Rannpháirtíochta Poiblí  
An Dr Yvonne Finn

Gradam an Déin le haghaidh Rannpháirtíochta Domhanda  
An tOllamh Sanbing Shen

"The #SayThanks initiative is lovely. Well done and thanks."

"It's a simple reminder to say thanks in person/individually too, and a good way to hear about colleagues and what they do."

"Wow! I have been in such a great mood since yesterday after reading that. Such nice words."

"It turned my dull Thursday afternoon into a very bright happy one."

## Suaiteantas Digiteach sa Dearadh Uilíoch don Fhoghlaim (UDL)

Is cur chuige é Dearadh Uilíoch don Fhoghlaim (UDL) i leith teagaisc agus measúnaithe a leagann béim ar éagsúlacht, ar sholúbthacht agus ar rogha, agus an aidhm atá leis bealaí éagsúla rannpháirtíochta a thairiscint do mhic léinn, mar aon le bealaí eile chun ábhar a léiriú, agus a chur i ngníomh agus in iúl. Is sprioc mhór i bPlean Straitéiseach na hOllscoile 2020 go 2025 é UDL a leabú, agus is é an príomhbhealach chun é seo a bhaint amach ná an Suaiteantas Digiteach in UDL. Is micrea-dhintiúir é seo atá forbartha ag an bhFóram Náisiúnta um Theagasc agus Foghlaim a Fheabhsú san Ardoideachas, a fhéachann leis an bhfoireann a spreagadh agus a ghríosadh chun a dtuiscint ar UDL a fhorbairt céim ar chéim ach a aithnítear go náisiúnta. Chun an suaiteantas a thuilleamh, ní mór don fhoireann cúrsa ar líne a dhéanamh, a éascaítear go háitiúil, a thugann blaiseadh bunúsach ar UDL. Dearadh an cúrsa le go mbeadh isteach is amach le 25 uair an chloig d'iarraicht i gceist ó thaobh an fhoghlaim de, agus san áireamh leis sin tá gníomhaíocht athdheartha ina ndéanann na rannpháirtithe gnéithe UDL a úsáid ina gcleachtas teagaisc. Féadfaidh sealbhóirí suaiteantais dul ar aghaidh freisin chun cúrsa éascaitheora a dhéanamh (cúig huair breise), a chuirfidh ar a gcumas an clár a éascú do dhaoine eile.

An Fhoireann Tionscadail Foghlama Cuimsithí (maoinithe ag an bhFóram Náisiúnta) a chur tús le bronnadh na suaiteantas in OÉ Gaillimh in 2021. I mbliana, is é an Tionscadal Rochtain agus Cuimsiú a Fheabhsú in OÉ Gaillimh (maoinithe ag Ciste an ÚAO do Mhic Léinn) atá i mbun bronnadh na suaiteantas a réachtáil i gcomhar leis an Tionscadal Teagasc & Foghlaim Dhigiteach a Fheabhsú in Ollscoileanna na hÉireann (EDTL) (arna mhaoiniú trí Chlár Nuálaíochta agus Claochlaithe an Údarás um Ard-Oideachas). Tá 104 suaiteantas bronnta go dtí seo ar an bhfoireann in OÉ Gaillimh.



Lógó Suaiteantais Oscailte don Dearadh Uilíoch don Fhoghlaim (UDL) de chuid an Fhóram Náisiúnta um Theagasc agus Foghlaim a Fheabhsú (Creative Commons Attribution 4.0 License)

## Gradaim an Déin don Teagasc Cuimsitheach – Coláiste an Ghnó, an Bheartais Phoiblí agus an Dlí

Bunaíodh Gradaim an Déin don Teagasc Cuimsitheach i gColáiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CBPPL) in 2019 mar phríomhchuid de thionscadal chun tacú leis an bhfoghlaim chuimsitheach sa Choláiste (ceannairí tionscadail chomhphárteacha: an Dr Shivaun Quinlivan agus an Dr Lucy-Ann Buckley). Is í príomhaidhm Ghradaim an Déin cleachtas teagaisc cuimsitheach a aithint agus luach saothair a thabhairt dó, agus tá duine ar bith atá ag teagasc modúil sa Choláiste i dteideal a bheith ainmnithe. An dara aidhm atá leis ná oideolaíocht chuimsitheach a chur chun cinn. Iarrtar, dá bhri sin, ar na buaiteoirí físeán gearr a dhéanamh ag cur síos ar a gcur chuige i leith an teagaisc, agus cuirtear na físeán ar fáil do chomhaltaí foirne eile trí acmhainn ar líne. Nuair a bunaíodh na Gradaim, bhí dhá ghradam ann gach bliain, ceann do dhuine aonair agus ceann d'fhoireann. Tá os cionn 300 ainmniúchán faighte do na Gradaim ó cuireadh tús leo. Bronnadh gradam ar sheachtar aonair (i ndiaidh do ghradam a bheith roinnte in 2021) agus ar thrí fhoireann bhuacacha. Tháinig ardú ollmhór ar líon na n-ainmniúchán aonair sna chéad trí bliana. Leasaíodh an scéim

ansin in 2022 chun an gradam foirne a bhaint as agus ceithre bhuaiteoir aonair a chur ina áit. Faoin scéim athbhreithnithe, gheobhaidh gach buaiteoir gradaim deontas forbartha teagaisc arbh fhiú €500 é agus suaiteantas digiteach ar féidir a úsáid ar CV nó ar láithreán gréasáin. Sa bhliain 2021, bronnadh Gradaim Aonair ar Ursula Connolly (Dlí), Kristin Horan (Sionainn) agus an Dr Brian Tobin (Dlí) agus bronnadh an Gradam Foirne ar Ger Ahearne agus Maureen Maloney ón Scoil Ghnó agus Eacnamaíochta.



## Tuarascáil an Ghrúpa Oibre ar an bhFoireann Taighde

Tá ionadaíocht ag comhaltaí foirne taighde ar conradh ar an gComhairle Acadúil agus ar Choiste Taighde na hOllscoile ó 2018 i leith. Le faomhadh an Uachtaráin ag cruinniú de chuid na Comhairle Acadúla i mí an Mheithimh 2020, bunaíodh Grúpa Oibre ar an bhFoireann Taighde faoi stiúir an Dr Áine Ní Léime, an Dr Oonagh Meade agus an Dr Michael Creane chun tuarascáil a ullmhú ar na dúshláin atá aitheanta ag an bhfoireann taighde in OÉ Gaillimh agus chun moltaí a dhéanamh.

De réir na sonraí atá againn tuigimid go dtéann tromlach na foirne taighde le gairmeacha lasmuigh den saol acadúil, go príomha mar gheall ar an méadú atá tagtha ar líon na PhDanna a chríochnaítear agus an ganntanas gairmeacha taighde tarraingteacha agus inbhuanaithe sa saol acadúil. Chun na bunluachanna Barr Feabhais, Meas, Oscailteacht agus Inbhuanaitheacht a chur chun cinn, ní mór don Ollscoil foireann taighde éirimiúil a mhealladh agus a choinneáil agus ag an am céanna a chinntiú go bhfuil na scileanna agus na hinniúlachtaí riachtanacha ag an bhfoireann taighde chun a slí bheatha féin a bhaint amach.

Sonraítear i dTuarascáil an Ghrúpa Oibre ar an bhFoireann Taighde a cuireadh faoi bhráid na Comhairle Acadúla i mí Feabhra 2022 an cion tairbhe suntasach atá déanta ag an bhfoireann taighde chun cur le próifíl náisiúnta

agus idirnáisiúnta OÉ Gaillimh agus aithnítear inti roinnt tacaíochtaí agus acmhainní den scoth don fhoireann taighde tríd an OVPRI, an tIonad Forbartha Taighdeoirí, an Oifig Taighde, OVPEDI agus Acmhainní Daonna. Mar sin féin, aithníodh roinnt dúshláin shuntasacha sna trí réimse leathana seo a leanas:

1. Neamhchinnteacht fostaíochta agus dul chun cinn gairme do chomhaltaí foirne taighde;
2. Comhionannas, éagsúlacht agus cuimsiú: agus
3. Pinsin

Tá 22 moladh déanta ag an nGrúpa Oibre ar an bhFoireann Taighde a mheasann siad atá indéanta laistigh de thréimhse ama réasúnta. Bhuail ionadaithe an Ghrúpa astu féin leis an Uachtarán agus cuireadh an tuarascáil chuig UMT le plé ag cruinniú an 25 Eanáir 2022.

Áireofar ar na chéad chéimeanna eile Plean Gníomhaíochta SMART a fhorbairt ina mbeidh sonraí maidir le cur i bhfeidhm gach ceann de na moltaí. Fanfaidh nuashonruithe maidir leis an gcur i bhfeidhm sin ar chlár oibre na Comhairle Acadúla.

## Sprioc 2

Tugtar tacaíocht ghníomhach do gach comhalta foirne agus mac léinn de réir a gcuid riachtanas chun a lánacmhainneacht a bhaint amach

## Comhionannas Inscne

### Plean Gníomhartha Comhionannais Inscne 3 (GEAP3)

Cheadaigh EDIC agus Údarás na hOllscoile an tríú Plean Gníomhartha Comhionannais Inscne (GEAP3) i mí Dheireadh Fómhair 2021. Aithníonn an plean a ceadaíodh gníomhartha faoi na téamaí leathana Cultúr Eagrúcháin agus Cothromaíocht Oibre agus Saoil; Cothromaíocht Inscne sa Cheannaireacht; Earcaíocht Comhdheiseanna agus Dul Chun Cinn Gairme; Inscne i dTaighde agus i dTeagasc; Foréigean Inscne-Bhunaithe lena n-áirítear Gnéaschiapadh; agus Comhionannas Inscne agus Trasnachas. Tá na téamaí seo ag teacht leis na 5 cheanglas ábharbhunaithe arna moladh ag Pleananna gníomhartha comhionannais inscne Horizon Europe.

Comhtháthaíonn GEAP3 plean gníomhaíochta Athena SWAN 2021, gníomhaíochtaí comhionannais inscne ón straitéis EDI 2020-2025, gníomhaíochtaí atá fós le déanamh ó GEAP 2 agus gníomh a gheallann cur i bhfeidhm an Chreata Toilithe chun aghaidh a thabhairt ar fhoréigean gnéasach agus ciapadh.

### Grúpa Comhairleach Seachtrach ar Chomhionannas Inscne (EAG)

Tionóladh cúigiú cuairt bhliantúil an Ghrúpa Chomhairligh Sheachtraigh ar Chomhionannas Inscne (EAG) go fíorúil Déardaoin, an 13 Bealtaine 2021.

Soláthraíonn an Grúpa EAG do Chomhionannas Inscne, a bunaíodh in 2017 tar éis mholadh ó Thascfhórsa Comhionannais Inscne OÉ Gaillimh, saineolas, treoir agus dearbhú seachtrach don Ollscoil ar bhonn leanúnach maidir le cur chun cinn an chomhionannais inscne. Bhuail an Grúpa EAG leis an Uachtarán,

an Leas-Uachtarán Taighde, an Déan Staidéir Iarchéime, an Stiúrthóir Acmhainní Daonna agus baill den Choiste Campais Comhionannais, Éagsúlachta agus Cuimsithe (EDICC) agus Coiste nua Comhionannais, Éagsúlachta agus Cuimsithe (EDIC) Údarás na hOllscoile.

Is iad baill an EAG faoi láthair: (ó chlé) An tOllamh Tomas Brage, Ollscoil Lund, an tOllamh Lesley Yellowlees, Ollscoil Dhún Éideann, an tOllamh Paul Walton, Ollscoil York, an tOllamh Penny Andrews, NY Law School.



Tá OÉ Gaillimh sa rangú 101-200 as 938 institiúid ar fud an domhain de réir Sprioc Forbartha Inbhanaithe 5 (SDG) – Comhionannas Inscne.



## Tionscnamh do Cheannaireacht Shinsearach Acadúil (SALI)

Tá áthas orainn a chur in iúl gur bronnadh maoiniú ar phost nua, Ollamh le Ceimic in OÉ Gaillimh, sa dara babhta den Tionscnamh do Cheannaireacht Shinsearach Acadúil. Fógraíodh an post seo ar Times Higher Education mar chuid d'fheachtas earcaíochta faoi stiúir an IUA ar cuireadh tús leis go poiblí an 31 Márta 2022.

Tá sé molta go maioineofar an dara post, Ollamh le hEacnamaíocht Fheidhmeach do Bheartas Poiblí, an babhta seo ach níl sé ceadaithe faoi láthair mar gheall ar shrianta buiséadacha an rialtais. Tá an tOllamh le hEacnamaíocht Fheidhmeach don Bheartas Poiblí curtha ar liosta na bpost atá le maoiniú agus táthar ag súil go gceadófar é níos déanaí nuair a bheidh maoiniú ar fáil.

San iomlán, rinneadh 33 iarratas ar bhabhta 2020/21 SALI. I ndiaidh do phainéal saineolaithe idirnáisiúnta meastóireacht neamhspleách a dhéanamh, tá maoiniú tugtha ag an ÚAO do 10

bpost bunaithe ar mholtaí an phainéil. Cuireann sé seo lenár rathúlacht sa chéad bhabhta glaonna in 2019/20, inar cheadaigh an ÚAO maoiniú do dhá phost ceannaireachta shinsearach do OÉ Gaillimh i réimsí na hInnealtóireachta agus Sláinte Daoine Scothaosta. Is poist nua iad na poist bhreise seo do OÉ Gaillimh agus don earnáil, agus maioineoidh an Roinn Oideachais agus Scileanna iad go saineúil chun cuidiú le cothroime inscne a chur chun cinn i measc na foirne acadúla ag leibhéal shinsearach. Is príomhchuspóir de chuid an tionscnaimh iarrthóirí ban den chéad scoth a mhealladh ó earnáil an Ardoideachais in Éirinn agus thar lear araon. Cuideoidh an tionscnamh le líon na mban a bhíonn páirteach sna próisis chinnteoireachta in Institiúidí Ardoideachais a mhéadú, mar a mholtar i Straitéis Choimisiún an AE i dtaca le Comhionannas sa Chinnteoireacht a Chur Chun Cinn.

## Seachtain Idirnáisiúnta na mBan 2022

Reáchtáladh sraith imeachtaí ar fud an champais ón 7 – 12 Márta chun Lá Idirnáisiúnta na mBan 2022 a cheiliúradh. Reáchtáladh go leor imeachtaí agus ina measc, d'óstáil Líonra Ban na hOllscoile an Dr Máire Geoghegan-Quinn mar phríomhchainteoir agus iad ag ceiliúradh 10 mbliana.

## Clár WiSTEM<sup>2</sup>D Johnson agus Johnson

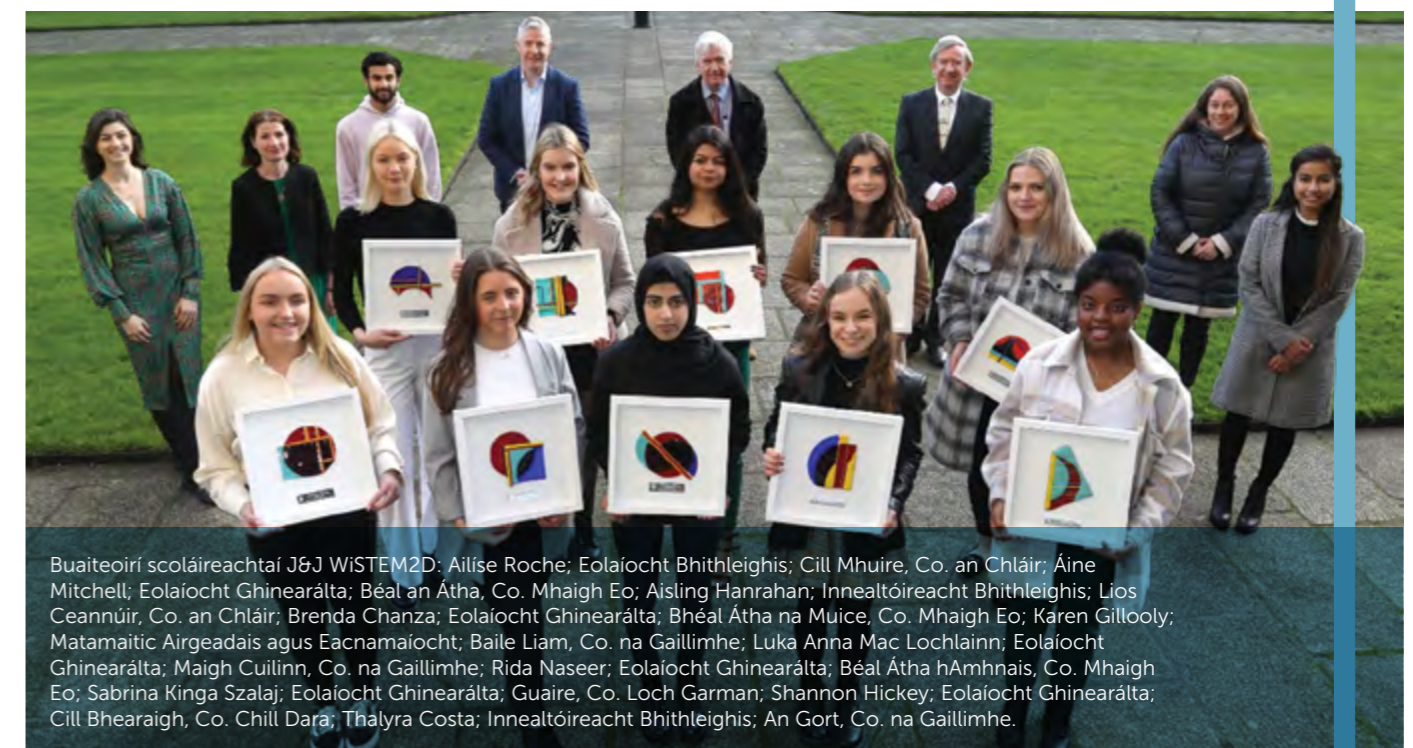
Sheol Johnson agus Johnson clár WiSTEM<sup>2</sup>D 2021/2022 i gcomhpháirtíocht le OÉ Gaillimh i mí Dheireadh Fómhair 2021. Tagraíonn WiSTEM<sup>2</sup>D do Mhná san Eolaíocht, Teicneolaíocht, Innealtóireacht, Matamaitic, Déantúsaíocht agus Dearadh. Leagann clár WiSTEM<sup>2</sup>D béim ar thiomantas Johnson & Johnson straitéisí ardtionchair a fhorbairt agus a chur i bhfeidhm chun tacú le mic léinn baineanna ag pointí rithabhachtacha ina gcuid oideachais. De réir

thuarascálacha an Phríomh-Oifig Staidrimh níl ach 25% de róil STEM á gcomhlíonadh ag mná agus níl róil cheannaireachta ach ag 5%.

Bronnadh scoláireachtaí J&J WiSTEM<sup>2</sup>D ar dheichniúr mac léinn de chuid Choláiste na hEolaíochta agus na hInnealtóireachta in OÉ Gaillimh agus san áireamh leo bhí meantóireacht fhairsing tionscail agus oiliúint cheannaireachta.



Sa phictiúr nuair a fógraíodh leathnú chlár WiSTEM<sup>2</sup>D 2021/2022 i gcomhpháirtíocht le OÉ Gaillimh tá: An tOllamh Peter McHugh, Ollamh le hInnealtóireacht Bhithleigheis, Anushree Dwivedi ag Cerenovus (J&J), Michael Gilvarry, Bainisteoir Ginearálta ag Cerenovus (J&J), an tOllamh Ciarán Ó hÓgartaigh, Uachtarán OÉ Gaillimh, an tOllamh Comhlach Mary Dempsey, Leas-Déan EDI, Aoibhín Sheedy, Innealtóir Bhithleigheis agus Bunaitheoir agus Iniúchóir WiSTEM OÉ Gaillimh agus Anna Rafferty, Ceann Ollscoile WiSTEM<sup>2</sup>D J&J agus Stiúrthóir Straitéise, J&J Campus Ireland.



Buaiteoirí scoláireachtaí J&J WiSTEM<sup>2</sup>D: Ailise Roche; Eolaíocht Bhithleigheis; Cill Mhuire, Co. an Chláir; Áine Mitchell; Eolaíocht Ghinearálta; Béal an Átha, Co. Mhaigh Eo; Aisling Hanrahan; Innealtóireacht Bhithleigheis; Lios Ceannúir, Co. an Chláir; Brenda Chanza; Eolaíocht Ghinearálta; Bhéal Átha na Muice, Co. Mhaigh Eo; Karen Gillooly; Matamaitic Airgeadais agus Eacnamaíocht; Baile Liam, Co. na Gaillimhe; Luka Anna Mac Lochlainn; Eolaíocht Ghinearálta; Maigh Cuilinn, Co. na Gaillimhe; Rida Naseer; Eolaíocht Ghinearálta; Béal Átha hAmhnais, Co. Mhaigh Eo; Sabrina Kinga Szalaj; Eolaíocht Ghinearálta; Guaire, Co. Loch Garman; Shannon Hickey; Eolaíocht Ghinearálta; Cill Bhearaigh, Co. Chill Dara; Thalyra Costa; Innealtóireacht Bhithleigheis; An Gort, Co. na Gaillimhe.

## Rannpháirtíocht na Mac Léinn a Leathnú

Aithnítear in OÉ Gaillimh gur féidir le bacainní éagsúla eacnamaíocha, sóisialta agus cultúrtha cur isteach ar líon mór den daonra páirt bhrioch a ghlacadh san ardoideachas. Dá réir sin, tá go leor tacaíochtaí forbartha againn thar shaolré an mhic léinn chun a chinntiú gur féidir le grúpaí faoi ghannionadaíocht sa tsochaí rochtain a fháil agus páirt a ghlacadh san ardoideachas. Maidir le rochtain ar an ardoideachas, cuireann OÉ Gaillimh roinnt bealaí iontrála malartacha ar fáil chun deis a thabhairt do mhic léinn faoi ghannionadaíocht rochtain a fháil ar an Ollscoil (Féach Tábla 1 d'iontrálaithe Nua in aghaidh na bliana). Áirítear orthu sin:

- **Dioplóma sa Bhonnstaidéar/Clár Rochtana**
- **Scéim Rochtana ar an Ardoideachas (HEAR)**
- **Scéim Rochtana Míchumais (DARE)**
- **Breisoideachas agus Oilúint/Bealach Iontrála PLC**
- **[https://www.nuigalway.ie/mature\\_students/](https://www.nuigalway.ie/mature_students/)**

|  | 2017       | 2018       | 2019       | 2020       | 2021       |
|--|------------|------------|------------|------------|------------|
| Fiúntas HEAR                             | 181        | 166        | 149        | 162        | 113        |
| Tacaíocht HEAR                           | 56         | 68         | 77         | 68         | 77         |
| Fiúntas DARE                             | 96         | 106        | 94         | 118        | 168        |
| Tacaíocht DARE                           | 35         | 59         | 67         | 70         | 79         |
| Bonnstaidéar                             | 22         | 11         | 11         | 21         | 16         |
| FET/PLC                                  | 46         | 92         | 99         | 153        | 134        |
| Bealach Iontrála do Mhic Léinn Lánfhásta | 77         | 66         | 73         | 79         | 86         |
| An Clár Rochtana do Mhic Léinn Lánfhásta | 35         | 26         | 23         | 29         | 34         |
| Clár Rochtana do Lucht Fágála Scoite     | 38         | 39         | 36         | 38         | 27         |
| <b>Iomlán</b>                            | <b>586</b> | <b>633</b> | <b>629</b> | <b>738</b> | <b>734</b> |

Tábla 1: Iontrálaithe Nua in aghaidh na Bliana (Bealaí iontrála HEAR, DARE, PLC, Clár Rochtana, Mac Léinn Lánfhásta)

Tá go leor buntáistí ag baint le bealaí malartacha iontrála do mhic léinn faoi ghannionadaíocht le rochtain a fháil ar ardoideachas, ach is fearr arís na buntáistí a bhaineann lenár gcuid chuíge féin rochtain agus rannpháirtíocht cheart a bhaint amach do dhaoine ó na cúlraí is mó atá faoi mhíbhuntáiste. Trí chomhoibriú le bunscioleanna agus le hiar-bhunscioleanna agus le grúpaí pobail, mar shampla, is féidir linn caipiteal oideachais, sóisialta agus cultúrtha na mac léinn ionchasach a mhéadú ionas go mbeidh dul ar aghaidh go dtí OÉ Gaillimh ina chuspóir réalaióch do ghrúpaí faoi ghannionadaíocht. I measc cuid de na tionscnaimh rathúla atá forbartha againn chun é seo a dhéanamh tá:

- Clár Chonair na hOllscoile
- **UNI4U**
- **Ag Briseadh an tSéala**
- **Scoileanna Tearmainn**
- **Taiscéalaithe na gCeall**
- **Acadamh na hÓige**
- Deiseanna Leighis do Mhic Léinn Tearmainn Idirbhliana (MOST))

Cuirimid bearta tacaíochta ar fáil chun aistriú mac léinn chuig an ardoideachas a éascú. Mar shampla, eagróimid gníomhaíochtaí réamhionductaithe

do mhic léinn ó ghrúpaí faoin ghannionadaíocht trínár gcláir ionductaithe **Filleadh ar an bhFoghlaim** agus HEAR. Ina theannta sin, tugtar piarmheantóir do gach mac léinn a thagann isteach trí bhealaí malartacha iontrála (thuas) trínár **gClár Meantóireachta Attract-Transition-Succeed (ATS)**, a mheitseálann mic léinn atá ag tosú sa chéad bhliain le mic léinn reatha fochéime de réir cúlra sóisialta agus ábhar spéise.

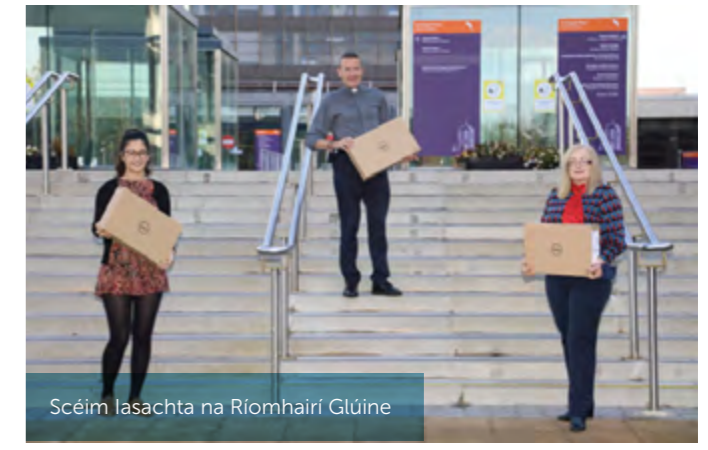
I ndiaidh iontrála, tá bearta i bhfeidhm chun a chinntiú gur féidir le mic léinn ó ghrúpaí faoi ghannionadaíocht a lánacmhainneacht a bhaint amach agus an leas is fearr a bhaint as a gcuid ama linn in OÉ Gaillimh. Mar shampla, soláthraimid:

- **Scoláireachtaí** agus **Sparánachtaí** atá forbartha go sonrach do mhic léinn a bhfuil tacaíocht airgeadais ar leith ag teastáil uathu
- Tacaíocht do mhic léinn faoi mhíchumas trínár bhfoireann Chomhairleoirí Míchumais, Teiripeoirí Saothair, Siceolaithe Cúnta agus Oifigigh Teicneolaíochta Cúnta
- Tacaíocht do mhic léinn lánfhásta agus do Thaistealaithe trí Oifigeach na Mac Léinn Lánfhásta agus trínár nOifigeach Oideachais Taistealaithe

- Tacaíocht do Mhatamaitic agus Staitisticí na Fochéime (**SUMS**)
- **An tIonad Scríbhneoireachta Acadúla**
- **An Ciste Cabhrach Airgeadais**
- **Scéim Iasachta na Ríomhairí Glúine**
- Tacaíocht do mhic léinn trí Chomhairleoirí Mac Léinn an Choláiste agus an tOibrí **Tréadchúraim**

Chomh maith le tacaíocht a thabhairt do mhic léinn ar chláir fochéime lánaimseartha, cuirimid roinnt roghanna foghlama níos solúbtha ar fáil, mar shampla cúrsaí páirtaimseartha ar líne agus cúrsaí cumaisc tríd **an Ionad Foghlama agus Forbartha Gairmiúla d'Aosaigh**.

Cabhraíonn na bearta seo go léir (agus bearta eile!) lena chinntiú go bhfuil mic léinn in ann a lánacmhainneacht a bhaint amach, agus go bhfuil OÉ Gaillimh ag éirí níos ionadaíoch ar ár sochaí éagsúil.



10 REDUCED INEQUALITIES



Rangaítear OÉ Gaillimh sa 58ú áit sa rangú as 796 institiúid ar fud an domhain i Ranguithe Tionchair THE de réir Sprioc Forbartha Inbhuanaite 10 (SDG) – Éagothroime Laghdaithe.

## Dearadh Uilíoch agus Inrochtaineacht

### Polasaí agus Plean Gníomhaíochta don Dearadh Uilíoch agus Inrochtaineacht

Cheadaigh Údarás na hOllscoile an Polasaí don Dearadh Uilíoch agus Inrochtaineacht (UDA) in 2021. Tá sé mar aidhm leis an bPolasaí don Dearadh Uilíoch agus Inrochtaineacht eispéreas iomlán na foirne, na mac léinn agus na gcuariteoirí a fheabhsú, agus oideachas feabhsaithe agus seirbhísí inrochtana a chumasú. Diríonn an polasaí ar roinnt réimsí lena n-áirítear iniúchtaí míchumais, cóiríocht réasúnta, pleanáil, faisnéis agus oiliúint, soláthar, feabhas a chur ar Champas OÉ Gaillimh, teagasc agus foghlaim, agus seirbhísí do mhic léinn.

Toradh suntasach ar iniúchadh ardleibhéil inrochtaineachta OÉ Gaillimh, a tugadh chun críche in 2021, is ea an Plean Gníomhaíochta don Dearadh Uilíoch agus Inrochtaineacht (UDA). Faigheann plean an UDA bonn faisnéise freisin ón gcreat reachtaíochta atá mar bhonn agus taca ag cearta daoine faoi mhíchumas, agus ag an Straitéis Náisiúnta um Chuimsiú Míchumais 2017 – 2021. Aithníonn an plean clár oibre faoi dheich bpointe gníomhaíochta in aonaid agus réimsí éagsúla san ollscoil. Tá Grúpa Oibre, a bhfuil an Leas-Uachtarán EDI ina Chathaoirleach air agus a thuiriscíonn do Choiste Campais Comhionannais, Éagsúlachta agus Cuimsithe, bunaithe anois chun tacú le cur i bhfeidhm an Phlean Gníomhaíochta. Sonraítear sa Phlean Gníomhaíochta gníomhaíochtaí éagsúla maidir leo seo a leanas:

- Seirbhísí arna ndearadh go huilíoch

- Iniúchadh a dhéanamh ar na leibhéil reatha inrochtaineachta ar ár seirbhísí agus ar fhoirgnimh an champais
- Oiliúint ar Inrochtaineacht, Dearadh Uilíoch agus cuimsitheacht
- Acmhainní Daonna agus Cóiríocht Réasúnta
- Comhairliúchán, Aiseolas agus Pleanáil
- Faisnéis, Poiblíocht agus Imeachtaí
- Soláthar Earraí, Táirgí agus Seirbhísí
- Aghaidh a thabhairt ar inrochtaineacht maidir le Champas, Foirgnimh, Eastáit, Saoráidí agus Sláinte agus Sábháilteacht in OÉ Gaillimh
- Teagasc, Foghlaim agus Forbairt Curaclaim
- Seirbhísí do Mhic Léinn, Tacaíochtaí Speisialta do Mhic Léinn agus Oideachas faoi Ghairmeacha

Cé nach bhfuil an Plean Gníomhaíochta ach á chur i bhfeidhm le gairid, tá dul chun cinn suntasach déanta tríd an obair atá ar bun ag an bhfoireann atá ag plé leis an tionscadal ilghnéitheach ar Inrochtaineacht agus Cuimsiú a Fheabhsú. Freisin, tá dul chun cinn á dhéanamh ag an Ionad Rochtana maidir le dearadh uilíoch a leabú agus tacú le hinrochtaineacht agus cuimsiú do mhic léinn.

### Tionscadal OÉ Gaillimh ag Feabhsú Rochtana agus Cuimsithe

Is é cuspóir an tionscadail seo ná sármhaitheas sa teagasc agus san fhoghlaim a bhrú chun cinn, agus timpeallacht a chruthú chun leasa na mac léinn go léir, ach go háirithe do mhic léinn faoi mhíchumas. Athróidh cúig chrann taca an ollscoil ó bhun le go gcruthófaí timpeallacht chuimsitheach i ngach céim de shaolré an mhic léinn. Is iad na crainn taca sin:

**1. Leabú UDL:** Tá ár nOllscoil tiomanta do Dhearadh Uilíoch don Fhoghlaim (UDL) a leabú ar fud ár gcampais, agus go háirithe i réimsí an teagaisc, na foghlama agus an mheasúnaithe. Mar chuid dár gcroiluchanna Meas, Oscailteacht,

Inbhuanaitheacht agus Barr Feabhais, tá Dearadh Uilíoch don Fhoghlaim aitheanta mar thosaíocht sa Phlean Straitéiseach 2020 go 2025.

Is cur chuige dearaidh é UDL i leith an teagaisc, na foghlama agus an mheasúnaithe le haghaidh inrochtaineacht agus cuimsiú uilíoch. Trí riachtanais na mac léinn is mó atá i mbaol eisiaimh a mheas agus trí ghníomhaíochtaí teagaisc agus foghlama a dhearadh chun dul i bhfeidhm orthu agus tacú leo, rachaidh sé chun tairbhe gach mac léinn, agus ní bheidh aon mhac léinn faoi mhíbhuntáiste.

**2. Campas Inrochtana:** Gné lárnach den tionscadal seo inrochtaineacht fhisiciúil an champais agus na bhfoirgneamh a fheabhsú. Is cuid lárnach de shainchúram an tionscadail í an tsláinte agus an tsábháilteacht, go háirithe maidir le sábháilteacht dóiteáin agus pleanáil phearsanta aslonnaithe éigeandála (PEEPanna) do mhic léinn a bhfuil riachtanais bhreise acu.

Tá príomhspríoc oscailte OÉ Gaillimh do 2025 mar chrann taca eile. 'Glacfaimid le Prionsabail an Dearaidh Uilíoch inár dtimpeallacht foghlama agus oibre chun inrochtaineacht a mhéadú, freastal a dhéanamh ar chuir chuige éagsúla foghlama agus chun cabhrú le mic léinn barr a gcumais a bhaint amach (AP02).' Tá an próiseas PEEP bunaithe go díreach ar

threoir faoi phrionsabail (3) Úsáid Shimplí agus Iomasach agus (5) Lámhaltas d'Earráidí.

**3. Teicneolaíocht Chúnta:** Le ceithre bliana anuas, tá méadú 64% tagtha ar líon na mac léinn atá cláraithe le Seirbhís Tacaíochta Míchumais OÉ Gaillimh. Nuair a chuirtear leis an tacaíocht teicneolaíochta cúnta do mhic léinn a bhfuil riachtanais speisialta foghlama acu, cuirtear leis an neamhspleáchas agus an inrochtaineacht chun freastal ar a gcuid riachtanas, rud a chuireann le neamhspleáchas níos mó, chomh maith le rannpháirtíocht níos fearr sa phróiseas foghlama. Cuireadh isteach an chéad spás céadfach don Uathachas mar chuid den tionscadal, rud a fhágann gur Campas a thacaíonn le hUathachas é OÉ Gaillimh.



Ag oscailt an Spáis Chéadfaigh Cubbie: Gad Muzinga, mac léinn, le hUachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh.

### 4. Meabhairshláinte agus Folláine a Chothú:

I gcás go leor mac léinn, is imeacht mór saoil é an t-aistriú go dtí staidéar tríú leibhéal agus tá sé in ann a bheith ina údar struis. Tá meabhairghalar, anacair mheabhrach, agus braistint íseal folláine ag méadú i measc na mac léinn san ardoideachas (IPPR 2017; McLafferty et al 2017). Tá trí thionscadal ghaolmhara ann:

- Tionscadal 1 – Clár Scileanna Cinnteora.** Teiripe Iompraíochta Chognaíoch chun a mhúineadh do mhic léinn cén chaoi a gcuid smaointe, mothúcháin agus iompair féin a aithint, chun go mbeidh siad in ann súil a choinneáil ar a gcuid mothúchán agus meabhairshláinte féin agus iad a bhainistiú.
- Tionscadal 2 – Feabhas a chur leis an Wellness Recovery Action Plan (WRAP®),** agus forbairt a dhéanamh ar Creidim, grúpa tacaíochta píaraí ina mbíonn cruinnithe ar líne agus cruinnithe duine le duine
- Tionscadal 3 – Feachtas feasachta a thosú chun úsáid Chártaí JAM (Just a Minute) a chur chun cinn ar an gcampas**

### 5. Tacú le hAistrithe trí mheantóireacht agus trí phleanáil socrúcháin:

Diríonn an crann taca seo ar thacaíocht a thabhairt do mhic léinn faoi mhíchumas agus iad ag tosú ar oideachas tríú leibhéal agus ag dul i ngleic leis an eolas nua ar fad, agus leis an bhfreagracht agus an t-athrú timpeallachta agus sóisialta atá i gceist leis sin. Rinne an tionscadal coimisiúnú ar thaighde chun scrúdú a dhéanamh ar ról agus ar bhuntáistí féideartha na meantóireachta píar-bhunaithe le linn na céime seo den aistear acadúil do mhic léinn faoi mhíchumas.

Tá méadú as cuimse tagtha ar chláir socrúcháin oibre in OÉ Gaillimh: Tá gné socrúcháin oibre éigeantach nó roghnach ar 78% de na cláir anois. Tá córais tacaíochta curtha ar bhonn foirmeálta le gach Coláiste ag an gcrann taca seo chun cabhrú le mic léinn faoi mhíchumas agus tá deiseanna comhionanna curtha ar fáil chun teacht ar thacaíocht chun an socrúchán a phleanáil.



# “Guth an Mhic Léinn a Dhíriú san Ardoideachas”



## Foghlaim Chuimsitheach in OÉ Gaillimh: Guth an Mhic Léinn a Dhíriú san Ardoideachas

D'éirigh leis an Dr Lucy-Ann Buckley agus leis an Dr Shivaun Quinlivan (ceannairí comhpháirteacha) dhá thionscadal ar foghlaim chuimsitheach a thabhairt chun críche. Dhíriigh an chéad tionscadal (2018-2021), ar mhaoinigh Ciste Tionscadal na Mac Léinn in OÉ Gaillimh den chuid is mó é, ar eispéiris foghlama na bhfochéimithe i gColáiste an Ghnó, an Bheartais Phoiblí agus an Dlí (CPPPL). Dhíriigh an dara tionscadal (2020-2021), a mhaoinigh an Fóram Náisiúnta um Theagasc agus Foghlaim a Fheabhsú san Ardoideachas, ar mhic léinn iarchéime i CBPPL, Scoil na Fíisce agus Scoil na Matamaitice, na Staitisticí agus na Matamaitice Feidhmí. Rinneadh an dá thionscadal a dhearadh i gcomhar le mic léinn, agus dhíriigh siad ar ghuth an mhic léinn le go n-aithneofaí bacainní ar foghlaim trí shuirbhéanna ar líne, grúpaí fócais agus agallaimh aonair. Cé gur fhéach na tionscadail le timpeallacht chuimsitheach foghlama a chur chun cinn do gach mac léinn, dhíriigh siad go háirithe ar eispéiris na mac léinn faoi mhíchumas, mic léinn idirnáisiúnta agus idirchultúrtha, mic léinn LGBT+, mic léinn a bhfuil freagrachtaí cúraim orthu, agus mic léinn ar d'inscne éagsúil iad. D'fhág tráthúlacht na dtionscadal go rabhthas in ann iniúchadh a dhéanamh, ó pheirspictíocht an chuimsithe de, ar thionchar phaindéim COVID-19 ar foghlaim na mac léinn. Foilsíodh tuarascáil ar thaithí na mac léinn iarchéime i mí na Nollag 2021 (ar fáil ag <http://whitakerinstitute.ie/project/inclusive-learning-at-nui-galway-centring-the-student-voice-in-higher-education/>); foilseofar tuarascáil an tionscadail fochéime go luath.

Leag an tuarascáil iarchéime béim ar raon leathan saincheisteanna oideachais roimh an bpaindéim, lena n-áirítear bacainní sa rang agus saincheisteanna ar nós aonrú sóisialta. D'éirigh go leor acu sin níos measa tar éis an aistrithe chuig an gclianfhoghlaim, cé gur mheas roinnt mac léinn go raibh an foghlaim ar líne níos cuimsithí. Chomh maith le bacainní oideolaíocha, dúirt mic léinn go raibh bacainní dearcaidh agus córasacha ann, lena n-áirítear tuairimí diúltacha a bhaineann le cine agus struchtúir agus próisis institiúideacha, a raibh tionchar diúltach acu ar ghrúpaí áirithe. Ba bhac mór ar an bhfoghlaim do go leor mac léinn ar tuismitheoirí iad an easpa cúram leanaí oiriúnach, agus b'fhadhb an-suntasach do mhic léinn idirnáisiúnta an easpa lóistín ar phraghas réasúnta. Rinneadh leithcheal ar bhonn cine ar chuid mhaith acu san earnáil ciosa phríobháideach freisin. Bhí bacainní níos mó fós roimh mhic léinn idirnáisiúnta a bhfuil leanaí acu maidir leis an dá cheist seo. Tharraing mic léinn faoi mhíchumas aird ar cheist na hinrochtaineachta ar bhonn leanúnach. Chuir mic léinn iarchéime taighde in iúl freisin gur bac mór ar a n-eispéireas foghlama riachtanais oibre neamhíochta na

hollscoile; tá aghaidh tugtha air sin ó shin.

Príomhghné den dá thionscadal ba ea oideolaíocht chuimsitheach agus tógáil acmhainne a fhorbairt don foghlaim chuimsitheach. Mar chuid den tionscadal fochéime bhí imeachtaí oiliúna foirne ar oideolaíocht chuimsitheach, ciníochas san ardoideachas agus dearadh uilíoch don foghlaim (UDL). San áireamh leis an tionscadal iarchéime bhí cur chun feidhme suaitheantas digiteach UDL ag leibhéal na hinstitiúide, agus tá tacaíocht anois aige ag an leibhéal institiúideach ón gComhordaitheoir UDL. Thacaigh an tionscadal seo freisin le Ally for LMS a cheannach don institiúid. Cuireann na bogearraí seo ar chumas na foirne an t-ábhar a chrochann siad ar líne a dhéanamh níos inrochtana, agus ligeann sé do mhic léinn éagsúla ábhair foghlama a íoslódáil i bhformáidí éagsúla chun tacú lena riachtanais foghlama. Bhí sé seo thar a bheith tábhachtach mar thacaíocht do mhic léinn agus iad i mbun cianfhoghlama. Ón uair a ceannaíodh é, íoslódáladh i bhformáidí eile os cionn 193,000 ábhar Ally do mhic léinn. Reáchtáladh seimineáir faoin tionscadal freisin ar chleachtais chuimsitheacha teagaisc, ciníochas san ardoideachas, cleachtais chuimsitheacha teagaisc agus UDL. Ar deireadh, reáchtáladh siompóisiam idirnáisiúnta ar foghlaim chuimsitheach i mí Aibreáin 2021, a raibh 500 duine cláraithe air. Tá taifeadadh den siompóisiam ar fáil ag <https://www.nuigalway.ie/centre-excellence-learning-teaching/newsevents/conferences/inclusivelearningsymposium2021/>.



## Crowd4Access – Comhoibriú Chrann Taca na hInrochtaineachta Campais

Tá an tionscadal Rochtain agus Cuimsiú a Fheabhsú in OÉ Gaillimh á stiúradh ag an Ionad Rochtana in OÉ Gaillimh agus á mhaoiniú ag an Údarás um Ard-Oideachas trína mhaoiniú ó Thionscnamh Straitéiseach an Chiste do Mhic Léinn faoi Mhíchumas (FSD). Is é cuspóir an tionscadail an barr feabhais a bhrú chun cinn in eispéreas an mhic léinn, sa teagasc agus san fhoghlaim, agus sa timpeallacht thógtha ar mhaithe le gach mac léinn, ach go háirithe do mhic léinn faoi mhíchumas, in OÉ Gaillimh. Gné lárnach den tionscadal seo inrochtaineacht fhisiciúil an champais agus na bhfoirgneamh a fheabhsú. Cuid thábhachtach den chrann taca tionscadail seo ná na bealaí is inrochtana ar champas OÉ Gaillimh a aithint.

Tionscadal Eolaíochta Sluafhoinsithe is ea Crowd4Access. Is comhpháirtíocht é idir saoránaigh agus taighdeoirí gairmiúla teicneolaíochta a tháinig le chéile chun inrochtaineacht chosáin chathracha na hÉireann a mhapaíl.

Bíonn dúshlán roimh chách agus iad ar chosáin i gcathair nó ar champas ollscoile. D'fhéadfadh go mbeadh rampaí rochtana ag teastáil ón té atá i gcathaoir rothaí nó ón tuismitheoir atá ag brú bugaí, b'fhéidir go mbeadh dromchla cothrom de dhith ar an reathaí, b'fhéidir go mbeadh bealach trasna sráide níos giorra ag teastáil ón té atá ar mhaidí croise, b'fhéidir go mbeadh codarsnacht mhaith idir cosán agus an tsráid ag teastáil ón té nach bhfuil radharc na súl go maith aige/aici, agus d'fhéadfadh go mbeadh pábháil thadhlaigh ag teastáil ón dall.

D'iarr Comhordaitheoir Thionscadal Inrochtaineachta an Champais FSD, Deirdre McHugh, agus Comhordaitheoir an Tionscadail Crowd4Access in OÉ Gaillimh don Ionad Taighde Anailíochta Sonraí Insight SFI, Brendan Smith, ar an bpobal ollscoile idir mhic léinn, acadóirí agus chomhghleacaithe gairmiúla oibriú go deonach mar Eolaithe Sluafhoinsithe chun cosáin agus foirgnimh an champais a mhapaíl agus an t-eolas seo a chur ar fáil don phobal. Bhí a gcuid freagraí thar a bheith dearfach agus díograiseach.

Tháinig oibríthe deonacha le chéile do cheardlann ar líne chun foghlaim faoin gcaoi a n-úsáideann daoine éagsúla cosáin ar bhealaí éagsúla; conas constaicí móra ar inrochtaineacht cosáin a aithint; agus conas aip fóin a úsáid chun cosáin ar an gcampas a thaifead. Ag an dara ceardlann ar líne, d'fhoghlaim siad conas cosáin agus gnéithe cosúil le cosáin thadhlaigh, bealaí trasna sráide, mullaigh agus cuailí Bhord Soláthair Leictreachais (BSL) a ionchur i gclár mapála foinse oscailte ar líne.

Tháinig breis is scór comhalta foirne agus mac léinn OÉ Gaillimh le chéile, lena n-áirítear Uachtarán na hOllscoile, an tOllamh Ciarán Ó hÓgartaigh, Dé hAoine, an 3 Meitheamh chun inrochtaineacht na gcosáin ar champas OÉ Gaillimh a mhapaíl. Níos tábhachtaí fós, bhí mic léinn faoi mhíchumas sa ghrúpa, a bhfuil a léargais agus a dtaithí thar a bheith luachmhar chun a chinntiú go bhfuil ár gCampas Ollscoile inrochtana do chách.



Oibríthe deonacha ag mapáil cosáin ar champas OÉ Gaillimh



## Meas a bheith mar Chroíluach in Ollscoileanna

Bhailigh breis agus 100 rannpháirtí Dé Céadaoin, an 27 Aibreán 2022, chun freastal ar an imeacht hibrideach seo ag ar pléadh luach an mheasa agus ag ar seoladh an tionscadal *Meas a Neadú in OÉ Gaillimh*, faoina bhforbrófar Cairt Measa do OÉ Gaillimh. D'oscail an tUachtarán an tOllamh Ciarán Ó hÓgartaigh an ócáid, agus thug sé lón machnaimh don slua nuair a d'iarr sé ar na rannpháirtithe smaoiniamh ar mheas mar staid seachas mar ghníomhartha.

Labhair Niall Crowley, iar-phríomhoifigeach feidhmiúcháin an Údarais Comhionannais agus comhbhunaitheoir an Values Lab, go paiseanta ar an gciall atá le meas. Dúirt sé gurb é an meas bunchloch chearta an duine, chomh maith le bheith ina luach pearsanta, ina luach eagraíochtúil agus ina luach sochaíoch. Leag sé béim ar a thábhachtaí atá sé go gcuirfí san áireamh na comhaltaí foirne agus mic léinn sin a bhfuil 'an cos ar bolg á imirt orthu de bharr easpa measa'.

Labhair an tOllamh Nandini Ramanujam, Ollscoil McGill, faoi na léargais a bhí faighte aici óna ról mar chomhchathaoirleach ar Thascfhórsa McGill ar Mheas agus ar Chuimsiú. Ceann de na ceachtanna móra ab ea an luach agus an chumhacht a bhaineann le héisteacht, a chuir na Tascfhórsaí i bhfeidhm ar go leor bealaí agus dá bharr tháinig téamaí leathana chun cinn, mar atá, misean, rialachas, cumarsáid, spás agus muinín.

Dhírigh Patricia King, Ard-Rúnaí Chomhdháil na gCeardchumann (ICTU), ar a thábhachtaí atá an meas i gcaidrimh san ionad oibre, áit arb ionann meas agus caitheamh le gach duine leis an dínit a mbeifeá ag súil léi tú féin. Chun é a leabú go rathúil in eagraíocht ní mór don bhainistíocht í a thiomáint, a eiseamláiriú agus a dhéanamh soiléir nach nglacfar le haon chineál iompair eile. Roinn Patricia a mana pearsanta san ionad oibre freisin: 'léirigh, tuill agus bí ag súil le Meas'.

## Straitéis do Dhaoine

Agus an straitéis seo á priontáil, tá dréacht ullmhaithe den straitéis Daoine agus Cultúr. Forbraíodh an straitéis le hionchur ó aiseolas seachtrach neamhspleách (Athbhreithniú Feabhais AD, tuarascáil Iarmheasúnaíthe KeepWell, Iniúchadh Seachtrach), aiseolas inmheánach (Suirbhéanna AD), agus comhairliúchán lenár nDaoine chomh maith le hathbhreithniú ar na riachtanais AD ó straitéis na hOllscoile agus ó straitéisí inmheánacha eile.

Labhair an Seanadóir Alice-Mary Higgins faoin gcaoi a raibh dhá chuid san obair atá romhainn: meas a shainiú agus meas a neadú. Is éard atá i gceist leis an dara ceann ná go ndíreoidh an Ollscoil air sin a gcuirtear luach air agus ar a dtugtar tosaíocht agus tacaíocht dó. Thug sí foláireamh nach féidir le polasaí measa díreach a bheith ina mhian don todhchaí ach nach mór a aithint gurb ann dó i ngeall ar an easpa measa a bhí ann san am a chuaigh thart.

Agus í ag cur clabhsúr leis an seisiún, d'áitigh an Dr Helen Maher, Leas-Uachtarán EDI, gurb ionann an t-athrú córasach agus patrúin an dímhéasa agus an éagothroime a aithint, agus thug sí tiomantas oibriú leis an Dr Shivaun Quinlivan, an Dr Rachel Hilliard, an Dr Lucy-Ann Buckley agus an Dr Deirdre Halloran chun an cuspóir straitéiseach seo a chur chun cinn go coincheapúil agus go praiticiúil, agus tacú leis an gcéad chéim eile den tionscadal.



Sa phictiúr ag an ócáid Meas a Neadú in OÉ Gaillimh, an 27 Aibreán 2022: An Dr Deirdre Halloran, an Dr Lucy-Ann Buckley, an Dr Rachel Hilliard, an Seanadóir Alice-Mary Higgins, an Dr Helen Maher, an Dr Shivaun Quinlivan, agus Niall Crowley.

“tacú leo siúd a oibríonn linn gairm a thugann sásamh pearsanta dóibh agus a athraíonn a stádas sóisialta ó bhonn a fhorbairt, beag beann ar an bpost inar ceapadh iad nó an chonair a bhí leagtha amach dóibh”

## Cláir Mheantóireachta

Seoladh an **Scéim Meantóireachta Ollscoile** ag deireadh 2021 chun tacú leis an bhfoireann a scileanna a fhorbairt agus a spriocanna gairme a bhaint amach. Cuirtear tacaíocht ar fáil in OÉ Gaillimh i bhfoirm comhpháirtíochta idir comhaltaí foirme sinsearacha agus comhghleacaithe leo atá i dtús a ngairme. Tá sé mar aidhm ag an gcomhpháirtíocht seo a chur ar chumas na foirne barr a gcumais a bhaint amach. Feidhmíonn an scéim seo taobh le cláir mheantóireachta eile ar nós Aurora agus Collaborate.

Ó thús 2022, tá breis is 100 comhalta foirne cláraithe le gníomhú mar Mheantóir, agus tá breis is 40 comhalta foirne cláraithe le bheith ina Meantá. Tá ceardlanna oiliúna curtha ar fáil do Mheantóirí agus do Mheantaithe araon, agus tá ceardlanna breise beartaithe i rith na bliana. Ina theannta sin, tá Pacáistí Gníomhfhoghlama uair an chloig do Mheantóirí sceidealta trí mhí tar éis na ceardlainne tosaigh Meantóireachta.

Tá sé beartaithe an Painéal Meantóireachta a mhéadú agus cur leis in 2022 chun freastal ar an méadú a bhfuiltear ag súil leis ar líon na Meantaithe i mbliana. Chun an próiseas a bhainistiú go héifeachtach, glactar le Meantóirí agus le Meantaithe araon i mí Eanáir agus mí Iúil gach bliain.

Chun a bhfuil bainte amach go nuige seo a dhaingniú agus feacht ar an scéim a mhéadú, cruthaíodh Seaimpíní Meantóireachta go háitiúil. Feidhmíonn an Seaimpín Meantóireachta mar phointe teagmhála don fhoireann go háitiúil agus oibríonn sé/sí le Foghlaim agus Forbairt ar an bpróiseas péireála agus ar chumarsáid áitiúil agus nuashonruithe.

Tá rochtain saor in aisce ag gach comhalta foirne ar an ardán foghlama LinkedIn Learning, agus tá **Cosáin Foghlama tiomnaithe don Mheantóireacht** cruthaithe d'fhoireann OÉ Gaillimh mar thacaíocht agus acmhainn bhreise. Tá leathanach gréasáin meantóireachta ar fáil freisin don fhoireann ar a bhfuil acmhainní agus ábhair atá cothrom le dáta.

I mí an Mhárta 2022, sheol OÉ Gaillimh, i gcomhar le Coláiste na Tríonóide (TCD), Coláiste na hOllscoile Corcaigh (UCC), Ollscoil Teicneolaíochta Bhaile Átha Cliath (TUD), Ollscoil na Banríona, Béal Feirste (QUB) agus Ollscoil Luimnigh (OL), scéim meantóireachta idir-institiúideach (**'Collaborate'**). Tá 5 chomhalta foirne ó gach Ollscoil páirteach sa scéim faoi láthair. Tá sé mar aidhm ag an gclár tacaíocht phiarmheantóireachta a sholáthar don fhoireann a bhfuil ról chosúla acu laistigh de na hinstiúidí rannpháirteacha agus líonra tacaíochta a fhorbairt lasmuigh dá n-ionad oibre. Tá an clár píolótach reatha dírithe ar chomhaltaí foirne atá nua i ról Bhainistíocht an Duine le dhá bhliain anuas. Táthar ag súil go réachtálfar seisiún eile, dírithe ar chohórt eile foirne, níos déanaí i mbliana.

Áireofar ar phleananna na toadhcháil:

- Ardán Meantóireachta idirghníomhach a ghlacfaidh le próifíl na Meantóirí go léir agus a thabharfaidh an deis do Mheantaithe a bheith níos gníomhaí sa phróiseas péireála.
- Bunú Líonra Meantóireachta Foirne inmheánaigh a thiocfadh le chéile go rialta chun athbhreithniú a dhéanamh ar an bpróiseas agus tacú leis.

## Athbhreithniú Rialachais ar Acmhainní Seirbhísí Gairmiúla i gColáiste na nDán, na nEolaíochtaí Sóisialta & an Léinn Cheiltigh (CASSCS)

Ba mhórthionscnamh faoin bPortfóilió Daoine i rith 2021-2022 é an tAthbhreithniú Rialachais ar Acmhainní Seirbhísí Gairmiúla i Scoileanna agus i nDisciplíní CASSCS. Ba é an dara céim den athbhreithniú é. Tugadh an chéad chéim chun críche i Meán Fómhair 2021, agus dhírigh sé ar acmhainní seirbhísí gairmiúla in Oifig an Choláiste. Tá obair an Ghrúpa Athbhreithnithe ar aon dul leis na gealltanais i Straitéis an Choláiste chun 'tacú leo siúd a oibríonn linn gairm a thugann sásamh pearsanta dóibh agus a athraíonn a stádas sóisialta ó bhonn a fhorbairt, beag beann ar an bpost inar ceapadh iad nó an chonair a bhí

leagtha amach dóibh' agus chun 'athbhreithniú a dhéanamh ar struchtúir na Scoile lena chinntiú go ndéantar gach aonad a bharrfheabhsú go hiomlán i dtéarmaí comhleánúnachais intleachtúla, seachadadh clár agus éifeachtúlacht oibríochta'. Bhí an Leas-Déan EDI agus Daoine, an Dr John Walsh, ina chathaoirleach ar Chéim 2 agus cuireadh i gcrích é i mBealtaine 2022. Rinne an tAthbhreithniú 12 mholadh don Choláiste trí chéile agus 7 moladh a bhain le Scoileanna aonair faoi dháileadh agus struchtúr acmhainní seirbhísí gairmiúla amach anseo.

## Sprioc 3

Déanfaidh OÉ Gaillimh cleachtais nuálacha EDI a bhrú chun cinn san Earnáil Ardoideachais

### Tuairisciú ar Bhearna Phá idir na hInscní

Leis an Acht um Fhaisnéis faoin mBearna Phá idir na hInscní 2021, tugadh bonn reachtúil do thuairisciú ar an mbearna pá idir na hinscní in Éirinn agus foilsíodh rialacháin nua faoin Acht i mí an Mheithimh 2022. Táthar ag iarraidh ar eagraíochtaí a bhfuil breis agus 250 fostaí acu tuairisc a thabhairt ar an mBearna Pá idir na hInscní don chéad uair in 2022.

Dearadh an bhearna phá idir na hinscní (GPG) lena mhéad a dhéantar ionadaíocht ar mhná go cothrom ar fud eagraíochta a léiriú i dtéarmaí tuarastail. Déantar tuairisciú uirthi de ghnáth i dtéarmaí meánbhearnaí pá agus bearnaí airmheánacha pá. Is mó a thuairiscítear an mheánbhearna phá GPG go náisiúnta agus go hidirnáisiúnta. Is é seo an difear idir meánphá na bhfeair agus meánphá na mban in aghaidh na huairde d'fhíor in eagraíocht, beag beann ar nádúr na hoibre, ar an ról nó ar shinsearach. Seasann an meán do 'ghnáth-thuarastail' na bhfostaithe go léir, agus baineann spéis faoi leith leis i bhfianaise go ndéanann sé achoimre ar dhifriochtaí tuarastail don chohórt iomlán agus go n-áirítear gach comhalta foirne aonair agus é á ríomh. Dá bhrí sin, tá sé íogaireach d'fhigiúirí asluiteacha: in eagraíocht a bhfuil meánlíon mór GPG aici, is fir iad an chuid is mó den fhoireann ar phá níos airde de ghnáth, agus tá sciar ban níos mó i measc na ndaoine ar phá níos ísle.

Léiríonn an GPG airmheánach tuillimh an ghnáthchomhalta foirne; má liostaítear gach comhalta foirne de réir a dtuilleamh ón leibhéal is airde go dtí an leibhéal is ísle, is é an pá airmheánach pá an duine i lár liostaí na bhfostaithe fireanna agus baineanna. Ní bhíonn tionchar ag figiúirí asluiteacha ar an mbearna pá airmheánach, agus mar sin léiríonn sé sonraí pá 'tipiciúla'. Nuair a bhreathnaítear ar an dá thacar figiúirí le chéile, tarraingíonn siad aird ar an tionchar a bhíonn ag cleachtais fostaíochta agus phá eagraíochta, agus cuidíonn siad leis na fachtóirí atá taobh thiar de dhifriochtaí pá a mhíniú.

Níor cheart an GPG a mheascadh le coincheap an phá chomhionann as obair chomhionann nó cothroime phá – atá cumhdaithe sa reachtaíocht chomhionannais.

“Dearadh an bhearna phá idir na hinscní (GPG) lena mhéad a dhéantar ionadaíocht ar mhná go cothrom ar fud eagraíochta a léiriú i dtéarmaí tuarastail.”

## Tuarascáil GPG OÉ Gaillimh bunaithe ar shonraí mhí an Mhárta 2021

Agus OÉ Gaillimh ag dréim leis na ceanglais reachtaíochta sin, cuireadh tús le tionscadal bhearna pá idir na hinscní in 2018 agus, i gcomhar le comhairleoirí seachtracha, tá iniúchtaí bliantúla déanta do 4 bliana (2018, 2019, 2020, 2021).

Tá tuarascáil GPG 2021 bunaithe ar léargas ar phá na bhfostaithe an 31 Márta 2021. Ag an bpointe sin, agus bunaithe ar 2,583 comhalta foirne ar fud na heagraíochta, ba é 18% an mheánbhearna pá idir na hinscní agus ba é 10.9% an bhearna phá airmheánach. Tugann sé seo le fios go bhfuil difear 18% sa mheánphá d'fhir agus do mhná in aghaidh na huairé agus é curtha in iúl mar chéatadán den mheánphá in aghaidh na huairé d'fhir beag beann ar nádúr na hoibre, ar an ról nó ar shinsearach. Nó, nuair a dhéanaimid comparáid idir pá airmheánach in aghaidh na huairé, tuilleann bean 89c in aghaidh gach €1 a thuilleann fear.

Mar a tharla sna blianta roimhe seo, is sa chatagóir foirne acadúla (meán 22.6%) is suntasaí atá an meán GPG, ar léiriú é sin, den chuid is mó, ar ionadaíocht na bhfear agus na mban sna gráid acadúla shinsearach (Tábla 1). Ceann de na fachtóirí is mó atá taobh thiar de sin is ea céatadán níos airde fear acadúil ag grád Léachtóra Shinsearaigh nó níos airde ná mná acadúla. Ina theannta sin, tá líon díreireach ban fostaithe ar chonarthaí teagaisc páirtaimseartha.

Léiríonn na treochtaí atá ag teacht chun cinn sna sonraí don bhearna phá idir inscní in OÉ Gaillimh go bhfuil an mheánbhearna laghdaithe de bheagán le 4 bliana anuas ó 20% in 2018 go 18% in 2021 (Tábla 2). Aithnítear go bhfuil feabhas beag i gcomparáid le sonraí 2020, mar gheall ar an tionchar glan atá ag gluaiseacht na bhfostaithe (lucht tosaithe -1.9% agus lucht fágála +1.5%) agus athruithe pá (-0.2%).

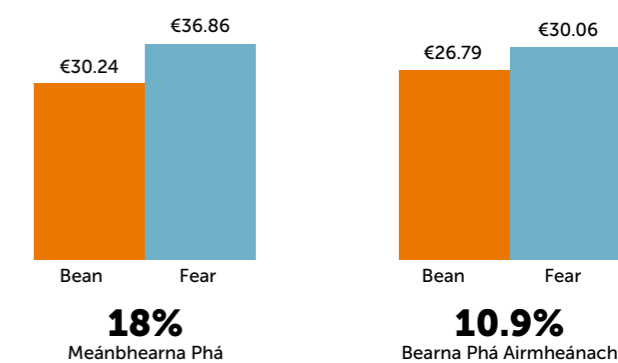
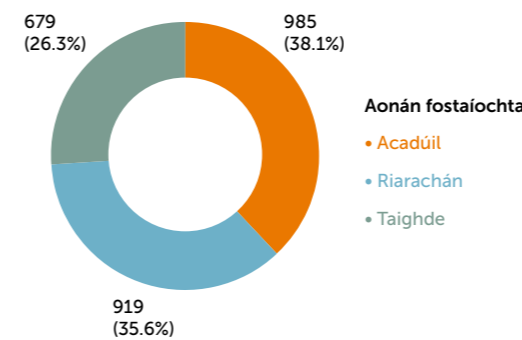
Cé gur léir ó na sonraí go nglacfaidh sé am an bhearna phá inscne a laghdú go suntasach, tá an anailís bhliantúil GPG tar éis tuiscint níos doimhne a éascú ar na buncheisteanna inscne i ndáil le hearcaíocht, dul chun cinn gairme, ardú céime, lucht fágála.

Ag teacht le Straitéis OÉ Gaillimh 2020-2025 agus leis an Straitéis EDI a bhfuil tiomantas iontu an bhearna phá idir inscní a laghdú go mór, tá bearta nithiúla curtha i bhfeidhm chun aghaidh a thabhairt ar an mbearna seo lena n-áirítear;

- Tionscadal arduithe céime a bhfuil dhá chéim i gceist leis chun dlús a chur le harduithe céime chuig grád Léachtóra Shinsearaigh agus Ollaimh Phearsanta lena n-áirítear forbairt gairme agus ceannaireachta na foirne acadúla ag grád léachtóra agus léachtóra shinsearaigh agus Deontas Comhdhlúthaithe Taighde do léachtóirí sinsearach baineanna,

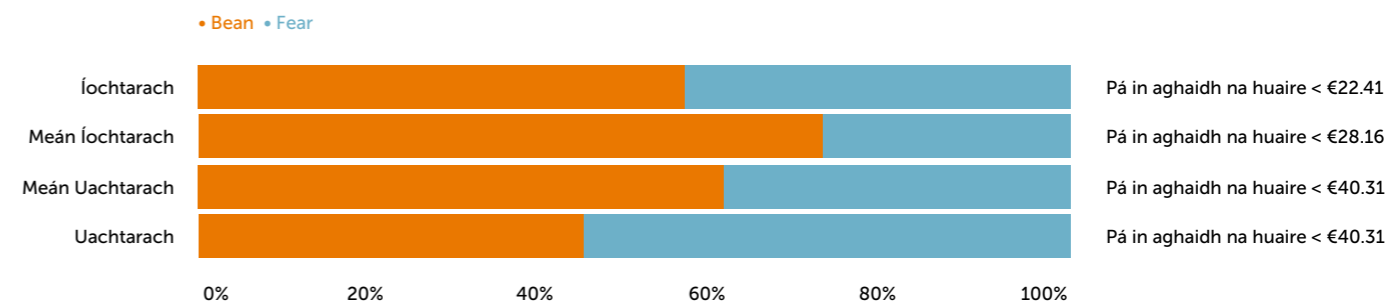
chun forbairt taighde a chomhdhlúthú, agus í ina príomhghné d'iarratas láidir ar ardú céime chuig Ollamh Pearsanta. Fuair deichniúr ban an deontas in 2020, agus seisear in 2021.

- Tacaíocht do scoileanna ag cur isteach ar phoist Ollúnachta nua faoin tionscnamh SAL
- Monatóireacht cháiréiseach a dhéanamh ar ghrúpaí iarratasóirí agus ar ghearrliostaí do gach post sinsearach agus do sheirbhísí gairmiúla agus acadúla chun ionadaíocht inscne a bhaint amach ó bhliain acadúil 2019/20.
- Scéim nua ardaithe céime acadúil chun deiseanna leathbhliantúla a chur ar fáil iarratais a dhéanamh ar ardú céime chuig gráid acadúla shinsearach.
- Tabhairt isteach grád nua, Ollamh Comhlach, in 2022 chun níos mó deiseanna ardaithe céime a chruthú.
- Comhoibriú ar chlár nua Ullmhúcháin do Chur Chun Cinn Acadúil (PAA), arna mhaoiniú ag an gCiste Feabhsúcháin Comhionannais Inscne (GEEF) le hOllscoil Luimnigh (i gceannas) agus Ollscoil Má Nuad. Sa chéim phiolótach, sholáthair OÉ Gaillimh ochtar meantóirí don chlár agus cúigear rannpháirtithe. Is é fócas an chlár PAA tacú le mná iarratas a dhéanamh ar ardú céime chuig Ollamh taobh istigh den dá bhliain romhainn, agus tionchar COVID-19 ar ghairmeacha daoine aonair curtha san áireamh.
- Tá deontais taighde do chúramóirí acadúla ag filleadh ar an obair agus deontais Athena Swan d'fhorbairt acmhainne taighde (suas le 10 gcinn acu in aghaidh na bliana) ar fáil ó bhliain acadúil 2016-17 agus tá siad seanbhunaithe faoin tráth seo.
- Monatóireacht ar an líon a ghlacann le háit ar an Scéim Choinneála don fhoireann acadúil.
- Creat Toisithe Poist/Meastóireachta don Fhoireann Riaracháin curtha i bhfeidhm ó Bhealtaine 2022 chun dul chun cinn na foirne seirbhísí gairmiúla a éascú i bpost, chomh maith le deiseanna ardaithe céime trí earcaíocht inmheánach.
- Tá tacaíochtaí d'fhorbairt gairme agus ceannaireachta – Clár Forbartha Ceannaireachta Aurora ar fáil gach bliain do suas le 20 bean as gach catagóir foirne.
- Scéim meantóireachta nua i mbliain acadúil 2021/22 do gach catagóir foirne.
- Bunaidh grúpa oibre ar Fhostaíocht Neamhbhuan faoi stiúir an UMT. Comhaontaíodh Téarmaí Tagartha don Ghrúpa Oibre i mí Bealtaine 2019.



Léaráid 1: Dáileadh Foirne sna catagóirí foirne

Léaráid 2: An Bhearna Phá idir na hinscní, OÉ Gaillimh: Sonraí, 31 Márta 2021



Léaráid 3: Comhréir na bhFostaithe i ngach Ceathairil

| Catagóir             | Meánbhearna |       |       |       | Bearna Airmheánach |       |       |       |
|----------------------|-------------|-------|-------|-------|--------------------|-------|-------|-------|
|                      | 2018        | 2019  | 2020  | 2021  | 2018               | 2019  | 2020  | 2021  |
| Acadúil              | 23.2%       | 21.3% | 22.1% | 22.6% | 11.8%              | 5.9%  | 5.9%  | 11.8% |
| Seirbhísí Tacaíochta | 14.4%       | 12.8% | 12.7% | 13.2% | 16.8%              | 10.2% | 10.9% | 12%   |
| Taighde              | 7.6%        | 6.7%  | 7%    | 4.6%  | 0%                 | 0%    | 2.2%  | 2.5%  |

Tábla 1: An Bhearna Phá idir na hinscní (2018-2021) de réir Catagóir Foirne

| Meánbhearna Phá OÉ Gaillimh | Bearna Airmheánach Phá OÉ Gaillimh |
|-----------------------------|------------------------------------|
| 2021 = 18%                  | 2021 = 10.9%                       |
| 2020 = 18.7%                | 2020 = 12%                         |
| 2019 = 17.9%                | 2019 = 12%                         |
| 2018 = 20%                  | 2018 = 18.4%                       |

Tábla 2: An Bhearna Phá idir na hinscní (2018-2021)

## Polasaí maidir le Saoire Foréigin Baile OÉ Gaillimh

Ba í OÉ Gaillimh an chéad Institiúid Ardoideachais in Éirinn a thug isteach Polasaí maidir le Saoire Foréigin Baile. Sheol an tAire Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta, Simon Harris TD an Polasaí an 26 Bealtaine 2021. Déanann an Polasaí foráil do thréimhse saoire íoctha ón obair do chomhaltaí foirne a d'fhulaing nó atá ag fulaingt ó fhoréigean nó ó mhí-úsáid baile. Cuirfidh an tsaoire seo ar chumas an chomhalta foirne an t-am a theastaíonn uaidh/uaithi a ghlacadh chun cúnaimh a lorg i dtimpeallacht struchtúrtha agus tacaíthe. Seo mar a labhair an tAire Harris: 'Is céim rithabhachtach chun cinn é tabhairt isteach an Pholasaí maidir le Saoire Foréigin Baile in OÉ Gaillimh chun a chinntiú gur ionaid oibre shábháilte agus thacúla Institiúidí Ardoideachais. Ba mhaith liom tréaslú le OÉ Gaillimh as an obair thábhachtach seo, agus tá súil agam go leanfaidh go leor institiúidí eile an dea-shampla atá tugtha acu, agus go nglacfaidh siad lena leithéid de

pholasaí.' I ndiaidh don ráiteas sin a bheith eisithe aige, scríobh an tAire Harris chuig gach coláiste sa tír i mí an Mheithimh anuraidh, ag moladh go láidir go ndéanfaidís amhlaidh. Tá gealltanús déanta ag Coláiste na Tríonóide, Baile Átha Cliath, Coláiste na hOllscoile, Corcaigh, Coláiste na hOllscoile, Baile Átha Cliath agus Ollscoil Chathair Bhaile Átha Cliath a leithéid de pholasaí a thabhairt isteach in 2022. Tá OÉ Gaillimh ina cheannródaí sa réimse seo agus tá **cás-staidéar** tiomsaithe ag an Dr Nata Duvvury ina ndéantar cioradh ar an gcaoi ina raibh ról lárnach ag taighde ceannródaíoch in OÉ Gaillimh maidir le foréigean baile mar shaincheist eacnamaíoch i múnla an chláir oibre taighde, reachtaíochta agus polasaí i dtéarmaí domhanda.

**“Ba í OÉ Gaillimh an chéad Institiúid Ardoideachais in Éirinn a thug isteach Polasaí maidir le Saoire Foréigin Baile.”**

## An Tionscnamh StartsWithAName

Tá coiste EDI Choláiste na hEolaíochta agus na hInnealtóireachta ag cur tús ar bhonn píolótach leis an tionscnamh StartsWithAName i gColáiste na hEolaíochta agus na hInnealtóireachta. Tá StartsWithAName bunaithe ar mheas a léiriú ar cheartúsáid ainmneacha daoine, agus is féidir le daoine aonair tacú leis sin trí fhuaimniú foghraíochta a n-ainm a chur lena síniú ríomhphoist/suaitheantas ainm/ainm Zoom etc. Tá an clár píolótach san áireamh freisin i bPlean Gníomhaíochta Institiúideach Athena SWAN OÉ Gaillimh.

Tá an Tionscadal Conairí na Mac Léinn i mbun oibre faoi láthair chun feidhmiúlacht a chur leis an gcóras clárúcháin a fhágfaidh go mbeidh ar chumas mac léinn litriú foghraíochta ainmneacha a chur isteach, ar bhonn roghnach, mar chuid dá bpróifíl mac léinn. D'fhéadfadh rogha a bheith ann freisin comhad fuaime a uaslódáil chun cabhrú le fuaimniú.

**Foghlaim tuilleadh faoi StartsWithAName anseo.**



Féach ar an bhfíseán StartsWithAName anseo:  
<https://www.youtube.com/watch?v=sblPgJDyOqU>

## The Alternative Eye - sraith phiolótach podchraoltaí

Is sraith nua podchraoltaí é The Alternative Eye a chraolfar ar Flirt FM agus ar stáisiún raidió pobail eile, agus a eiseofar lena sruthú ar na príomhardáin ar líne. An aidhm atá ag an tsraith phiolótach seo deis a thabhairt do dhaoine éisteach le machnamh ar théamaí éagsúla a bhaineann le EDI i gcomhthéacs ardoideachais in OÉ Gaillimh. Is é an smaointeoireacht atá taobh thiar den tsraith deis a thabhairt don éisteoir blaiseadh a fháil d'eispéiris phearsanta daoine, agus an chaoi a ndéileáilann siad leis an saol laethúil agus le réimse an oideachais, agus an Ghailimh mar chúla leis sin ar fad.

Is minic nach dtuigimid go hiomlán a bhfuil i gceist le difríocht, agus déantar cioradh sna cláir seo ar théamaí éagsúla a n-áirítear leo rannpháirtithe ag caint faoin néara-éagsúlacht,

faoi thearmann a chur ar fáil, a bheith i mbun staidéir mar dhuine de Thaistealaithe na hÉireann mar aon leis an gcaoi do bhealach a dhéanamh sa saol agus míchumas fisiciúil ort. Is í an léiritheoir fuaime neamhspleách a bhfuil gradaim bainte amach aici, Orla Higgins, a cheap agus a léirigh an tsraith, agus tá tacaíocht airgeadais faighte aici ó bhuiséad EDI Choláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh, OÉ Gaillimh. Tá tacaíocht bhreise faighte ón Ollscoil Tearmainn, agus rinneadh na taifeadtaí i stiúideoonna Flirt FM. Táthar ag súil gur féidir sraith rialta a dhéanamh as an tsraith phiolótach, agus go dtabharfar deis don éisteoir ní hamháin léargas a fháil ar shaol daoine eile ach breithniú a dhéanamh chomh maith ar réitigh a d'fhéadfadh an réimse oideachais a fheabhsú do chách.



# Spríoc 4

Cultúr campais a chothú atá fáilteach, cuimsitheach, sábháilte agus saor ó idirdhealú

## Cur chun feidhme an chreata toilithe

### An Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

Tá ainm an Ghrúpa Oibre do Chur i bhFeidhm an Chreata Toilithe athraithe go Coiste um Fhoréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh. Rinneadh an cinneadh sin le go mbeifí ag teacht le noirm na hearnála agus leis an sainchúram níos leithne maidir le foréigean gnéis agus ciapadh laistigh den ghrúpa seo.

### Speak Out

Seoladh Speak Out, ar uirlis nua ar líne í a thabharfaidh deis don fhoireann agus do mhic léinn ar an gcampas nochtadh gan ainm a dhéanamh, go hoifigiúil in OÉ Gaillimh an 5 Samhain 2021.

Ceann de phríomhspríocanna Phlean Gníomhaíochta an Chreata Toilithe is ea Speak Out, agus cuirfidh sé ar chumas na hOllscoile sonraí a bhailiú ar eachtraí bulaíochta, cibearbhulaíocht, ciapadh, leatrom, fuathchoireacht, iompar comhéigeantach, stalcaireacht, ionsaí, gnéaschiapadh, ionsaí gnéis agus éigniú, chun cabhrú linn tionscnaimh oideachais agus polasaí a chur i bhfeidhm agus chun daoine aonair a threorú chuig seirbhísí tacaíochta agus cúnamh.

Tá Speak Out ar fáil ag <https://nuig.speakout.ie/>.

### Oiliúint Túsphointe Teagmhála

Chuir OÉ Gaillimh agus Ionad Géarchéime um Éigniú na Gaillimhe (GRCC) clabhsúr le déanaí leis an dara babhta d'oiliúint Chéad Phointe Teagmhála do chomhaltaí foirne agus do mhic léinn i bpoist fhreagrachta. Áirítear leis an oiliúint seo oiliúint maidir le nochtuithe, agus fócas ar leith aici ar thimpeallacht na hollscoile. Baineann gné den oiliúint le hathrú cultúir chomh maith.

### UniSAFE

Tá OÉ Gaillimh rannpháirteach i dtionscadal UniSAFE, ar tionscadal AE trí bliana é chun fianaise intomhaiste a sholáthar ar a choitianta atá foréigean ar bhonn inscne in ollscoileanna agus in eagraíochtaí taighde. Sheol UniSAFE suirbhé i measc chomhaltaí foirne agus mhic léinn 46 eagraíocht ardoideachais/taighde an AE a bhí rannpháirteach. I measc na n-institiúidí in Éirinn a ghlac páirt freisin tá Ollscoil Mhá Nuad agus Coláiste na hOllscoile, Corcaigh. Déanfar torthaí an tsuirbhé a chomhtháthú le fianaise cháilíochtúil i ndeardh staidéir il-leibhéil, déanfar anailís orthu agus déanfar uirlisí oibríochtúla astu d'eagraíochtaí a dhéanann taighde agus do lucht déanta polasaithe. Thugamar tacaíocht freisin don tionscadal trí ábhar a fhorbairt do chás-staidéar ar OÉ Gaillimh agus trí shonraí gaolmhara a sholáthar.



Seoladh Speak Out in OÉ Gaillimh, an 5 Samhain 2021: James McCormack, Ceann Chomhairleoireacht na Mac Léinn; Gemma MacNally, Comhairleoir Mac Léinn; an tOllamh Ciarán Ó hÓgartaigh, Uachtarán OÉ Gaillimh; an Dr Pádraig MacNeela, Léachtóir le Scoil na Síceolaíochta agus Comhstiúrthóir an Chláir Toilithe Gníomhaigh\*; agus Róisín Ní Lochlainn, Uachtarán Chomhaltas na Mac Léinn OÉ Gaillimh.

### Seoladh Tuarascálacha na Suirbhé Náisiúnta ar Fhoréigean Gnéis agus Ciapadh in earnáil an Ardoideachais

Foilsíodh tuarascálacha na 'Suirbhé Náisiúnta ar Fhoréigean Gnéis agus Ciapadh in earnáil an Ardoideachais' a bhaineann le mic léinn agus comhaltaí foirne i mí Feabhra: <https://www.gov.ie/en/publication/09bb5-report-on-surveys-of-experiences-of-sexual-violence-and-harassment-in-higher-education/#>. Stiúir foireann taighdeoirí OÉ Gaillimh an taighde seo.

### Moving Parts

Seoladh an tionscadal comhoibriúch 'Moving Parts' le IADT, Coláiste na hOllscoile, Corcaigh agus OÉ Gaillimh an 23 Márta 2022. Is tionscadal beochana é Moving Parts atá faoi stiúir mac léinn, agus tarraingíonn sé aird ar thoiliú gnéis, ar idirghabháil an duine ar an láthair agus ar dhrochúsáid ghnéasach íomhábhunaithe ó thaobh na mac léinn tríú leibhéal de. Forbraíodh roinnt gearrhóg beochana cumhachtach, i mBéarla agus i nGaeilge, chun feasacht maidir leis na saincheisteanna rithábhachtacha seo a mhúscailt, mar chuid de chomhoibriú gníomhach idir mic léinn agus foireann IADT, Toiliú Gníomhach\* OÉ Gaillimh, agus Idirghabháil an Duine ar an Láthair Coláiste na hOllscoile, Corcaigh: <https://iadt.ie/about/equality-diversity-inclusion/moving-parts/>.

“Is tionscadal beochana é Moving Parts atá faoi stiúir mac léinn, agus tarraingíonn sé aird ar thoiliú gnéis, ar idirghabháil an duine ar an láthair agus ar dhrochúsáid ghnéasach íomhábhunaithe ó thaobh na mac léinn tríú leibhéal de.”

### Green\* Light

Comhoibriú podchraolta nua é Green\* Light idir Toiliú Gníomhach\* agus podchraoladh Glow West, ina ndéantar cioradh ar an gcaoi a léirítear toiliú, foréigean gnéasach, agus caidrimh i gcultúr na linne, idir scannáin, cláir teilifíse, ceol agus eile, agus mar a mhúnlaíonn an cultúr sin iad. Is iad an Dr Caroline West, an Dr Charlotte McIvor agus Alex Black ón bhfoireann Toilithe Ghníomhaigh\* atá i bhfeighil an tionscadail seo agus labhraíonn siad le haíonna speisialta féachaint le plé a dhéanamh ar na topaicí seo agus ar an gcaoi ar féidir linn atmaisféar níos fearr a chruthú inar féidir le gach duine toiliú agus eispéiris dhearfacha ghnéis a fhiosrú.

Tá Toiliú Gníomhach\* agus Glow West araon ag obair chun cultúr toilithe a chothú in Éirinn trí úsáid a bhaint as ceardlanna, taighde, idirghabhálacha foghlama cruthaitheacha, modúil ríomhfhoghlama, agus ar ndóigh – podchraoltaí!

Tá Green\* Light ar fáil anois le sruthú ar an **Mol Toilithe**, chomh maith le Amazon Music, Deezer, Blubrry, Jiosaavn, Podchaser agus Tunein (ag teacht go luath chuig Spotify agus Apple Music).



### Ollscoil Tearmainn

Bhí go leor éiginnteachta ann ag tús bhliain acadúil 2021 agus, ina fhianaise sin, dhírigh Coiste Stiúrtha na hOllscoile Tearmainn (UoS) ar fháilte a chur roimh 12 'Scoláire Tearmainn' nua chuig OÉ Gaillimh mar chuid de Chlár Scoláireachta UoS. Tá an clár ina thríú bliain faoi láthair, agus tá sé oscailte d'iaratasóirí ar Chosaint Idirnáisiúnta, do dhéanaithe, do ghrúpaí inimirceacha leochaileacha agus do Thaistealaithe na hÉireann. I gcomhar le ceithre Choláiste Ollscoile, tá fáilte curtha ag an gclár roimh 30 mac léinn ó 19 dtír éagsúla chuig an Ollscoil go nuige seo. Déantar na scoláirí nua seo a pheireáil le meantóirí tacaíochta agus acadúla a bhfuil oiliúint shaincheaptha faighte acu a forbraíodh i gcomhar le Spirasi, Foróige, agus Gluaiseacht Taistealaithe na Gaillimhe (GTM). Bíonn meantóirí nua ag teastáil ón gclár i gcónaí, agus is bealach iontach é d'fhoireann na hOllscoile caidrimh bhríocha a fhorbairt le roinnt de na mic léinn is díchumhachtaithe a mbíonn orthu déileáil le leithcheal ina saol laethúil.

Chomh maith leis an gclár scoláireachta, dhírigh an UoS ar thacaíocht a thabhairt do mhic léinn atá thíos le héagothroime teicneolaíochta i ngeall ar an bpaindéim. I gcomhar leis an Insight Institute for Data Analytics, Cumann Tráchtála na Gaillimhe, Camara Education Ireland agus Trinity Access, chuir Coiste Stiúrtha UoS 40 ríomhaire glúine athchóirithe, a raibh géarghá leo, ar fáil do ghrúpaí réigiúnacha a thugann tacaíocht do Thaistealaithe na hÉireann agus do na Romaigh, agus thug sé 12 ríomhaire deisce d'ionad soláthair dhírigh áitiúil tríd an tionscnamh Tech2Students. Fuair Scoláirí Tearmainn nach raibh incháilithe do Scéim lasachta Ríomhaire Glúine an Rialtais ríomhairí

glúine freisin mar thoradh ar chomhiarrachtaí idir an Lárionad Rochtana, Seirbhísí do Mhic Léinn, an tSéilíneacht agus Leabharlann Uí Argadáin.

Thosaigh Coiste Stiúrtha UoS ag ullmhú ag tús 2022 do sheimineár ENLIGHT a reáchtáladh i mí Feabhra. Is comhpháirtíocht thras-Eorpach idir 9 n-ollscoil ENLIGHT a bhfuil sé mar aidhm aici ardoideachas na hEorpa a athrú ó bhonn le go gcuimseofaí foghlaimoirí mar shaoránaigh a bhfuil peirspictíocht dhomhanda acu le go gcuirfeadh chun cinn caighdeán beatha cothrom mar aon leis an inbhuanaitheacht. D'fhreastail breis is 80 duine ar an seimineár gréasáin agus cuireadh béim ann ar iarrachtaí OÉ Gaillimh fáilte a chur roimh chohóirt 'Tearmainn' chuig an Ollscoil. Tá pleananna leanúnacha ann do chomhoibriú sa todhchaí idir na hollscoileanna atá páirteach sa tionscadal seo agus fógrófar na scéalta is nuaí maidir leis sin.

“Is bealach iontach é d'fhoireann na hOllscoile caidrimh bhríocha a fhorbairt le roinnt de na mic léinn is díchumhachtaithe a mbíonn orthu déileáil le leithcheal ina saol laethúil.”

Lean trioblóidí na bliana 2021 ar aghaidh in 2022, ar ndóigh, dóibh siúd atá ar a dteitheadh ón gcogadh san Afganastáin agus áiteanna eile ar domhan a bhfuil coimhlint iontu. Ina theannta sin, i ndiaidh don chogadh tosú san Úcráin, díriodh go mór ar thacaíocht a thairiscint do dhéanaithe ón Úcráin ach gan cás na ndaoine siúd a bhfuil Cosaint Idirnáisiúnta á lorg acu in Éirinn cheana féin a ligean i ndearmad. Maidir leis sin, reáchtáil an tOllamh Afshin Samali agus Mary Dempsey, Leas-Déan do EDI sa CSE, mion-lá oscailte do 20 dídeanaí as an Afganastáin i mí an Mhárta. D'óstáil an coiste Ollscoil Tearmainn dhá imeacht bhreise eolais i mí Aibreáin agus mí na Bealtaine inar soláthraíodh eolas faoi chonairí oideachais agus fostaíochta do ghrúpaí níos leithne.

Agus míonna an tsamhraidh ag druidim linn, táimid ag diriú anois ar Chlár Aistrithe Oideachais bunaithe ar riachtanais a sheachadadh ar an gcampas, i gcomhar leis an Oifigeach Oideachais Taistealaithe, agus ag an am céanna cur leis an tionscnamh Scoileanna Tearmainn sa réigiún. Tabharfaimid faoi athbhreithniú freisin ar Chlár Scoláireachta na hOllscoile Tearmainn féachaint le cur lenár n-iarrachtaí rochtain chothrom ar an oideachas a sholáthar do chách. Ar aghaidh linn!



Tionscadal Beochana Moving Parts; ag tabhairt aghaidh ar Thoiliú Gnéis, ar Dhrochúsáid Ghnéasach Íomhábhunaithe agus ar Idirghabháil an Duine ar an Láthair.



Cuireann Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, fáilte roimh dhéanaithe as an Afganastáin chuig an gcampas le haghaidh mion-lá oscailte.



## Tionscadal PASSWORLD UNHCR

Is í OÉ Gaillimh comhpháirtí Institiúid Ardoideachais na hÉireann de chuid Oifig Ard-Choimisinéir na Náisiún Aontaithe le haghaidh Dídeanaithe (UNHCR) agus an dualgas uirthi conairí oideachais a dhearadh agus a phiolótú faoin tionscadal EU-PASSWORLD do mhic léinn atá ina ndídeanaithe. Agus iad ag féachaint lena ndlúthpháirtíocht a léiriú, tá geallta ag ceannairí an domhain an fhreagracht a roinnt le tíortha aíoichta (lena n-áirítear tíortha i mbéal forbartha) chun deiseanna athlonnaithe a ráthú do dhídeanaithe mar aon le conairí comhlántacha oideachais agus fostaíochta.

Tá tiomantas déanta ag Éirinn, an Iodáil agus an Bheilg polasaithe a dhearadh do Chonairí Comhlántacha i réimsí an tSaothair agus an Oideachais dóibh siúd a bhfuil cosaint idirnáisiúnta de dhíth orthu, agus clár oideachais agus oibre a chur chun feidhme a dhéanfaidh nasc idir conairí dlíthiúla agus rannpháirtíocht pobail. Is é an sprioc atá leagtha síos do 2030 go ndéanfar 15% de dhídeanaithe atá incháilithe don choláiste a rollú i gcláir ardoideachais treasacha nó i gcláir nasctha i dtíortha óstacha agus i dtíortha tíortha. Táthar ag súil go gclárófar an líon céanna ban óg ar dídeanaithe iad agus fear óg.

Tá tionscadal EU-PASSWORLD an Aontais Eorpaigh 2022-24 á stiúradh ag Caritas Italiana,

agus á mhaoiniú trí Chiste um Thearmann, Imirce agus Lánpháirtíocht an AE. Is é UNHCR, Éire agus an Lárionad um Chearta na nImirceach agus na ndídeanaithe (Nasc) atá i mbun comhordaithe an chláir in Éirinn. Tá sé mar aidhm ag an tionscadal EU-PASSWORLD na conairí saothair agus oideachais atá nasctha le hurraíocht phobail san Eoraip a leathnú. Tá tacaíocht an phobail rithábhachtach don lánpháirtíocht áitiúil agus fágann sí go mbíonn torthaí níos fearr ann do dhídeanaithe. Déantar na pobail óstacha a shaibhriú agus a neartú dá barr, chomh maith le meonta dearfacha i leith dídeanaithe agus na himirce a chur chun cinn.

I mí na Bealtaine 2022, shínigh Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, an forógra maidir le conairí oideachais tríú leibhéal do dhídeanaithe a leathnú san Eoraip. Cuireann an forógra seo bonn taca le tiomantas OÉ Gaillimh oibriú i dtreo abhcóideachta coitinne, straitéisí, agus dearadh creatáí oibriúcháin chun conairí oideachais tríú leibhéal a leathnú tuilleadh agus a chruthú do dhídeanaithe san Eoraip. Cuireann sé freisin leis an méid atá bainte amach ar chláir rathúla eile, mar atá, clár UNICORE na hIodáile, Ceannaireacht don tSíría agus don Afraic de chuid DAAD na Gearmáine agus an Clár do Dhídeanaithe Mac Léinn (SRP) i gCeanada arna bhainistiú ag WUSC.



Chun tosaigh: Enda O'Neill, Ceann Oifige UNHCR, Aoibhinn Helly, Oifigeach Polasaí & Abhcóideachta, an tOllamh Ciarán Ó hÓgartaigh, Uachtarán OÉ Gaillimh, Helen Maher, Leas-Uachtarán EDI Ar chúl: an Dr Andrew Flaus, Leas-Déan le hIdirnáisiúnta, an tOllamh Comhlach Mary Dempsey, Leas-Déan le EDI, Aidan Harte, Comhordaitheoir na hOllscoile Tearmainn, Charlotte Bertrandy, Comhlach UNHCR, an tOllamh Walter Gear, Déan Feidhmiúcháin, Coláiste na hEolaíochta agus na hInnealtóireachta agus Stacey Dunne, NASC Éireann.

“Is é an sprioc atá leagtha síos do 2030 go ndéanfar 15% de dhídeanaithe atá incháilithe don choláiste a rollú i gcláir ardoideachais treasacha nó i gcláir nasctha i dtíortha óstacha agus i dtíortha tíortha. Táthar ag súil go gclárófar an líon céanna ban óg ar dídeanaithe iad agus fear óg.”



## Clár faisnéise éagsúlachta: From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist

Sheol Coláiste na hEolaíochta agus na hinnealtóireachta clár faisnéise gearr – ‘From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist’ i mí Bealtaine 2022. Tá súil ag OÉ Gaillimh – ar Ollscoil Tearmainn ainmnithe í – scéal an Ollaimh Samali a úsáid chun spreagadh a thabhairt do phobal na hOllscoile glacadh níos fearr le héagsúlachtaí cultúrtha, a bheith oscailte d'eispéir nua agus a bheith níos rannpháirtí sna hiarrachtaí chun fáilte a chur roimh ár bpobal éagsúil. Sa chlár seo, insítear scéal an Ollaimh Samali, Ollamh le Bitheolaíocht Ailse in OÉ Gaillimh, a tháinig go hÉirinn mar dhéanai sula raibh sé scór bliain d'aois in 1985. Léirítear sa ghearrscannán an taithí a bhí ag muintir an Ollaimh Samali agus iad ag éalú ón gcoimhlint, agus an chaoi a ndeachaigh siad i dtaitní ar shochaí na hÉireann. Rugadh an tOllamh Samali san Iaráin agus is duine le lucht leanúna Bahá'í é,

ar creideamh é a chuireann an síochán chun cinn, agus a sheasann le haontacht agus comhionannas idir fir agus mná. Mar dhuine de cheannairí Bahá'í, bhí na húdaráis ar thóir leasathair Afshin agus an seans ann gurb é an príosún a bhí i ndán dó, nó fiú go gcuirí chun báis é, mar a tharla do cheannairí Bahá'í eile. In áit cúl láimhe a thabhairt dá gcreideamh, d'fhág teaghlach Afshin slán lena saol compordach, agus chruinnigh siad airgead chun smuigléirí a íoc a thabharfadh amach as an Iaráin iad. Tar éis a mbealach a dhéanamh trí shliabhraonta agus fásaigh chontúirteacha, bhain siad an teorainn leis an bPacastáin amach, áit a raibh siad in ann a gcás a dhéanamh le gardaí na teorann agus clárú mar dhéanaithe le UNHCR. Bhí 26 duine sa ghrúpa dídeanaithe a chuir fúthu in Éirinn, teaghlach Afshin ina measc, ar beart é a rinneadh de bhun dualgas daonnúil na hÉireann, agus i mí na Nollag 1985 chuir teaghlach Samali tús lena saol nua i Sligeach.



Féach ar an bhfíseán 'From Tehran to Galway: Professor Afshin Samali's journey from refugee to cancer research scientist' ar YouTube anseo: <https://www.youtube.com/watch?v=WbFrGUyMDPw>



Clann Samali-Golroo in éineacht leis an Ollamh Ciarán Ó hÓgartaigh, Uachtarán OÉ Gaillimh

## Mincéirs Misl'd in Education: Neadú Chultúr agus Stair Phobal Taistealaithe na hÉireann

Ba mhór an tábhacht a bhain leis an 1 Márta 2017 do Phobal Taistealaithe na hÉireann nuair a ghlac Rialtas na hÉireann go foirmiúil leis an gcéim stairiúil aitheantas a thabhairt don Phobal Taistealaithe mar ghrúpa eitneach ar leith. Déantar an cinneadh sin a mharcáil ar Lá Eitneachta Thaistealaithe na hÉireann, ar lá é ar a gceiliúrtar cultúr agus oidhreacht Phobal Taistealaithe na hÉireann lena n-áirítear ceol, traidisiúin cheardaíochta agus teanga. Is é Ionad Rochtana na hOllscoile a reáchtálann Lá Eitneachta Thaistealaithe na hÉireann in OÉ Gaillimh, ar imeacht bliantúil anois é, i gcomhar

leis an tionscadal Mincéirs Misl'd in Education (MMIE). Tá traidisiún ag an Ollscoil dul i bpáirt le grúpaí pobail agus le heagraíochtaí chun tacú le forbairt chultúrtha agus oideachais, agus cur léi, sna réigiúin agus ar bhonn náisiúnta, agus tagann an iarracht seo leis an traidisiún sin.

Féachann an tionscadal Mincéirs Misl'd in Education le Taistealaithe na hÉireann a chumhachtú le go mbeidh siad in ann an t-aistriú go dtí oideachas tríú leibhéal a dhéanamh, agus muintearas a aireachtáil ann. Tá comhpháirtithe éagsúla (Ionad Rochtana OÉ Gaillimh, Gluaiseacht

Taistealaithe na Gaillimhe, Involve CLG, Grúpa Tacaíochta Thaistealaithe Mhaigh Eo, Grúpa Tacaíochta Thaistealaithe Shligigh, Ionad Forbartha Idirchultúrtha Thaistealaithe an Iarthair, TÚSLA, an tÚdarás um Ard-Oideachas agus ionadaithe mac léinn) tagtha le chéile faoi scáth an tionscadail seo féachaint le bealaí a aimsiú chun na constaicí atá roimh phobal Taistealaithe na hÉireann rochtain a fháil ar an ard-oideachas a bhaint as.

Is é Owen Patrick Ward a chuir Lá Eitneachta Thaistealaithe na hÉireann ar bun in OÉ Gaillimh in 2019, agus a d'eagraigh é, le tacaíocht ó Imelda Byrne, Ceann an Ionaid Rochtana. Reáchtáladh an imeacht i gcomhpháirtíocht le hIonad Rochtana OÉ Gaillimh, an Scoil Altranais agus Cnáimhseachais agus Oifig an Leas-Uachtaráin Comhionannais agus Éagsúlachta. Fuair an imeacht urraíocht ó Chiste an Tionscadail Chomhionannais, Éagsúlachta agus Chuimsithe. Bhí grúpa de 25 mac léinn de phobal na dTaistealaithe i láthair an chéad uair a reáchtáladh an imeacht in 2019, agus tá sé ag dul ó neart go neart ó shin, agus isteach is amach le 1,500 duine ag freastal ar imeachtaí éagsúla le linn cheiliúradh na bliana seo.

Maireann an ceiliúradh ar feadh seachtaine agus is é Uachtarán na hÉireann, Micheál D. Ó hUiginn, a chuir tús leis. Rinne sé cearta Thaistealaithe na hÉireann, agus saincheisteanna eile, a phlé ina phríomhóráid. Labhair Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, chomh maith mar a rinne Leas-Uachtarán EDI, an Dr Helen Maher, agus an tOifigeach Oideachais Thaistealaithe, Owen Ward. Bhí ceol ann leis an amhránaí traidisiúnta clúiteach, Thomas McCarthy.

Reáchtáladh díospóireachtaí painéil, ceardlanna agus taispeántais chultúrtha i rith na seachtaine a thug deiseanna éagsúla don fhoireann, do mhic léinn agus don phobal tuilleadh eolais a fháil faoi chultúr agus stair Thaistealaithe na hÉireann. Cuireadh fáilte roimh roinnt scoileanna, a mbíonn Ionad Rochtana OÉ Gaillimh ag obair go dlúth leo, ar an gcampas le haghaidh sraith ceardlann arna cur ar fáil ag Taiscéalaithe na gCeall, Acadamh na hÓige, Scoileanna Tearmainn, agus eagraíochtaí na dTaistealaithe. Fuair na daltaí blaiseadh sna ceardlanna sin d'ábhair a bhféadfadh staidéar a bheith á dhéanamh acu orthu amach anseo agus iad páirteach i bpobal an champais, chomh maith le léargas agus eolas ar thraidisiúin Thaistealaithe na hÉireann.



Uachtarán na hÉireann, Micheál D. Ó hUiginn, Sabina Uí Uiginn, Uachtarán OÉ Gaillimh, an tOllamh Ciarán Ó hÓgartaigh, Leas-Uachtarán Comhionannais, Éagsúlachta agus Cuimsithe, an Dr Helen Maher, Oifigeach Oideachais Thaistealaithe, Owen Ward in éineacht le baill Choiste Chumann Mincéirs Whiden (2021/22), Michelle Mitchell, Aurora Gifford, Ann Marie Ward, Bernard McDonagh, Luke Silke, Rebecca Sherlock, Anna Keane, Jason Sherlock agus Emma Ward.



Gliondar, Grúpa Ealaíon Pobail Bhaile Átha an Rí, ó chlé: Alanna Doyle, Kaley Hayes agus Meg Bhogal.

<sup>1</sup> Déanann OÉ Gaillimh ceiliúradh ar Lá Eitneachta Thaistealaithe na hÉireann, 25 Feabhra 2019. Ar fáil ag: <https://www.nuigalway.ie/about-us/news-and-events/news-archive/2019/february/nui-galway-celebrates-irish-traveller-ethnicity-day.html>

## Oiliúint maidir le Léiriú Féiniúlachta Inscne & Éagsúlacht a Leabú – Dea-Chleachtais a Chothú in Institiúidí Ardoideachais na hÉireann

Is comhpháirtíocht chomhoibríoch arna mhaoiniú ag an Údarás um Ard-Oideachas (ÚAO) i an tionscadal um Léiriú Féiniúlachta Inscne agus Éagsúlacht a bhfuil cúig Institiúid Ardoideachais páirteach inti, lena n-áirítear OÉ Gaillimh, faoin gCiste Feabhsúcháin Comhionannais Inscne. Tógann an tionscadal seo ar an méid a baineadh amach i dtionscadal roimhe sin a fuair maoiniú ón ÚAO chun an Clár Oiliúna um Léiriú Féiniúlachta Inscne & Éagsúlachta a leabú tuilleadh. Cuireadh an tionscadal i dtoll a chéile ar dtús agus rinneadh é a phiolótú in 2020/21 i gcúig Institiúid Ardoideachais san earnáil.

Is minic go mbíonn fréamhacha an leithcheala i gcoinne daoine LGBTQ+ le fáil i noirm inscne a bhfuil sainmhíniú cúng déanta orthu. An aidhm atá ag an tionscnamh seo freisin dul i ngleic leis na noirm idirdhealaitheacha seo, dúshlán a thabhairt don chlaonadh neamhchomhfhiosach agus comhionannas inscne agus gnéasach a neadú de réir a chéile i gcultúr na n-institiúidí.

Seo a leanas príomhchuspóirí an tionscadail um Léiriú agus Féiniúlacht Inscne:

- Cur le seachadadh na gclár oiliúna sioncronaithe, atá deartha go sainiúil, trí cheardlanna idirghníomhacha ar líne, arna n-éascú ag Shout Out
- Seisiúin oiliúna don oiliúnóir a chur ar fáil do phríomhtheagmhálaithe ainmnithe san Údarás um Ard-Oideachas (ÚAO) san earnáil trí chéile i bhfoirm Clár

Oiliúna d'Oifigigh Comhionannais um Léiriú agus Féiniúlacht Inscne

- Mol ar líne a fhorbairt a mbeidh acmhainní air atá ábhartha do chomhaltaí foirne san earnáil Ardoideachais trí chéile
- Forbairt líonra Oifigeach Comhionannais um Léiriú agus Féiniúlacht Inscne don earnáil

Tá an tionscadal seo dírithe ar gach comhalta foirne, agus beidh seisiúin bhreise shaincheaptha don fhoireann Acmhainní Daonna agus don bhainistíocht shinsearach.



## Let's Talk about Race in Higher Education

I gcomhthráth le Lá Idirnáisiúnta um Idirhealú Ciníoch a Dhíothú 2022, sheol OVPEDI an modúl nua ar líne maidir le Feasacht ar Chomhionannas Ciníoch dar teideal 'Let's Talk about Race in Higher Education' in OÉ Gaillimh. Maireann an modúl seo, atá maoinithe ag Leas-Uachtaráin EDI Chumann Ollscoileanna na hÉireann (IUA) maidir le Feasacht ar Chomhionannas Ciníoch, 30 nóiméad agus an aidhm atá aige ná:

- Feasacht níos fearr a mhúscailt maidir le nádúr an chiníochais agus tuiscint a chothú, go háirithe, maidir leis an gcaoi a bhféadfadh ciníochas a bheith léirithe san éagothroime agus sa chlaontacht atá neadaithe go córasach inár n-ollscoileanna;
- Léargais a chur ar shúile na foirne a dhéanfaidh idirphlé ar an gciníochas a chumasú; agus

- Feidhmiú mar ghairm chun gnímh dúinn ar fad freagracht a ghlacadh as ciníochas a laghdú inár n-ollscoil.

Bunchéim atá i gceist leis an gclár seo don fhoireann chun feasacht maidir leis an gciníochas a mhúscailt san earnáil Ardoideachais, lena n-áirítear minicíocht miocrachasán, a d'fhéadfadh a bheith i bhfad níos forleithne mar shaincheist ná cineálacha níos soiléire ciníochais. Táimid ag moladh don fhoireann trí chéile tabhairt faoin gclár seo chun cabhrú linn teacht ar chomhthuiscint, agus aghaidh a thabhairt, ar na polasaithe, próisis agus cleachtais institiúideacha a dhéanann neamhionannas idir comhaltaí foirne agus mic léinn ó chútraí éagsúla a neadú agus a athchruthú.

Tá 'Let's Talk About Race in the Higher Education Sector' ar fáil ar: <http://nuigalway.learnupon.com>.

## 'Cine, frithchiníochas agus féiniúlachtaí san ionad oibre a thuiscint' – Ceardlann leis an Dr Ebon Joseph

Reachtáil Coláiste na nDán, na nEolaíochtaí Sóisialta agus an Léinn Cheiltigh (CASSCS), i gcomhar le hInstitiúid de Móra, ceardlann ar 'Cine, frithchiníochas agus féiniúlachtaí san ionad oibre a thuiscint' an 7 Márta, 2022. Ba í an Dr Ebon Joseph a chuir an cheardlann i láthair, ar comhairleoir ar chaidreamh idir ciníochas í, mar aon le bheith ina Stiúrthóir ar an Institiúid Frithchiníochais agus Léann na nDaoine Dubha agus ina Cathaoirleach ar Chumann Scoláirí na hAfraice in Éirinn (AFSAI). Chláraigh 80 duine don cheardlann, a bhí dírithe ar fheasacht a ardú faoin tábhacht a bhaineann le bearta frith-chiníochais laistigh de CASSCS, agus muid ag dréim le straitéis ollscoile ar an gceist. Pléadh príomhthearmaí agus an chaoi ar féidir leo tionchar a imirt ar chaidrimh san ionad oibre, agus rinneadh imscrúdú chomh maith ar thuairiscí ciníochais áitiúla agus domhanda agus faon gcaoi a ndéanann taithí mionlach san ionad oibre féiniúlachtaí a athchruthú. Spreagadh na rannpháirtithe céimeanna a ghlacadh le bheith ina gcomhghuaillithe, ina fhéachadóirí gníomhacha agus ina bhfrithchinigh.



## Sprioc 5

Peirspictíocht an chomhionannais a leabú san obair ó lá go lá ar fud na bhfeidhmeanna go léir

### Measúnacht Tionchair Comhionannais (EIA)

Tá painéal comhghleacaithe ar fud OÉ Gaillimh a bhfuil saineolas acu ar chomhionannas agus ar chearta an duine curtha ar bun chun cabhrú le húinéirí polasaithe tabhairt faoi mheasúnuithe tionchair comhionannais mar ghné caighdeánach de: (i) forbairt gach polasaí nua san institiúid, agus (ii) athbhreithniú gach polasaí reatha mar chuid den ghnáth-thimthriall athbhreithnithe polasaí (i.e. gach 7 mbliana ar a laghad).

Cheadaigh Údarás na hOllscoile príomhshruthú an phróisis EIA i mí Dheireadh Fómhair 2020 agus tá sé ar cheann de na riachtanais forbartha polasaí i bPolasaithe agus Nósanna Imeachta QA002. Tá na treoirleintí EIA le fáil ar líne ag: [http://www.nuigalway.ie/media/equality/files/QA153-EIA-Assessment-Guidelines-approved-June-2019-\(Final\).pdf](http://www.nuigalway.ie/media/equality/files/QA153-EIA-Assessment-Guidelines-approved-June-2019-(Final).pdf).

### Bailiú Sonraí Éagsúlachta

I mí Eanáir 2021 sheol an OVPEDI feachtas chun spreagadh a thabhairt do chomhaltaí foirne úsáid a bhaint as áis **Féinseirbhíse d'Fhostaithe (ESS)** ar thairseach na foirne, Core Portal, chun a dtréithe éagsúlachta féin a ionchur; mar is fíorbheagán léargais atá againn faoi láthair ar phróifíl éagsúlachta ár ngrúpa foirne. An cuspóir atá leis sin bunlíne a bhunú ionas gur féidir linn bearnaí a aithint, agus gníomhaíochtaí a phleanáil agus a fhorbairt chun aghaidh a thabhairt ar riachtanais na foirne i dtéarmaí polasaithe nua a fhorbairt agus idirghabhálacha atá bunaithe ar fhianaise a aithint.

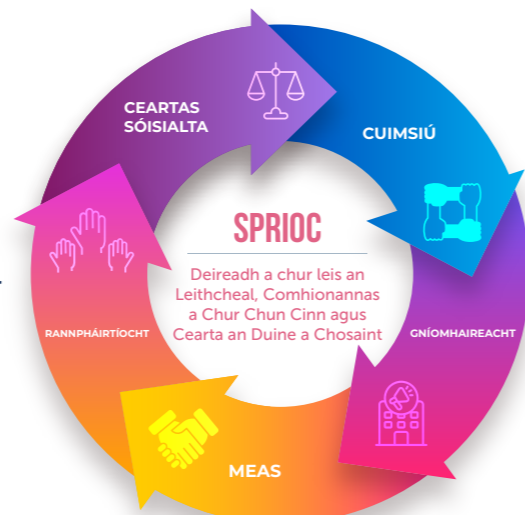
Moltar go láidir do gach comhalta foirne a dtréithe éagsúlachta ar ESS a chomhlánú le go gcuirfead bonn fianaise ar siúl chun a chinntiú go mbeidh polasaithe agus idirghabhálacha cuí ann sa todhchaí maidir le héagsúlacht agus cuimsiú don fhoireann ar fad.

## Dualgas na hEarnála Poiblí i leith Chomhionannas agus Chearta an Duine – Tionscadal de chuid Chumann Ollscoileanna na hÉireann (IUA)

Tá an oifig EDI ag glacadh páirte i dtionscadal maidir le cur i bhfeidhm Dhualgas na hEarnála Poiblí i leith Chomhionannas agus Chearta an Duine (Dualgas) in earnáil na hollscolaíochta trí chéile ar cuireadh tús leis i mí na Nollag 2021 agus a bhfuil an IUA ag tacú leis. Cuireann an Dualgas 'oibleagáid reachtúil ar chomhlachtaí poiblí deireadh a chur le leithcheal, comhionannas deiseanna a chur chun cinn agus cearta an duine iad siúd a gcuireann siad seirbhísí agus foireann ar fáil dóibh, a chosaint agus iad i mbun a gcuid oibre laethúil' (IHREC, 2019). Tugann sé ról lárnach don chomhionannas agus do chearta an duine i bhfeidhmiú feidhmeanna comhlachtaí poiblí. Is dualgas leanúnach é seo ar chomhlachtaí poiblí agus tá sé lárnach freisin do thimthriall pleanála straitéisí na hollscoile.

áireamh leis an bpróiseas sin tá cur chuige bunaithe ar luachanna a chinneadh, measúnú ar shaincheisteanna maidir le cearta an duine agus comhionannas, agus bailíochtú an mheasúnaithe ag na hollscoileanna atá páirteach sa tionscadal, i gcomhairle le baill na ngrúpaí atá aitheanta faoin Dualgas. Is iad seo a leanas na croiluchanna comhaontaithe a thacaíonn le feidhmiú dualgas na hearnála poiblí laistigh den chóras ollscoile:

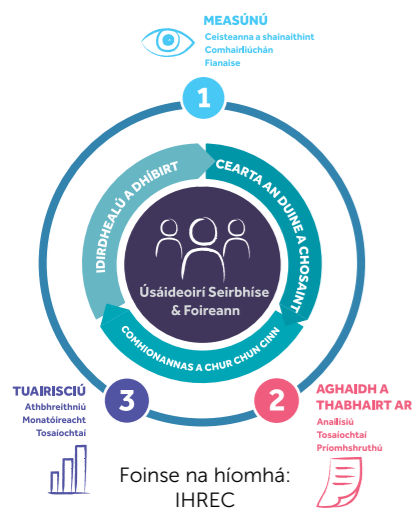
Agus an measúnú ar shaincheisteanna comhionannais agus chearta an duine á leagan amach, tá creat luachanna á úsáid ag an IUA faoina gcuirtear na príomhcheisteanna i láthair de réir luachanna an mheasa, na gníomhaireachta, an chuimsithe, na rannpháirtíochta agus an cheartais shóisialta.



I measc príomhthorthaí an tionscadail áirítear measúnú rannpháirtíoch agus fianaise-bhunaithe a chur i gcrích ar na saincheisteanna comhionannais agus chearta an duine do na grúpaí aitheanta faoin Dualgas a d'fhéadfadh a bheith ábhartha d'fheidhmeanna na hollscoile. Tá na naoi bhforas atá cumhdaithe sa reachtaíocht san áireamh sa mheasúnú seo, mar aon le ceann amháin eile, stádas socheacnamaíoch. Déileáil an measúnú le míbhuntáiste i ndáil leis an gcineál acmhainní atá ar fáil, lena n-áirítear rochtain ar oideachas agus oiliúint, chomh maith le fostaíocht. Tá aithint éagsúlachta agus sainriachtanais ina gcuid den mheasúnú freisin, ag brath ar aitheantas an ghrúpa. Déanfaidh gach ollscoil an measúnú a chur in oiriúint di féin i dtaobh tiomantas institiúideach agus cloí le forfheidhmiú dhualgas na hearnála poiblí.

Tá modúl nua ríomhfhoghlama seolta ag Coimisiún na hÉireann um Chearta an Duine agus Comhionannas chun tacú le comhaltai foirne laistigh de chomhlachtaí poiblí agus chun iad a chumasú chun a gcuid oibleagáidí faoin Dualgas a thuiscint agus a chomhlíonadh: **Ríomhfhoghlaim maidir le Dualgas na hEarnála Poiblí - IHREC - Coimisiún na hÉireann um Chearta an Duine agus Comhionannas**

Naisc úsáideacha: [IHREC\\_Public\\_Sector\\_Duty\\_Final\\_Eng\\_WEB.pdf](#)



Mar chomhlacht poiblí, áirítear iad seo a leanas lenár dtiomantas do Dhualgas na hearnála poiblí:

- 1. Measúnú** a dhéanamh ar na príomhcheisteanna maidir le cearta an duine agus comhionannas atá ábhartha don earnáil ardoideachais.
- 2. Aghaidh a thabhairt** ar pholasaithe, pleananna agus gníomhartha atá anois ann, nó atá beartaithe, chun dul i ngleic leis na saincheisteanna a thiocthaí chun cinn ón measúnú.
- 3. Tuairisciú** ar fhorbairtí agus ar a bhfuil baint amach ar bhonn bliantúil.

Tá an tionscadal á éascú go náisiúnta ag Values-Lab a bhfuil an cúram tugtha dó cur chuige comhordaithe a fhorbairt d'ollscoileanna chun Dualgas na hEarnála Poiblí i leith Comhionannais agus Chearta an Duine a chur i bhfeidhm. San

## Tosaíochtaí don Bhliain Acadúil 2022/23

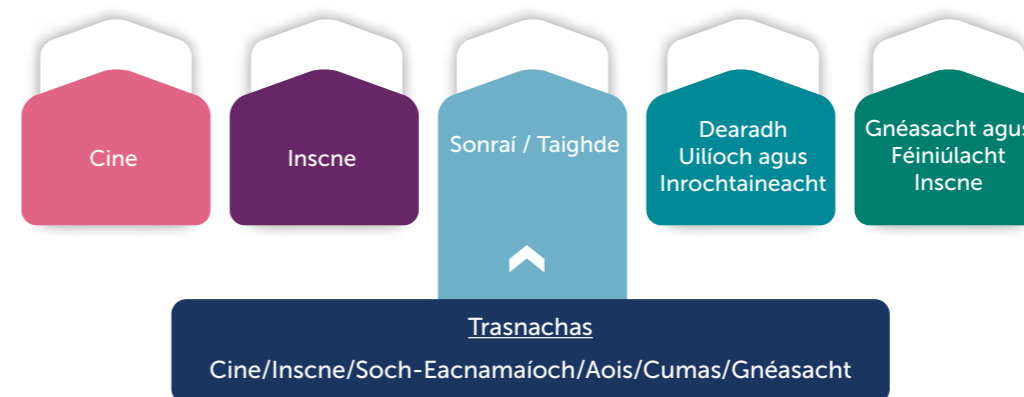
Beifear ag cur leis an bhFoireann EDI in 2022/23 nuair a mhaoiníofar roinnt post nua trí sheirbhísí straitéiseacha agus tacaíochta na hollscoile chomh maith le maoiniú feidhmíochta an ÚAO a leithdháileadh. Agus tús á chur againn leis an gcéad bhliain acadúil eile, seo a leanas an chaoi a leagfar amach an Fhoireann EDI:

### Foireann EDI 2022



Tá clár leathan oibre beartaithe don chéad bhliain acadúil eile maidir le cur chun cinn na Straitéise EDI 2020-2025 mar aon le Plean Straitéiseach OÉ Gaillimh 2020-2025. Bainfidh príomhghníomhaíochtaí na hoifige EDI leis na réimsí oibre a bhfuil cur síos orthu thíos:

### Réimsí Oibre EDI



## Comhionannas ciníoch

Tá an t-ádh le OÉ Gaillimh go bhfuil maoiniú ón ÚAO leithdháilte uirthi chun críche a cuid oibre sa réimse EDI, agus úsáidfeair sciar den mhaoiniú sin chun tabhairt faoi shraith tionscadal agus tionscnamh atá nasctha lena chéile a chuirfidh lenár dtiomantas do chomhionannas ciníoch. Tá roinnt gníomhartha pleanáilte ann atá ar chomhréim leis na moltaí a bhfuil cur síos orthu sa tuarascáil a choimisiúnaigh an tÚdarás um Ardoideachas ar chomhionannas ciníoch a seoladh in 2021: **Comhionannas Ciníoch san Earnáil Ardoideachais**. San áireamh leis an gclár oibre um chomhionannas ciníoch beidh bailiú agus anailís sonraí (cainníochtúil agus cáilíochtúil); forbairt Straitéise agus Plean Gníomhaíochta um Chomhionannas Ciníoch; dearadh agus cur i bhfeidhm feachtas institiúideach Frithchiníochais; forbairt polasaithe agus nósanna imeachta a thugann aghaidh go sonrach ar idirdhealú ciníoch; innéacs trasnaíochta a chruthú; aghaidh a thabhairt ar oideolaíocht agus ar dhíchoilíniú an churaclaim; agus oiliúint frithchiníochais.



## Comhionannas Inscne

In 2022/23 áireofar sa bhéim ar chomhionannas inscne an tiomantas leanúnach d'fhorbairt feidhmeanna Athena Swan agus cur chun feidhme pleananna gníomhaíochta scoile agus institiúide do na dámhachtaithe. Beidh Grúpa Stiúrtha Institiúideach Athena Swan freagrach as cur i bhfeidhm an Plean Gníomhaíochta institiúideach a stiúradh.

Tabharfaidh tríú atriail den Plean Gníomhartha Comhionannas Inscne fócas lárnach freisin don obair ar chomhionannas inscne.

Leanfar le teagmháil an Leas-Uachtarán EDI leis an ngrúpa oibre a bhfuil sé de chúram air athbhreithniú a dhéanamh ar an tSamhail Leithdháilte Ualach Oibre, ar phrionsabail ghaolmhara na Samhla sin mar aon lena forfheidhmiú. Tacóidh an fhoireann EDI go gníomhach freisin le cur i bhfeidhm an Chórais Forbartha Bainistíochta Feidhmíochta, 'Performance for Growth', a bhfuil athbhreithniú déanta air. Meicníocht shuntasach atá ann chun monatóireacht a dhéanamh ar ualaí oibre agus chun tacú le forbairt agus dul chun cinn fostaithe.

Tabharfaidh an Grúpa Comhairleach Seachtrach ar Chomhionannas Inscne cuairt i mí Dheireadh Fómhair 2022.

## Foréigean Gnéis agus Ciapadh Gnéis a Chosc agus Freagairt dóibh

Áirítear leis an gclár oibre in 2022/23 chun tacú lenár bhfócas ar fhoréigean gnéis agus ciapadh gnéis a chosc agus freagairt dóibh, forfheidhmiú na ngníomhaíochtaí institiúideacha, náisiúnta agus idirnáisiúnta. Leanfaimid orainn ag leibhéal na hinstiúide ag cur ár gcuspóirí i bhfeidhm mar atá leagtha amach i bplean Chur i bhFeidhm an Chreata Toilithe OÉ Gaillimh. Déanfaimid maoirseacht freisin ar chéad chéim tionscadail chun polasaí a chomhtháthú a bhfuil sé mar aidhm aige athbhreithniú a dhéanamh ar ár gcreat polasaithe trí chéile don fhoireann agus do mhic léinn maidir le foréigean gnéasach agus ciapadh. Is iad na príomhchuspóirí atá aige a chinntiú go mbeidh cur chuige atá eolasach maidir le tráma mar bhonn agus mar thaca ag polasaithe agus nósanna imeachta. Leanfar le

hoiliúint a sheachadadh maidir le feachtas toilithe mar chuspóir lárnach chun tacú le folláine, sábháilteacht agus sláinte ghnéis na mac léinn. Ina theannta sin, leanfar le hoiliúint 'An Chéad Phointe Teagmhála' a chur ar fáil don fhoireann agus do mhic léinn i bpoist fhreagrachta. Tacóidh an oifig EDI freisin le cuspóirí agus gníomhaíochtaí earnála níos leithne an Chláir Toilithe Ghníomhaigh\*.

Beimid rannpháirteach i dtionscadal UniSAFE uile-Eorpach in 2022/23 agus san áireamh leis sin beidh roinnt dea-chleachtais, anailís a dhéanamh ar fhreagraí suirbhé, forbairt polasaithe, agus cruthú uirlisí idirghníomhacha.

## Dearadh Uilíoch agus Inrochtaineacht

Tá cur i bhfeidhm an plean gníomhaíochta um Dhearadh Uilíoch agus Inrochtaineacht ina phríomhchuspóir maidir le feabhas a chur ar rochtain agus cuimsiú do chomhaltáí foirne agus do mhic léinn faoi mhíchumas. Tá tús áite tugtha ag an ngrúpa oibre freisin d'fhorbairt polasaithe agus nósanna imeachta maidir le cóiríocht réasúnta, oiliúint agus ardú feasachta,

inrochtaineacht fhisiciúil ar fhoirgnimh agus ar eastáit, UDL, agus ar chomhroinnt fainéise maidir le cóiríocht mac léinn. Baineann na gníomhartha atá aitheanta go sainiúil freisin le poiblíocht agus imeachtaí, soláthar, agus sláinte agus sábháilteacht. Tá súil againn cur leis an acmhainn a forbraíodh trí na tionscnaimh reatha ar cuireadh chun cinn iad in 2021/22.

## Bainistíocht Sonraí

Gné lárnach de chur chun cinn gníomhartha EDI maidir leis an bhfoireann agus na mic léinn is ea bonneagar sonraí OÉ Gaillimh. Leagfaimid béim ar bhainistíocht sonraí sa chéad bhliain acadúil eile, agus san áireamh leis sin beidh athbhreithniú cuimsitheach, agus forbairt agus forfheidhmiú próisis agus nósanna imeachta cuí chun lánúsáid a bhaint as an gcumas atá

ag na bogearraí agus na córais taifead reatha chun a chinntiú go mbeidh fáil ag OVPEDI agus páirtithe leasmhara ar shonraí atá idir chomhsheasmhach agus ar ardchaighdeán. Áireofar leis sin sainiú na riachtanas córais maidir le bailiú, tuairisciú agus bainistíocht EDI i gcomhar le HRIS, Foireann Tionscadal Chonairí Digiteacha na Mac Léinn agus foireann ISS.

## Clár Taighde EDI a chothú

In 2022/23 is mian leis an oifig EDI comhoibriú le comhghleacaithe ar an EDIC, EDICC agus ar fud na hollscoile chun próifíl a fhorbairt den taighde reatha a thacaigh leis an réimse leathan taighde a bhaineann le comhionannas, éagsúlacht agus cuimsiú. Neartóidh forbairt stór taighde foilsithe ag comhghleacaithe agus mic léinn an bonn fianaise teoiriciúil agus eimpíreach araon atá taobh thiar dár straitéis EDI. Agus tiomsú an stóir taighde sin mar thúsphointe, ba

mhaith linn clár taighde a fhorbairt a chuirfidh le héifeachtacht, tionchar agus le suntasacht ár gcuid oibre san earnáil ardoideachais. Áirítear an tús atá curtha leis an bpróiseas taighde chun innéacs trasnaíochta a fhorbairt ag Ionad Léann Domhanda na mBan ar cheann de na samplaí iomadúla inar féidir le cur chuige bunaithe ar thaighde tacú lenár gcuspóirí straitéiseacha.

## Gnéasacht, Léiriú agus Féiniúlacht Inscne

Príomhghné dár gclár oibre comhionannais is ea tacú le hobair an líonra foirne LGBT+ agus sochaí LGBTQA+ na mac léinn. I rith na bliana acadúla seo chugainn, an aidhm atá againn cur le hinfheictheacht na hoibre seo agus imeachtaí líonraithe agus seimineáir a réachtáil a chuideoidh le múnlú an chláir oibre náisiúnta chun cearta agus cuimsiú daoine LGBT+ a chur chun cinn. Gné lárnach dár

bpolasaí agus dár ngníomhartha straitéise maidir le hinscne, toiliú, cine agus inrochtaineacht is ea a bheith íogaireach do riachtanais agus eispéiris éagsúla ár bpobal LGBT+. Tá sé mar aidhm againn cur le tionscnaimh náisiúnta chun Bród/Pride a cheiliúradh agus, in éineacht lenár gcomhghleacaithe san IUA, an bhéim náisiúnta ar LGBT+ san ardoideachas a mhéadú.



## Go raibh maith agat

Mar is gnáth, tá an obair seo ag brath ar rannpháirtíocht leanúnach, tiomantas agus cruthaitheacht na Leas-Déan don EDI, chomhaltaí ár gcoistí agus ár ngrúpaí oibre, agus ár gcomhghleacaithe agus mic léinn ar fud phobal OÉ Gaillimh. Ba mhaith leis an bhfoireann EDI buíochas a ghabháil le gach duine as a ndearna siad chun Straitéis EDI 2020-2025 a chur chun cinn ar bhealach chomh dinimiciúil.



NUI Galway  
OÉ Gaillimh

## Comhionannas, Éagsúlacht agus Cuimsiú Tuarascáil Bhliantúil 2021/22

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

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